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

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

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4366
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.

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		13.03
01012 - Accounting Clerk II		14.62
01013 - Accounting Clerk III		16.36
01020 - Administrative Assistant		23.33
01035 - Court Reporter		18.49
01041 - Customer Service Representative I		11.59
01042 - Customer Service Representative II		13.04
01043 - Customer Service Representative III		14.22
01051 - Data Entry Operator I		12.18
01052 - Data Entry Operator II		13.29
01060 - Dispatcher Motor Vehicle		21.18
01070 - Document Preparation Clerk		12.89

01090 - Duplicating Machine Operator 12.89
01111 - General Clerk I 11.32
01112 - General Clerk II 12.35
01113 - General Clerk III 13.87
01120 - Housing Referral Assistant 18.05
01141 - Messenger Courier 11.98
01191 - Order Clerk I 12.45
01192 - Order Clerk II 13.58
01261 - Personnel Assistant (Employment) I 15.07
01262 - Personnel Assistant (Employment) II 16.86
01263 - Personnel Assistant (Employment) III 18.79
01270 - Production Control Clerk 22.04
01290 - Rental Clerk 10.75
01300 - Scheduler Maintenance 14.47
01311 - Secretary I 14.47
01312 - Secretary II 16.19
01313 - Secretary III 18.05
01320 - Service Order Dispatcher 18.92
01410 - Supply Technician 23.33
01420 - Survey Worker 13.56
01460 - Switchboard Operator/Receptionist 12.45
01531 - Travel Clerk I 12.86
01532 - Travel Clerk II 13.72
01533 - Travel Clerk III 14.55
01611 - Word Processor I 12.89
01612 - Word Processor II 14.47
01613 - Word Processor III 16.19
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 18.99
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	12.60
11090 - Gardener	15.56
11122 - Housekeeping Aide	12.60
11150 - Janitor	12.60
11210 - Laborer Grounds Maintenance	12.28
11240 - Maid or Houseman	10.73
11260 - Pruner	11.22
11270 - Tractor Operator	14.39
11330 - Trail Maintenance Worker	12.28
11360 - Window Cleaner	13.88
12000 - Health Occupations	
12010 - Ambulance Driver	14.88
12011 - Breath Alcohol Technician	18.40
12012 - Certified Occupational Therapist Assistant	27.66
12015 - Certified Physical Therapist Assistant	25.93
12020 - Dental Assistant	15.70
12025 - Dental Hygienist	31.10
12030 - EKG Technician	21.54
12035 - Electroneurodiagnostic Technologist	21.54
12040 - Emergency Medical Technician	14.88
12071 - Licensed Practical Nurse I	16.44
12072 - Licensed Practical Nurse II	18.40
12073 - Licensed Practical Nurse III	20.51
12100 - Medical Assistant	13.81
12130 - Medical Laboratory Technician	24.02
12160 - Medical Record Clerk	16.90
12190 - Medical Record Technician	18.89
12195 - Medical Transcriptionist	17.72
12210 - Nuclear Medicine Technologist	31.65
12221 - Nursing Assistant I	10.92
12222 - Nursing Assistant II	12.28
12223 - Nursing Assistant III	13.40
12224 - Nursing Assistant IV	15.04
12235 - Optical Dispenser	16.74
12236 - Optical Technician	16.44
12250 - Pharmacy Technician	13.86
12280 - Phlebotomist	15.30
12305 - Radiologic Technologist	26.23
12311 - Registered Nurse I	24.08
12312 - Registered Nurse II	29.46

12313 - Registered Nurse II Specialist		29.46
12314 - Registered Nurse III		35.64
12315 - Registered Nurse III Anesthetist		35.64
12316 - Registered Nurse IV		42.71
12317 - Scheduler (Drug and Alcohol Testing)		22.79
12320 - Substance Abuse Treatment Counselor		18.23
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.74
13012 - Exhibits Specialist II		21.97
13013 - Exhibits Specialist III		26.88
13041 - Illustrator I		17.74
13042 - Illustrator II		21.97
13043 - Illustrator III		26.88
13047 - Librarian		24.34
13050 - Library Aide/Clerk		11.37
13054 - Library Information Technology Systems Administrator		21.97
13058 - Library Technician		17.74
13061 - Media Specialist I		15.86
13062 - Media Specialist II		17.74
13063 - Media Specialist III		19.77
13071 - Photographer I		15.86
13072 - Photographer II		17.74
13073 - Photographer III		21.97
13074 - Photographer IV		26.88
13075 - Photographer V		32.52
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		16.45
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.61
14042 - Computer Operator II		18.72
14043 - Computer Operator III		21.15
14044 - Computer Operator IV		22.66
14045 - Computer Operator V		25.09
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		14.61
14160 - Personal Computer Support Technician		22.66
14170 - System Support Specialist		26.66
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.06
15020 - Aircrew Training Devices Instructor (Rated)		33.94
15030 - Air Crew Training Devices Instructor (Pilot)		40.68
15050 - Computer Based Training Specialist / Instructor		28.06
15060 - Educational Technologist		30.23

15070 - Flight Instructor (Pilot) 40.68
15080 - Graphic Artist 23.02
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.68
15086 - Maintenance Test Pilot Rotary Wing 40.68
15088 - Non-Maintenance Test/Co-Pilot 40.68
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 10.19
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) 24.75
19040 - Tool And Die Maker 29.81
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.88
21030 - Material Coordinator 22.04
21040 - Material Expediter 22.04
21050 - Material Handling Laborer 16.19
21071 - Order Filler 13.70
21080 - Production Line Worker (Food Processing) 19.88
21110 - Shipping Packer 15.03
21130 - Shipping/Receiving Clerk 15.03
21140 - Store Worker I 12.99
21150 - Stock Clerk 17.49
21210 - Tools And Parts Attendant 19.88
21410 - Warehouse Specialist 19.88
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.33
23019 - Aircraft Logs and Records Technician 21.80
23021 - Aircraft Mechanic I 25.96
23022 - Aircraft Mechanic II 27.33
23023 - Aircraft Mechanic III 28.49
23040 - Aircraft Mechanic Helper 18.76
23050 - Aircraft Painter 24.75
23060 - Aircraft Servicer 21.80
23070 - Aircraft Survival Flight Equipment Technician 24.75
23080 - Aircraft Worker 23.24
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.24

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.96
23110 - Appliance Mechanic 24.75
23120 - Bicycle Repairer 20.28
23125 - Cable Splicer 32.34
23130 - Carpenter Maintenance 25.70
23140 - Carpet Layer 23.24
23160 - Electrician Maintenance 30.46
23181 - Electronics Technician Maintenance I 24.27
23182 - Electronics Technician Maintenance II 25.83
23183 - Electronics Technician Maintenance III 27.26
23260 - Fabric Worker 21.80
23290 - Fire Alarm System Mechanic 20.68
23310 - Fire Extinguisher Repairer 20.28
23311 - Fuel Distribution System Mechanic 28.68
23312 - Fuel Distribution System Operator 22.40
23370 - General Maintenance Worker 16.43
23380 - Ground Support Equipment Mechanic 25.96
23381 - Ground Support Equipment Servicer 21.80
23382 - Ground Support Equipment Worker 23.24
23391 - Gunsmith I 20.28
23392 - Gunsmith II 23.24
23393 - Gunsmith III 25.96
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.30
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.18
23430 - Heavy Equipment Mechanic 22.44
23440 - Heavy Equipment Operator 27.31
23460 - Instrument Mechanic 25.96
23465 - Laboratory/Shelter Mechanic 24.75
23470 - Laborer 16.28
23510 - Locksmith 24.75
23530 - Machinery Maintenance Mechanic 27.00
23550 - Machinist Maintenance 19.84
23580 - Maintenance Trades Helper 16.01
23591 - Metrology Technician I 25.96
23592 - Metrology Technician II 27.33
23593 - Metrology Technician III 28.49
23640 - Millwright 25.96
23710 - Office Appliance Repairer 18.54
23760 - Painter Maintenance 22.94
23790 - Pipefitter Maintenance 30.75
23810 - Plumber Maintenance 29.66
23820 - Pneudraulic Systems Mechanic 25.96
23850 - Rigger 25.96
23870 - Scale Mechanic 23.24
23890 - Sheet-Metal Worker Maintenance 28.89
23910 - Small Engine Mechanic 23.24
23931 - Telecommunications Mechanic I 32.95

23932 - Telecommunications Mechanic II	34.69
23950 - Telephone Lineman	32.31
23960 - Welder Combination Maintenance	19.49
23965 - Well Driller	25.96
23970 - Woodcraft Worker	25.96
23980 - Woodworker	20.28
24000 - Personal Needs Occupations	
24550 - Case Manager	14.83
24570 - Child Care Attendant	9.80
24580 - Child Care Center Clerk	12.23
24610 - Chore Aide	10.86
24620 - Family Readiness And Support Services Coordinator	14.83
24630 - Homemaker	14.83
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.96
25040 - Sewage Plant Operator	19.89
25070 - Stationary Engineer	25.96
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	13.37
28310 - Lifeguard	11.90
28350 - Park Attendant (Aide)	14.96
28510 - Recreation Aide/Health Facility Attendant	10.92
28515 - Recreation Specialist	18.53
28630 - Sports Official	11.91
28690 - Swimming Pool Operator	17.67
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.21
29020 - Hatch Tender	24.21
29030 - Line Handler	24.21
29041 - Stevedore I	22.71
29042 - Stevedore II	25.78
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 18.16
30022 - Archeological Technician II 20.32
30023 - Archeological Technician III 25.18
30030 - Cartographic Technician 25.18
30040 - Civil Engineering Technician 22.53
30051 - Cryogenic Technician I 25.95
30052 - Cryogenic Technician II 28.66
30061 - Drafter/CAD Operator I 18.16
30062 - Drafter/CAD Operator II 20.32
30063 - Drafter/CAD Operator III 22.66
30064 - Drafter/CAD Operator IV 27.87
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 25.67
30095 - Evidence Control Specialist 23.43
30210 - Laboratory Technician 23.31
30221 - Latent Fingerprint Technician I 25.95
30222 - Latent Fingerprint Technician II 28.66
30240 - Mathematical Technician 24.98
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 28.66
30390 - Photo-Optics Technician 25.18
30395 - Radiation Control Technician 28.66
30461 - Technical Writer I 25.18
30462 - Technical Writer II 30.80
30463 - Technical Writer III 36.33
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 25.95
30502 - Weather Forecaster II 31.55
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.66
30621 - Weather Observer Senior (see 2) 25.18
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.72
31030 - Bus Driver 17.72

31043 - Driver Courier	12.98
31260 - Parking and Lot Attendant	11.61
31290 - Shuttle Bus Driver	14.04
31310 - Taxi Driver	10.80
31361 - Truckdriver Light	14.04
31362 - Truckdriver Medium	15.16
31363 - Truckdriver Heavy	19.01
31364 - Truckdriver Tractor-Trailer	19.01
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.69
99050 - Desk Clerk	10.14
99095 - Embalmer	27.93
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.20
99252 - Laboratory Animal Caretaker II	13.86
99260 - Marketing Analyst	21.45
99310 - Mortician	27.93
99410 - Pest Controller	18.71
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	15.33
99711 - Recycling Specialist	18.61
99730 - Refuse Collector	14.00
99810 - Sales Clerk	10.60
99820 - School Crossing Guard	14.47
99830 - Survey Party Chief	26.05
99831 - Surveying Aide	17.26
99832 - Surveying Technician	23.68
99840 - Vending Machine Attendant	19.19
99841 - Vending Machine Repairer	23.52
99842 - Vending Machine Repairer Helper	19.19

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

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years 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))."

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WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4367
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.

States: Kentucky West Virginia

Area: Kentucky Counties of Boyd Greenup

West Virginia Counties of Cabell Lincoln Putnam Wayne

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.63
01012 - Accounting Clerk II		18.04
01013 - Accounting Clerk III		20.19
01020 - Administrative Assistant		23.64
01035 - Court Reporter		21.39
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		20.53
01070 - Document Preparation Clerk		13.92
01090 - Duplicating Machine Operator		13.92

01111 - General Clerk I	12.46
01112 - General Clerk II	13.61
01113 - General Clerk III	15.27
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	16.80
01262 - Personnel Assistant (Employment) II	18.78
01263 - Personnel Assistant (Employment) III	20.93
01270 - Production Control Clerk	22.90
01290 - Rental Clerk	11.99
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	15.87
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	19.23
05010 - Automotive Electrician	16.57
05040 - Automotive Glass Installer	15.56
05070 - Automotive Worker	15.56
05110 - Mobile Equipment Servicer	13.58
05130 - Motor Equipment Metal Mechanic	17.38
05160 - Motor Equipment Metal Worker	15.56
05190 - Motor Vehicle Mechanic	17.38
05220 - Motor Vehicle Mechanic Helper	12.61
05250 - Motor Vehicle Upholstery Worker	14.59
05280 - Motor Vehicle Wrecker	15.56
05310 - Painter Automotive	16.57
05340 - Radiator Repair Specialist	15.56
05370 - Tire Repairer	12.55
05400 - Transmission Repair Specialist	17.38
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.23
07041 - Cook I	11.77
07042 - Cook II	13.53
07070 - Dishwasher	9.99
07130 - Food Service Worker	10.19
07210 - Meat Cutter	14.04
07260 - Waiter/Waitress	9.77

09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.87
09040 - Furniture Handler	15.41
09080 - Furniture Refinisher	19.59
09090 - Furniture Refinisher Helper	16.80
09110 - Furniture Repairer Minor	18.25
09130 - Upholsterer	19.59
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.07
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	14.54
12011 - Breath Alcohol Technician	18.81
12012 - Certified Occupational Therapist Assistant	28.69
12015 - Certified Physical Therapist Assistant	27.89
12020 - Dental Assistant	15.70
12025 - Dental Hygienist	31.91
12030 - EKG Technician	21.28
12035 - Electroneurodiagnostic Technologist	21.28
12040 - Emergency Medical Technician	14.54
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	17.97
12190 - Medical Record Technician	20.24
12195 - Medical Transcriptionist	18.24
12210 - Nuclear Medicine Technologist	33.98
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	18.07
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		11.18
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		16.24
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)	22.03
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		16.09
14160 - Personal Computer Support Technician		22.67
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		28.44
15070 - Flight Instructor (Pilot)		44.54

15080 - Graphic Artist 21.91
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 17.34
15095 - Technical Instructor/Course Developer 21.61
15110 - Test Proctor 15.38
15120 - Tutor 15.38
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 22.40
21030 - Material Coordinator 22.90
21040 - Material Expediter 22.90
21050 - Material Handling Laborer 16.19
21071 - Order Filler 12.35
21080 - Production Line Worker (Food Processing) 22.40
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 22.40
21410 - Warehouse Specialist 22.40
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 26.89

II
23110 - Appliance Mechanic 25.63
23120 - Bicycle Repairer 20.93
23125 - Cable Splicer 30.35
23130 - Carpenter Maintenance 25.31
23140 - Carpet Layer 24.07
23160 - Electrician Maintenance 30.46
23181 - Electronics Technician Maintenance I 26.19
23182 - Electronics Technician Maintenance II 28.41
23183 - Electronics Technician Maintenance III 29.81
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 22.13
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.30
23430 - Heavy Equipment Mechanic 23.43
23440 - Heavy Equipment Operator 26.53
23460 - Instrument Mechanic 26.89
23465 - Laboratory/Shelter Mechanic 25.63
23470 - Laborer 16.19
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 17.78
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	10.60
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	16.97
25210 - Water Treatment Plant Operator	19.89
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.20
27007 - Baggage Inspector	10.31
27008 - Corrections Officer	20.10
27010 - Court Security Officer	19.98
27030 - Detection Dog Handler	11.53
27040 - Detention Officer	20.10
27070 - Firefighter	19.20
27101 - Guard I	10.31
27102 - Guard II	11.53
27131 - Police Officer I	20.15
27132 - Police Officer II	22.39
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.63
28042 - Carnival Equipment Repairer	13.66
28043 - Carnival Worker	9.53
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	20.38
28630 - Sports Official	13.10
28690 - Swimming Pool Operator	15.71
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 20.60
30022 - Archeological Technician II 23.04
30023 - Archeological Technician III 28.54
30030 - Cartographic Technician 28.54
30040 - Civil Engineering Technician 22.29
30051 - Cryogenic Technician I 28.55
30052 - Cryogenic Technician II 31.53
30061 - Drafter/CAD Operator I 20.60
30062 - Drafter/CAD Operator II 23.04
30063 - Drafter/CAD Operator III 25.68
30064 - Drafter/CAD Operator IV 31.61
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 25.32
30095 - Evidence Control Specialist 25.77
30210 - Laboratory Technician 27.53
30221 - Latent Fingerprint Technician I 28.55
30222 - Latent Fingerprint Technician II 31.53
30240 - Mathematical Technician 28.54
30361 - Paralegal/Legal Assistant I 19.13
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 31.53
30390 - Photo-Optics Technician 28.54
30395 - Radiation Control Technician 31.53
30461 - Technical Writer I 25.77
30462 - Technical Writer II 31.53
30463 - Technical Writer III 38.14
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 31.61
30502 - Weather Forecaster II 38.46
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 25.68
30621 - Weather Observer Senior (see 2) 28.54
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.98
31020 - Bus Aide 13.31
31030 - Bus Driver 18.40
31043 - Driver Courier 13.44

31260 - Parking and Lot Attendant	12.07
31290 - Shuttle Bus Driver	13.32
31310 - Taxi Driver	11.88
31361 - Truckdriver Light	14.49
31362 - Truckdriver Medium	15.57
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	9.69
99095 - Embalmer	30.90
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	12.18
99252 - Laboratory Animal Caretaker II	13.13
99260 - Marketing Analyst	22.18
99310 - Mortician	30.90
99410 - Pest Controller	16.28
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	14.08
99711 - Recycling Specialist	16.93
99730 - Refuse Collector	12.77
99810 - Sales Clerk	11.04
99820 - School Crossing Guard	14.89
99830 - Survey Party Chief	27.10
99831 - Surveying Aide	16.78
99832 - Surveying Technician	23.01
99840 - Vending Machine Attendant	18.36
99841 - Vending Machine Repairer	21.13
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.: 2015-4368
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.

States: Kentucky West Virginia

Area: Kentucky Counties of Boyd Greenup

West Virginia Counties of Cabell Lincoln Putnam Wayne

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.30
01012 - Accounting Clerk II		18.04
01013 - Accounting Clerk III		20.19
01020 - Administrative Assistant		23.33
01035 - Court Reporter		21.39
01041 - Customer Service Representative I		11.59
01042 - Customer Service Representative II		13.04
01043 - Customer Service Representative III		14.22
01051 - Data Entry Operator I		12.18
01052 - Data Entry Operator II		13.29

01060 - Dispatcher Motor Vehicle 20.53
01070 - Document Preparation Clerk 12.89
01090 - Duplicating Machine Operator 12.89
01111 - General Clerk I 11.33
01112 - General Clerk II 12.37
01113 - General Clerk III 13.88
01120 - Housing Referral Assistant 18.05
01141 - Messenger Courier 11.98
01191 - Order Clerk I 12.45
01192 - Order Clerk II 13.86
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 22.04
01290 - Rental Clerk 11.99
01300 - Scheduler Maintenance 14.47
01311 - Secretary I 14.47
01312 - Secretary II 16.19
01313 - Secretary III 18.05
01320 - Service Order Dispatcher 18.92
01410 - Supply Technician 23.33
01420 - Survey Worker 15.08
01460 - Switchboard Operator/Receptionist 12.45
01531 - Travel Clerk I 12.86
01532 - Travel Clerk II 13.72
01533 - Travel Clerk III 14.55
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 17.48
05010 - Automotive Electrician 16.57
05040 - Automotive Glass Installer 15.56
05070 - Automotive Worker 15.56
05110 - Mobile Equipment Servicer 13.58
05130 - Motor Equipment Metal Mechanic 17.38
05160 - Motor Equipment Metal Worker 15.56
05190 - Motor Vehicle Mechanic 17.38
05220 - Motor Vehicle Mechanic Helper 12.61
05250 - Motor Vehicle Upholstery Worker 14.59
05280 - Motor Vehicle Wrecker 15.56
05310 - Painter Automotive 16.57
05340 - Radiator Repair Specialist 15.56
05370 - Tire Repairer 12.55
05400 - Transmission Repair Specialist 17.38
07000 - Food Preparation And Service Occupations
07010 - Baker 11.23
07041 - Cook I 11.33
07042 - Cook II 12.99
07070 - Dishwasher 9.92

07130 - Food Service Worker	10.19
07210 - Meat Cutter	13.55
07260 - Waiter/Waitress	9.68
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.06
09040 - Furniture Handler	15.41
09080 - Furniture Refinisher	17.81
09090 - Furniture Refinisher Helper	16.80
09110 - Furniture Repairer Minor	18.25
09130 - Upholsterer	17.81
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.05
11060 - Elevator Operator	12.60
11090 - Gardener	15.56
11122 - Housekeeping Aide	12.60
11150 - Janitor	12.60
11210 - Laborer Grounds Maintenance	11.97
11240 - Maid or Houseman	10.73
11260 - Pruner	10.85
11270 - Tractor Operator	14.39
11330 - Trail Maintenance Worker	11.97
11360 - Window Cleaner	13.88
12000 - Health Occupations	
12010 - Ambulance Driver	14.54
12011 - Breath Alcohol Technician	18.40
12012 - Certified Occupational Therapist Assistant	27.66
12015 - Certified Physical Therapist Assistant	25.35
12020 - Dental Assistant	15.70
12025 - Dental Hygienist	31.10
12030 - EKG Technician	20.63
12035 - Electroneurodiagnostic Technologist	20.63
12040 - Emergency Medical Technician	14.54
12071 - Licensed Practical Nurse I	16.44
12072 - Licensed Practical Nurse II	18.40
12073 - Licensed Practical Nurse III	20.51
12100 - Medical Assistant	13.81
12130 - Medical Laboratory Technician	24.02
12160 - Medical Record Clerk	16.34
12190 - Medical Record Technician	18.40
12195 - Medical Transcriptionist	17.72
12210 - Nuclear Medicine Technologist	30.89
12221 - Nursing Assistant I	10.92
12222 - Nursing Assistant II	12.28
12223 - Nursing Assistant III	13.40
12224 - Nursing Assistant IV	15.04
12235 - Optical Dispenser	16.43
12236 - Optical Technician	16.44
12250 - Pharmacy Technician	13.86
12280 - Phlebotomist	15.30
12305 - Radiologic Technologist	26.23

12311 - Registered Nurse I		24.04
12312 - Registered Nurse II		29.40
12313 - Registered Nurse II Specialist		29.40
12314 - Registered Nurse III		35.59
12315 - Registered Nurse III Anesthetist		35.59
12316 - Registered Nurse IV		42.65
12317 - Scheduler (Drug and Alcohol Testing)		22.79
12320 - Substance Abuse Treatment Counselor		18.23
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.74
13012 - Exhibits Specialist II		21.97
13013 - Exhibits Specialist III		26.88
13041 - Illustrator I		17.74
13042 - Illustrator II		21.97
13043 - Illustrator III		26.88
13047 - Librarian		24.34
13050 - Library Aide/Clerk		11.18
13054 - Library Information Technology Systems Administrator		21.97
13058 - Library Technician		17.74
13061 - Media Specialist I		15.86
13062 - Media Specialist II		17.74
13063 - Media Specialist III		19.77
13071 - Photographer I		15.86
13072 - Photographer II		17.74
13073 - Photographer III		21.97
13074 - Photographer IV		26.88
13075 - Photographer V		32.52
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		15.90
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)	22.03
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		14.63
14160 - Personal Computer Support Technician		20.61
14170 - System Support Specialist		26.66
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 25.85
15070 - Flight Instructor (Pilot) 41.00
15080 - Graphic Artist 21.91
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.68
15086 - Maintenance Test Pilot Rotary Wing 40.68
15088 - Non-Maintenance Test/Co-Pilot 40.68
15090 - Technical Instructor 17.34
15095 - Technical Instructor/Course Developer 21.61
15110 - Test Proctor 15.38
15120 - Tutor 15.38
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 10.85
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.75
19040 - Tool And Die Maker 29.81
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.36
21030 - Material Coordinator 22.04
21040 - Material Expediter 22.04
21050 - Material Handling Laborer 16.19
21071 - Order Filler 12.35
21080 - Production Line Worker (Food Processing) 20.36
21110 - Shipping Packer 15.03
21130 - Shipping/Receiving Clerk 15.03
21140 - Store Worker I 12.99
21150 - Stock Clerk 17.49
21210 - Tools And Parts Attendant 20.36
21410 - Warehouse Specialist 20.36
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.33
23019 - Aircraft Logs and Records Technician 21.80
23021 - Aircraft Mechanic I 25.96
23022 - Aircraft Mechanic II 27.33
23023 - Aircraft Mechanic III 28.49
23040 - Aircraft Mechanic Helper 18.76
23050 - Aircraft Painter 24.75
23060 - Aircraft Servicer 21.80
23070 - Aircraft Survival Flight Equipment Technician 24.75
23080 - Aircraft Worker 23.24

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.24
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.96
23110 - Appliance Mechanic 24.75
23120 - Bicycle Repairer 20.28
23125 - Cable Splicer 30.10
23130 - Carpenter Maintenance 25.31
23140 - Carpet Layer 23.24
23160 - Electrician Maintenance 30.46
23181 - Electronics Technician Maintenance I 23.81
23182 - Electronics Technician Maintenance II 25.83
23183 - Electronics Technician Maintenance III 27.10
23260 - Fabric Worker 21.80
23290 - Fire Alarm System Mechanic 20.68
23310 - Fire Extinguisher Repairer 20.28
23311 - Fuel Distribution System Mechanic 28.68
23312 - Fuel Distribution System Operator 22.40
23370 - General Maintenance Worker 16.43
23380 - Ground Support Equipment Mechanic 25.96
23381 - Ground Support Equipment Servicer 21.80
23382 - Ground Support Equipment Worker 23.24
23391 - Gunsmith I 20.28
23392 - Gunsmith II 23.24
23393 - Gunsmith III 25.96
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.12
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.18
23430 - Heavy Equipment Mechanic 22.44
23440 - Heavy Equipment Operator 26.53
23460 - Instrument Mechanic 25.96
23465 - Laboratory/Shelter Mechanic 24.75
23470 - Laborer 16.19
23510 - Locksmith 24.75
23530 - Machinery Maintenance Mechanic 27.00
23550 - Machinist Maintenance 19.84
23580 - Maintenance Trades Helper 15.92
23591 - Metrology Technician I 25.96
23592 - Metrology Technician II 27.33
23593 - Metrology Technician III 28.49
23640 - Millwright 25.96
23710 - Office Appliance Repairer 17.78
23760 - Painter Maintenance 22.94
23790 - Pipefitter Maintenance 30.35
23810 - Plumber Maintenance 30.35
23820 - Pneudraulic Systems Mechanic 25.96
23850 - Rigger 25.96
23870 - Scale Mechanic 23.24
23890 - Sheet-Metal Worker Maintenance 27.79

23910 - Small Engine Mechanic	23.24
23931 - Telecommunications Mechanic I	32.95
23932 - Telecommunications Mechanic II	34.69
23950 - Telephone Lineman	32.31
23960 - Welder Combination Maintenance	19.49
23965 - Well Driller	25.96
23970 - Woodcraft Worker	25.96
23980 - Woodworker	20.28
24000 - Personal Needs Occupations	
24550 - Case Manager	14.67
24570 - Child Care Attendant	9.80
24580 - Child Care Center Clerk	12.23
24610 - Chore Aide	10.60
24620 - Family Readiness And Support Services Coordinator	14.67
24630 - Homemaker	14.67
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.87
25040 - Sewage Plant Operator	19.89
25070 - Stationary Engineer	25.87
25190 - Ventilation Equipment Tender	16.97
25210 - Water Treatment Plant Operator	19.89
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.20
27007 - Baggage Inspector	9.99
27008 - Corrections Officer	19.57
27010 - Court Security Officer	19.98
27030 - Detection Dog Handler	11.31
27040 - Detention Officer	19.57
27070 - Firefighter	19.20
27101 - Guard I	9.99
27102 - Guard II	11.31
27131 - Police Officer I	20.15
27132 - Police Officer II	22.39
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.41
28042 - Carnival Equipment Repairer	13.37
28043 - Carnival Worker	9.36
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	18.53
28630 - Sports Official	11.91
28690 - Swimming Pool Operator	15.33
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.21
29020 - Hatch Tender	24.21
29030 - Line Handler	24.21
29041 - Stevedore I	22.71

29042 - Stevedore II 25.78
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 19.53
30022 - Archeological Technician II 21.85
30023 - Archeological Technician III 27.07
30030 - Cartographic Technician 27.07
30040 - Civil Engineering Technician 22.29
30051 - Cryogenic Technician I 25.95
30052 - Cryogenic Technician II 28.66
30061 - Drafter/CAD Operator I 19.53
30062 - Drafter/CAD Operator II 21.85
30063 - Drafter/CAD Operator III 24.36
30064 - Drafter/CAD Operator IV 29.98
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 23.43
30210 - Laboratory Technician 25.64
30221 - Latent Fingerprint Technician I 25.95
30222 - Latent Fingerprint Technician II 28.66
30240 - Mathematical Technician 27.07
30361 - Paralegal/Legal Assistant I 19.13
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 28.66
30390 - Photo-Optics Technician 27.07
30395 - Radiation Control Technician 28.66
30461 - Technical Writer I 23.43
30462 - Technical Writer II 28.66
30463 - Technical Writer III 34.67
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 29.98
30502 - Weather Forecaster II 36.47
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 24.36
30621 - Weather Observer Senior (see 2) 27.07
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67

31020 - Bus Aide	12.72
31030 - Bus Driver	17.70
31043 - Driver Courier	12.22
31260 - Parking and Lot Attendant	11.61
31290 - Shuttle Bus Driver	13.17
31310 - Taxi Driver	10.80
31361 - Truckdriver Light	13.17
31362 - Truckdriver Medium	14.15
31363 - Truckdriver Heavy	19.01
31364 - Truckdriver Tractor-Trailer	19.01
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.69
99050 - Desk Clerk	9.51
99095 - Embalmer	30.90
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	11.08
99252 - Laboratory Animal Caretaker II	11.94
99260 - Marketing Analyst	21.45
99310 - Mortician	30.90
99410 - Pest Controller	16.16
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	13.98
99711 - Recycling Specialist	16.67
99730 - Refuse Collector	12.67
99810 - Sales Clerk	10.77
99820 - School Crossing Guard	14.47
99830 - Survey Party Chief	27.10
99831 - Surveying Aide	16.78
99832 - Surveying Technician	23.01
99840 - Vending Machine Attendant	16.69
99841 - Vending Machine Repairer	19.21
99842 - Vending Machine Repairer Helper	16.69

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

paid sick leave provided pursuant to EO 13706.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

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

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

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

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

The process for preparing a conformance request is as follows:

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

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

performs any contract work.

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

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

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

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

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

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

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

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

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

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

Daniel W. Simms
Director

Division of Wage Determinations

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

Wage Determination No.: 2015-4369
Revision No.: 12
Date Of Last Revision: 12/21/2020

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

State: North Carolina

Area: North Carolina Counties of Buncombe Haywood Henderson Madison

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.73
01012 - Accounting Clerk II		16.53
01013 - Accounting Clerk III		18.50
01020 - Administrative Assistant		22.99
01035 - Court Reporter		16.94
01041 - Customer Service Representative I		12.54
01042 - Customer Service Representative II		14.09
01043 - Customer Service Representative III		15.38
01051 - Data Entry Operator I		14.17
01052 - Data Entry Operator II		15.46
01060 - Dispatcher Motor Vehicle		18.43
01070 - Document Preparation Clerk		14.80
01090 - Duplicating Machine Operator		14.80
01111 - General Clerk I		13.25
01112 - General Clerk II		14.46

01113 - General Clerk III 16.24
01120 - Housing Referral Assistant 18.88
01141 - Messenger Courier 14.46
01191 - Order Clerk I 15.38
01192 - Order Clerk II 16.79
01261 - Personnel Assistant (Employment) I 15.76
01262 - Personnel Assistant (Employment) II 17.63
01263 - Personnel Assistant (Employment) III 19.66
01270 - Production Control Clerk 22.20
01290 - Rental Clerk 12.57
01300 - Scheduler Maintenance 15.14
01311 - Secretary I 15.14
01312 - Secretary II 16.94
01313 - Secretary III 18.88
01320 - Service Order Dispatcher 16.47
01410 - Supply Technician 22.99
01420 - Survey Worker 15.02
01460 - Switchboard Operator/Receptionist 13.80
01531 - Travel Clerk I 14.91
01532 - Travel Clerk II 15.86
01533 - Travel Clerk III 16.86
01611 - Word Processor I 13.49
01612 - Word Processor II 15.14
01613 - Word Processor III 16.94
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 23.60
05010 - Automotive Electrician 19.90
05040 - Automotive Glass Installer 18.90
05070 - Automotive Worker 18.90
05110 - Mobile Equipment Servicer 16.86
05130 - Motor Equipment Metal Mechanic 20.96
05160 - Motor Equipment Metal Worker 18.90
05190 - Motor Vehicle Mechanic 19.99
05220 - Motor Vehicle Mechanic Helper 15.87
05250 - Motor Vehicle Upholstery Worker 17.89
05280 - Motor Vehicle Wrecker 18.90
05310 - Painter Automotive 19.90
05340 - Radiator Repair Specialist 18.90
05370 - Tire Repairer 15.13
05400 - Transmission Repair Specialist 20.96
07000 - Food Preparation And Service Occupations
07010 - Baker 12.78
07041 - Cook I 13.41
07042 - Cook II 15.06
07070 - Dishwasher 10.88
07130 - Food Service Worker 11.35
07210 - Meat Cutter 14.80
07260 - Waiter/Waitress 9.68
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 18.62

09040 - Furniture Handler 11.90
09080 - Furniture Refinisher 16.93
09090 - Furniture Refinisher Helper 13.48
09110 - Furniture Repairer Minor 15.22
09130 - Upholsterer 16.93
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.00
11060 - Elevator Operator 12.00
11090 - Gardener 18.18
11122 - Housekeeping Aide 12.92
11150 - Janitor 12.92
11210 - Laborer Grounds Maintenance 14.34
11240 - Maid or Houseman 11.41
11260 - Pruner 13.17
11270 - Tractor Operator 16.98
11330 - Trail Maintenance Worker 14.34
11360 - Window Cleaner 14.07
12000 - Health Occupations
12010 - Ambulance Driver 18.95
12011 - Breath Alcohol Technician 20.67
12012 - Certified Occupational Therapist Assistant 31.40
12015 - Certified Physical Therapist Assistant 28.45
12020 - Dental Assistant 20.64
12025 - Dental Hygienist 29.61
12030 - EKG Technician 31.32
12035 - Electroneurodiagnostic Technologist 31.32
12040 - Emergency Medical Technician 18.95
12071 - Licensed Practical Nurse I 18.47
12072 - Licensed Practical Nurse II 20.67
12073 - Licensed Practical Nurse III 23.04
12100 - Medical Assistant 15.67
12130 - Medical Laboratory Technician 23.05
12160 - Medical Record Clerk 15.43
12190 - Medical Record Technician 17.27
12195 - Medical Transcriptionist 18.68
12210 - Nuclear Medicine Technologist 37.98
12221 - Nursing Assistant I 11.40
12222 - Nursing Assistant II 12.82
12223 - Nursing Assistant III 13.98
12224 - Nursing Assistant IV 15.69
12235 - Optical Dispenser 19.67
12236 - Optical Technician 16.87
12250 - Pharmacy Technician 15.76
12280 - Phlebotomist 14.93
12305 - Radiologic Technologist 24.74
12311 - Registered Nurse I 23.87
12312 - Registered Nurse II 29.19
12313 - Registered Nurse II Specialist 29.19
12314 - Registered Nurse III 35.32
12315 - Registered Nurse III Anesthetist 35.32

12316 - Registered Nurse IV		42.34
12317 - Scheduler (Drug and Alcohol Testing)		25.60
12320 - Substance Abuse Treatment Counselor		23.08
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.22
13012 - Exhibits Specialist II		22.56
13013 - Exhibits Specialist III		27.60
13041 - Illustrator I		16.95
13042 - Illustrator II		20.99
13043 - Illustrator III		25.69
13047 - Librarian		24.99
13050 - Library Aide/Clerk		13.09
13054 - Library Information Technology Systems Administrator		22.56
13058 - Library Technician		16.89
13061 - Media Specialist I		16.28
13062 - Media Specialist II		18.22
13063 - Media Specialist III		20.31
13071 - Photographer I		14.38
13072 - Photographer II		16.09
13073 - Photographer III		19.94
13074 - Photographer IV		24.40
13075 - Photographer V		29.51
13090 - Technical Order Library Clerk		16.01
13110 - Video Teleconference Technician		18.01
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.18
14042 - Computer Operator II		18.11
14043 - Computer Operator III		20.18
14044 - Computer Operator IV		22.43
14045 - Computer Operator V		24.84
14071 - Computer Programmer I	(see 1)	19.17
14072 - Computer Programmer II	(see 1)	24.10
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.18
14160 - Personal Computer Support Technician		27.43
14170 - System Support Specialist		22.58
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.06
15020 - Aircrew Training Devices Instructor (Rated)		33.95
15030 - Air Crew Training Devices Instructor (Pilot)		40.70
15050 - Computer Based Training Specialist / Instructor		27.12
15060 - Educational Technologist		26.93
15070 - Flight Instructor (Pilot)		40.70
15080 - Graphic Artist		20.91
15085 - Maintenance Test Pilot Fixed Jet/Prop		40.70

15086 - Maintenance Test Pilot Rotary Wing 40.70
15088 - Non-Maintenance Test/Co-Pilot 40.70
15090 - Technical Instructor 20.70
15095 - Technical Instructor/Course Developer 25.32
15110 - Test Proctor 16.71
15120 - Tutor 16.71
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.10
16030 - Counter Attendant 10.10
16040 - Dry Cleaner 12.48
16070 - Finisher Flatwork Machine 10.10
16090 - Presser Hand 10.10
16110 - Presser Machine Drycleaning 10.10
16130 - Presser Machine Shirts 10.10
16160 - Presser Machine Wearing Apparel Laundry 10.10
16190 - Sewing Machine Operator 13.17
16220 - Tailor 14.02
16250 - Washer Machine 10.93
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.39
19040 - Tool And Die Maker 25.49
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.24
21030 - Material Coordinator 22.20
21040 - Material Expediter 22.20
21050 - Material Handling Laborer 14.20
21071 - Order Filler 13.42
21080 - Production Line Worker (Food Processing) 17.24
21110 - Shipping Packer 14.74
21130 - Shipping/Receiving Clerk 14.74
21140 - Store Worker I 12.18
21150 - Stock Clerk 15.88
21210 - Tools And Parts Attendant 17.24
21410 - Warehouse Specialist 17.24
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.15
23019 - Aircraft Logs and Records Technician 19.93
23021 - Aircraft Mechanic I 23.90
23022 - Aircraft Mechanic II 25.15
23023 - Aircraft Mechanic III 26.39
23040 - Aircraft Mechanic Helper 17.52
23050 - Aircraft Painter 22.57
23060 - Aircraft Servicer 19.93
23070 - Aircraft Survival Flight Equipment Technician 22.57
23080 - Aircraft Worker 21.06
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.06
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.90
23110 - Appliance Mechanic 21.58

23120 - Bicycle Repairer	17.44
23125 - Cable Splicer	29.42
23130 - Carpenter Maintenance	18.61
23140 - Carpet Layer	20.42
23160 - Electrician Maintenance	20.63
23181 - Electronics Technician Maintenance I	22.65
23182 - Electronics Technician Maintenance II	24.51
23183 - Electronics Technician Maintenance III	25.95
23260 - Fabric Worker	19.33
23290 - Fire Alarm System Mechanic	21.37
23310 - Fire Extinguisher Repairer	18.19
23311 - Fuel Distribution System Mechanic	22.85
23312 - Fuel Distribution System Operator	18.19
23370 - General Maintenance Worker	18.06
23380 - Ground Support Equipment Mechanic	23.90
23381 - Ground Support Equipment Servicer	19.93
23382 - Ground Support Equipment Worker	21.06
23391 - Gunsmith I	18.19
23392 - Gunsmith II	20.42
23393 - Gunsmith III	22.85
23410 - Heating Ventilation And Air-Conditioning Mechanic	19.55
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	20.61
23430 - Heavy Equipment Mechanic	23.27
23440 - Heavy Equipment Operator	18.40
23460 - Instrument Mechanic	22.85
23465 - Laboratory/Shelter Mechanic	21.58
23470 - Laborer	14.20
23510 - Locksmith	21.58
23530 - Machinery Maintenance Mechanic	27.34
23550 - Machinist Maintenance	18.82
23580 - Maintenance Trades Helper	13.57
23591 - Metrology Technician I	22.85
23592 - Metrology Technician II	24.09
23593 - Metrology Technician III	25.30
23640 - Millwright	21.73
23710 - Office Appliance Repairer	16.52
23760 - Painter Maintenance	15.37
23790 - Pipefitter Maintenance	22.97
23810 - Plumber Maintenance	21.69
23820 - Pneudraulic Systems Mechanic	22.85
23850 - Rigger	22.85
23870 - Scale Mechanic	20.42
23890 - Sheet-Metal Worker Maintenance	21.07
23910 - Small Engine Mechanic	15.14
23931 - Telecommunications Mechanic I	26.84
23932 - Telecommunications Mechanic II	28.28
23950 - Telephone Lineman	25.43
23960 - Welder Combination Maintenance	21.10

23965 - Well Driller		22.85
23970 - Woodcraft Worker		22.85
23980 - Woodworker		18.19
24000 - Personal Needs Occupations		
24550 - Case Manager		16.64
24570 - Child Care Attendant		12.28
24580 - Child Care Center Clerk		15.32
24610 - Chore Aide		11.72
24620 - Family Readiness And Support Services Coordinator		16.64
24630 - Homemaker		16.64
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		22.85
25040 - Sewage Plant Operator		21.40
25070 - Stationary Engineer		22.85
25190 - Ventilation Equipment Tender		16.99
25210 - Water Treatment Plant Operator		21.40
27000 - Protective Service Occupations		
27004 - Alarm Monitor		17.26
27007 - Baggage Inspector		14.53
27008 - Corrections Officer		18.36
27010 - Court Security Officer		16.64
27030 - Detection Dog Handler		16.26
27040 - Detention Officer		18.36
27070 - Firefighter		15.01
27101 - Guard I		14.53
27102 - Guard II		16.26
27131 - Police Officer I		19.52
27132 - Police Officer II		21.70
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.41
28042 - Carnival Equipment Repairer		13.29
28043 - Carnival Worker		9.63
28210 - Gate Attendant/Gate Tender		16.76
28310 - Lifeguard		14.20
28350 - Park Attendant (Aide)		18.76
28510 - Recreation Aide/Health Facility Attendant		13.69
28515 - Recreation Specialist		23.23
28630 - Sports Official		14.93
28690 - Swimming Pool Operator		17.06
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		20.23
29020 - Hatch Tender		20.23
29030 - Line Handler		20.23
29041 - Stevedore I		19.15
29042 - Stevedore II		21.38
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29

30021 - Archeological Technician I		16.55
30022 - Archeological Technician II		18.52
30023 - Archeological Technician III		22.94
30030 - Cartographic Technician		22.94
30040 - Civil Engineering Technician		23.48
30051 - Cryogenic Technician I		25.41
30052 - Cryogenic Technician II		28.07
30061 - Drafter/CAD Operator I		16.55
30062 - Drafter/CAD Operator II		18.52
30063 - Drafter/CAD Operator III		20.65
30064 - Drafter/CAD Operator IV		25.41
30081 - Engineering Technician I		16.02
30082 - Engineering Technician II		17.98
30083 - Engineering Technician III		20.12
30084 - Engineering Technician IV		24.91
30085 - Engineering Technician V		30.48
30086 - Engineering Technician VI		36.88
30090 - Environmental Technician		20.54
30095 - Evidence Control Specialist		22.94
30210 - Laboratory Technician		20.65
30221 - Latent Fingerprint Technician I		25.41
30222 - Latent Fingerprint Technician II		28.07
30240 - Mathematical Technician		22.94
30361 - Paralegal/Legal Assistant I		19.96
30362 - Paralegal/Legal Assistant II		24.72
30363 - Paralegal/Legal Assistant III		30.24
30364 - Paralegal/Legal Assistant IV		36.58
30375 - Petroleum Supply Specialist		28.07
30390 - Photo-Optics Technician		22.94
30395 - Radiation Control Technician		28.07
30461 - Technical Writer I		22.94
30462 - Technical Writer II		28.07
30463 - Technical Writer III		33.96
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		25.41
30502 - Weather Forecaster II		30.91
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	20.65
30621 - Weather Observer Senior	(see 2)	22.94
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		11.48
31030 - Bus Driver		15.27
31043 - Driver Courier		15.58
31260 - Parking and Lot Attendant		11.31
31290 - Shuttle Bus Driver		15.30

31310 - Taxi Driver	13.84
31361 - Truckdriver Light	16.83
31362 - Truckdriver Medium	18.04
31363 - Truckdriver Heavy	21.43
31364 - Truckdriver Tractor-Trailer	21.43
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.15
99050 - Desk Clerk	12.77
99095 - Embalmer	35.84
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.73
99252 - Laboratory Animal Caretaker II	15.76
99260 - Marketing Analyst	25.83
99310 - Mortician	35.84
99410 - Pest Controller	16.86
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	16.70
99711 - Recycling Specialist	19.85
99730 - Refuse Collector	15.08
99810 - Sales Clerk	11.82
99820 - School Crossing Guard	13.39
99830 - Survey Party Chief	19.36
99831 - Surveying Aide	13.80
99832 - Surveying Technician	18.35
99840 - Vending Machine Attendant	15.15
99841 - Vending Machine Repairer	18.10
99842 - Vending Machine Repairer Helper	15.15

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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.: 2015-4370
Revision No.: 13
Date Of Last Revision: 08/28/2020

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

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

State: North Carolina

Area: North Carolina Counties of Buncombe Haywood Henderson Madison

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.73
01012 - Accounting Clerk II		16.53
01013 - Accounting Clerk III		18.50
01020 - Administrative Assistant		22.99
01035 - Court Reporter		16.94
01041 - Customer Service Representative I		12.54
01042 - Customer Service Representative II		14.09
01043 - Customer Service Representative III		15.38
01051 - Data Entry Operator I		14.17
01052 - Data Entry Operator II		15.46
01060 - Dispatcher Motor Vehicle		18.43
01070 - Document Preparation Clerk		14.80

01090 - Duplicating Machine Operator 14.80
01111 - General Clerk I 13.25
01112 - General Clerk II 14.46
01113 - General Clerk III 16.24
01120 - Housing Referral Assistant 18.88
01141 - Messenger Courier 14.46
01191 - Order Clerk I 15.38
01192 - Order Clerk II 16.79
01261 - Personnel Assistant (Employment) I 15.76
01262 - Personnel Assistant (Employment) II 17.63
01263 - Personnel Assistant (Employment) III 19.66
01270 - Production Control Clerk 22.20
01290 - Rental Clerk 12.57
01300 - Scheduler Maintenance 15.14
01311 - Secretary I 15.14
01312 - Secretary II 16.94
01313 - Secretary III 18.88
01320 - Service Order Dispatcher 16.47
01410 - Supply Technician 22.99
01420 - Survey Worker 15.02
01460 - Switchboard Operator/Receptionist 13.80
01531 - Travel Clerk I 14.91
01532 - Travel Clerk II 15.86
01533 - Travel Clerk III 16.86
01611 - Word Processor I 13.49
01612 - Word Processor II 15.14
01613 - Word Processor III 16.94
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 23.60
05010 - Automotive Electrician 19.90
05040 - Automotive Glass Installer 18.90
05070 - Automotive Worker 18.90
05110 - Mobile Equipment Servicer 16.86
05130 - Motor Equipment Metal Mechanic 20.96
05160 - Motor Equipment Metal Worker 18.90
05190 - Motor Vehicle Mechanic 19.99
05220 - Motor Vehicle Mechanic Helper 15.87
05250 - Motor Vehicle Upholstery Worker 17.89
05280 - Motor Vehicle Wrecker 18.90
05310 - Painter Automotive 19.90
05340 - Radiator Repair Specialist 18.90
05370 - Tire Repairer 15.13
05400 - Transmission Repair Specialist 20.96
07000 - Food Preparation And Service Occupations
07010 - Baker 12.78
07041 - Cook I 13.41
07042 - Cook II 15.06
07070 - Dishwasher 10.88
07130 - Food Service Worker 11.35
07210 - Meat Cutter 14.80

07260 - Waiter/Waitress	9.68
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.62
09040 - Furniture Handler	11.90
09080 - Furniture Refinisher	16.93
09090 - Furniture Refinisher Helper	13.48
09110 - Furniture Repairer Minor	15.22
09130 - Upholsterer	16.93
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.00
11060 - Elevator Operator	12.00
11090 - Gardener	18.18
11122 - Housekeeping Aide	12.92
11150 - Janitor	12.92
11210 - Laborer Grounds Maintenance	14.34
11240 - Maid or Houseman	11.41
11260 - Pruner	13.17
11270 - Tractor Operator	16.98
11330 - Trail Maintenance Worker	14.34
11360 - Window Cleaner	14.07
12000 - Health Occupations	
12010 - Ambulance Driver	18.95
12011 - Breath Alcohol Technician	20.67
12012 - Certified Occupational Therapist Assistant	31.40
12015 - Certified Physical Therapist Assistant	28.45
12020 - Dental Assistant	20.64
12025 - Dental Hygienist	29.61
12030 - EKG Technician	31.32
12035 - Electroneurodiagnostic Technologist	31.32
12040 - Emergency Medical Technician	18.95
12071 - Licensed Practical Nurse I	18.47
12072 - Licensed Practical Nurse II	20.67
12073 - Licensed Practical Nurse III	23.04
12100 - Medical Assistant	15.67
12130 - Medical Laboratory Technician	23.05
12160 - Medical Record Clerk	15.43
12190 - Medical Record Technician	17.27
12195 - Medical Transcriptionist	18.68
12210 - Nuclear Medicine Technologist	37.98
12221 - Nursing Assistant I	11.40
12222 - Nursing Assistant II	12.82
12223 - Nursing Assistant III	13.98
12224 - Nursing Assistant IV	15.69
12235 - Optical Dispenser	19.67
12236 - Optical Technician	16.87
12250 - Pharmacy Technician	15.76
12280 - Phlebotomist	14.93
12305 - Radiologic Technologist	24.74
12311 - Registered Nurse I	23.87
12312 - Registered Nurse II	29.19

12313 - Registered Nurse II Specialist		29.19
12314 - Registered Nurse III		35.32
12315 - Registered Nurse III Anesthetist		35.32
12316 - Registered Nurse IV		42.34
12317 - Scheduler (Drug and Alcohol Testing)		25.60
12320 - Substance Abuse Treatment Counselor		23.08
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.22
13012 - Exhibits Specialist II		22.56
13013 - Exhibits Specialist III		27.60
13041 - Illustrator I		16.95
13042 - Illustrator II		20.99
13043 - Illustrator III		25.69
13047 - Librarian		24.99
13050 - Library Aide/Clerk		13.09
13054 - Library Information Technology Systems Administrator		22.56
13058 - Library Technician		16.89
13061 - Media Specialist I		16.28
13062 - Media Specialist II		18.22
13063 - Media Specialist III		20.31
13071 - Photographer I		14.38
13072 - Photographer II		16.09
13073 - Photographer III		19.94
13074 - Photographer IV		24.40
13075 - Photographer V		29.51
13090 - Technical Order Library Clerk		16.01
13110 - Video Teleconference Technician		18.01
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.18
14042 - Computer Operator II		18.11
14043 - Computer Operator III		20.18
14044 - Computer Operator IV		22.43
14045 - Computer Operator V		24.84
14071 - Computer Programmer I	(see 1)	19.17
14072 - Computer Programmer II	(see 1)	24.10
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.18
14160 - Personal Computer Support Technician		27.43
14170 - System Support Specialist		22.58
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.06
15020 - Aircrew Training Devices Instructor (Rated)		33.95
15030 - Air Crew Training Devices Instructor (Pilot)		40.70
15050 - Computer Based Training Specialist / Instructor		27.12
15060 - Educational Technologist		26.93

15070 - Flight Instructor (Pilot) 40.70
15080 - Graphic Artist 20.91
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.70
15086 - Maintenance Test Pilot Rotary Wing 40.70
15088 - Non-Maintenance Test/Co-Pilot 40.70
15090 - Technical Instructor 20.70
15095 - Technical Instructor/Course Developer 25.32
15110 - Test Proctor 16.71
15120 - Tutor 16.71
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.10
16030 - Counter Attendant 10.10
16040 - Dry Cleaner 12.48
16070 - Finisher Flatwork Machine 10.10
16090 - Presser Hand 10.10
16110 - Presser Machine Drycleaning 10.10
16130 - Presser Machine Shirts 10.10
16160 - Presser Machine Wearing Apparel Laundry 10.10
16190 - Sewing Machine Operator 13.17
16220 - Tailor 14.02
16250 - Washer Machine 10.93
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.39
19040 - Tool And Die Maker 25.49
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.24
21030 - Material Coordinator 22.20
21040 - Material Expediter 22.20
21050 - Material Handling Laborer 14.20
21071 - Order Filler 13.42
21080 - Production Line Worker (Food Processing) 17.24
21110 - Shipping Packer 14.74
21130 - Shipping/Receiving Clerk 14.74
21140 - Store Worker I 12.18
21150 - Stock Clerk 15.88
21210 - Tools And Parts Attendant 17.24
21410 - Warehouse Specialist 17.24
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.15
23019 - Aircraft Logs and Records Technician 19.93
23021 - Aircraft Mechanic I 23.90
23022 - Aircraft Mechanic II 25.15
23023 - Aircraft Mechanic III 26.39
23040 - Aircraft Mechanic Helper 17.52
23050 - Aircraft Painter 22.57
23060 - Aircraft Servicer 19.93
23070 - Aircraft Survival Flight Equipment Technician 22.57
23080 - Aircraft Worker 21.06
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.06

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.90
23110 - Appliance Mechanic 21.58
23120 - Bicycle Repairer 17.44
23125 - Cable Splicer 29.42
23130 - Carpenter Maintenance 18.61
23140 - Carpet Layer 20.42
23160 - Electrician Maintenance 20.63
23181 - Electronics Technician Maintenance I 22.65
23182 - Electronics Technician Maintenance II 24.51
23183 - Electronics Technician Maintenance III 25.95
23260 - Fabric Worker 19.33
23290 - Fire Alarm System Mechanic 21.37
23310 - Fire Extinguisher Repairer 18.19
23311 - Fuel Distribution System Mechanic 22.85
23312 - Fuel Distribution System Operator 18.19
23370 - General Maintenance Worker 18.06
23380 - Ground Support Equipment Mechanic 23.90
23381 - Ground Support Equipment Servicer 19.93
23382 - Ground Support Equipment Worker 21.06
23391 - Gunsmith I 18.19
23392 - Gunsmith II 20.42
23393 - Gunsmith III 22.85
23410 - Heating Ventilation And Air-Conditioning Mechanic 19.55
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 20.61
23430 - Heavy Equipment Mechanic 23.27
23440 - Heavy Equipment Operator 18.40
23460 - Instrument Mechanic 22.85
23465 - Laboratory/Shelter Mechanic 21.58
23470 - Laborer 14.20
23510 - Locksmith 21.58
23530 - Machinery Maintenance Mechanic 27.34
23550 - Machinist Maintenance 18.82
23580 - Maintenance Trades Helper 13.57
23591 - Metrology Technician I 22.85
23592 - Metrology Technician II 24.09
23593 - Metrology Technician III 25.30
23640 - Millwright 21.73
23710 - Office Appliance Repairer 16.52
23760 - Painter Maintenance 15.37
23790 - Pipefitter Maintenance 22.97
23810 - Plumber Maintenance 21.69
23820 - Pneudraulic Systems Mechanic 22.85
23850 - Rigger 22.85
23870 - Scale Mechanic 20.42
23890 - Sheet-Metal Worker Maintenance 21.07
23910 - Small Engine Mechanic 15.14
23931 - Telecommunications Mechanic I 26.84

23932 - Telecommunications Mechanic II 28.28
23950 - Telephone Lineman 25.43
23960 - Welder Combination Maintenance 21.10
23965 - Well Driller 22.85
23970 - Woodcraft Worker 22.85
23980 - Woodworker 18.19
24000 - Personal Needs Occupations
24550 - Case Manager 16.64
24570 - Child Care Attendant 12.28
24580 - Child Care Center Clerk 15.32
24610 - Chore Aide 11.72
24620 - Family Readiness And Support Services Coordinator 16.64
24630 - Homemaker 16.64
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 22.85
25040 - Sewage Plant Operator 21.40
25070 - Stationary Engineer 22.85
25190 - Ventilation Equipment Tender 16.99
25210 - Water Treatment Plant Operator 21.40
27000 - Protective Service Occupations
27004 - Alarm Monitor 17.26
27007 - Baggage Inspector 14.53
27008 - Corrections Officer 18.36
27010 - Court Security Officer 16.64
27030 - Detection Dog Handler 16.26
27040 - Detention Officer 18.36
27070 - Firefighter 15.01
27101 - Guard I 14.53
27102 - Guard II 16.26
27131 - Police Officer I 19.52
27132 - Police Officer II 21.70
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.41
28042 - Carnival Equipment Repairer 13.29
28043 - Carnival Worker 9.63
28210 - Gate Attendant/Gate Tender 16.76
28310 - Lifeguard 14.20
28350 - Park Attendant (Aide) 18.76
28510 - Recreation Aide/Health Facility Attendant 13.69
28515 - Recreation Specialist 23.23
28630 - Sports Official 14.93
28690 - Swimming Pool Operator 17.06
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 20.23
29020 - Hatch Tender 20.23
29030 - Line Handler 20.23
29041 - Stevedore I 19.15
29042 - Stevedore II 21.38
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 16.55
30022 - Archeological Technician II 18.52
30023 - Archeological Technician III 22.94
30030 - Cartographic Technician 22.94
30040 - Civil Engineering Technician 23.48
30051 - Cryogenic Technician I 25.41
30052 - Cryogenic Technician II 28.07
30061 - Drafter/CAD Operator I 16.55
30062 - Drafter/CAD Operator II 18.52
30063 - Drafter/CAD Operator III 20.65
30064 - Drafter/CAD Operator IV 25.41
30081 - Engineering Technician I 16.02
30082 - Engineering Technician II 17.98
30083 - Engineering Technician III 20.12
30084 - Engineering Technician IV 24.91
30085 - Engineering Technician V 30.48
30086 - Engineering Technician VI 36.88
30090 - Environmental Technician 20.54
30095 - Evidence Control Specialist 22.94
30210 - Laboratory Technician 20.65
30221 - Latent Fingerprint Technician I 25.41
30222 - Latent Fingerprint Technician II 28.07
30240 - Mathematical Technician 22.94
30361 - Paralegal/Legal Assistant I 19.96
30362 - Paralegal/Legal Assistant II 24.72
30363 - Paralegal/Legal Assistant III 30.24
30364 - Paralegal/Legal Assistant IV 36.58
30375 - Petroleum Supply Specialist 28.07
30390 - Photo-Optics Technician 22.94
30395 - Radiation Control Technician 28.07
30461 - Technical Writer I 22.94
30462 - Technical Writer II 28.07
30463 - Technical Writer III 33.96
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 25.41
30502 - Weather Forecaster II 30.91
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.65
30621 - Weather Observer Senior (see 2) 22.94
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 11.48
31030 - Bus Driver 15.27

31043 - Driver Courier	15.58
31260 - Parking and Lot Attendant	11.31
31290 - Shuttle Bus Driver	15.30
31310 - Taxi Driver	13.84
31361 - Truckdriver Light	16.83
31362 - Truckdriver Medium	18.04
31363 - Truckdriver Heavy	21.43
31364 - Truckdriver Tractor-Trailer	21.43
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.15
99050 - Desk Clerk	12.77
99095 - Embalmer	35.84
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.73
99252 - Laboratory Animal Caretaker II	15.76
99260 - Marketing Analyst	25.83
99310 - Mortician	35.84
99410 - Pest Controller	16.86
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	16.70
99711 - Recycling Specialist	19.85
99730 - Refuse Collector	15.08
99810 - Sales Clerk	11.82
99820 - School Crossing Guard	13.39
99830 - Survey Party Chief	19.36
99831 - Surveying Aide	13.80
99832 - Surveying Technician	18.35
99840 - Vending Machine Attendant	15.15
99841 - Vending Machine Repairer	18.10
99842 - Vending Machine Repairer Helper	15.15

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

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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.: 2015-4371
Revision No.: 12
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Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: North Carolina

Area: North Carolina County of Alamance

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.10
01012 - Accounting Clerk II		16.96
01013 - Accounting Clerk III		20.28
01020 - Administrative Assistant		25.94
01035 - Court Reporter		19.34
01041 - Customer Service Representative I		13.75
01042 - Customer Service Representative II		15.46
01043 - Customer Service Representative III		16.87
01051 - Data Entry Operator I		14.88
01052 - Data Entry Operator II		16.25
01060 - Dispatcher Motor Vehicle		19.22
01070 - Document Preparation Clerk		15.17
01090 - Duplicating Machine Operator		15.17
01111 - General Clerk I		13.87
01112 - General Clerk II		15.14

01113 - General Clerk III 16.99
01120 - Housing Referral Assistant 21.82
01141 - Messenger Courier 14.12
01191 - Order Clerk I 13.68
01192 - Order Clerk II 14.92
01261 - Personnel Assistant (Employment) I 15.91
01262 - Personnel Assistant (Employment) II 19.34
01263 - Personnel Assistant (Employment) III 21.72
01270 - Production Control Clerk 22.68
01290 - Rental Clerk 16.63
01300 - Scheduler Maintenance 16.67
01311 - Secretary I 16.67
01312 - Secretary II 18.65
01313 - Secretary III 21.82
01320 - Service Order Dispatcher 17.18
01410 - Supply Technician 25.94
01420 - Survey Worker 18.65
01460 - Switchboard Operator/Receptionist 15.13
01531 - Travel Clerk I 12.17
01532 - Travel Clerk II 12.83
01533 - Travel Clerk III 13.53
01611 - Word Processor I 14.85
01612 - Word Processor II 16.67
01613 - Word Processor III 18.65
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.72
05010 - Automotive Electrician 20.10
05040 - Automotive Glass Installer 19.11
05070 - Automotive Worker 20.11
05110 - Mobile Equipment Servicer 16.93
05130 - Motor Equipment Metal Mechanic 22.36
05160 - Motor Equipment Metal Worker 20.11
05190 - Motor Vehicle Mechanic 20.56
05220 - Motor Vehicle Mechanic Helper 15.86
05250 - Motor Vehicle Upholstery Worker 18.96
05280 - Motor Vehicle Wrecker 20.11
05310 - Painter Automotive 20.57
05340 - Radiator Repair Specialist 20.11
05370 - Tire Repairer 14.00
05400 - Transmission Repair Specialist 22.36
07000 - Food Preparation And Service Occupations
07010 - Baker 13.29
07041 - Cook I 13.49
07042 - Cook II 15.39
07070 - Dishwasher 10.12
07130 - Food Service Worker 10.83
07210 - Meat Cutter 17.68
07260 - Waiter/Waitress 10.25
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 20.38

09040 - Furniture Handler 13.29
09080 - Furniture Refinisher 20.38
09090 - Furniture Refinisher Helper 15.73
09110 - Furniture Repairer Minor 18.13
09130 - Upholsterer 20.38
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 10.97
11060 - Elevator Operator 10.97
11090 - Gardener 17.47
11122 - Housekeeping Aide 11.63
11150 - Janitor 11.63
11210 - Laborer Grounds Maintenance 13.75
11240 - Maid or Houseman 11.91
11260 - Pruner 12.66
11270 - Tractor Operator 16.22
11330 - Trail Maintenance Worker 13.75
11360 - Window Cleaner 12.64
12000 - Health Occupations
12010 - Ambulance Driver 20.82
12011 - Breath Alcohol Technician 20.82
12012 - Certified Occupational Therapist Assistant 31.06
12015 - Certified Physical Therapist Assistant 29.83
12020 - Dental Assistant 20.23
12025 - Dental Hygienist 36.77
12030 - EKG Technician 34.31
12035 - Electroneurodiagnostic Technologist 34.31
12040 - Emergency Medical Technician 20.82
12071 - Licensed Practical Nurse I 20.23
12072 - Licensed Practical Nurse II 22.64
12073 - Licensed Practical Nurse III 25.24
12100 - Medical Assistant 16.94
12130 - Medical Laboratory Technician 23.52
12160 - Medical Record Clerk 16.86
12190 - Medical Record Technician 18.86
12195 - Medical Transcriptionist 20.23
12210 - Nuclear Medicine Technologist 49.25
12221 - Nursing Assistant I 11.74
12222 - Nursing Assistant II 13.20
12223 - Nursing Assistant III 14.40
12224 - Nursing Assistant IV 16.16
12235 - Optical Dispenser 22.18
12236 - Optical Technician 18.61
12250 - Pharmacy Technician 16.54
12280 - Phlebotomist 14.85
12305 - Radiologic Technologist 31.54
12311 - Registered Nurse I 23.46
12312 - Registered Nurse II 28.72
12313 - Registered Nurse II Specialist 28.72
12314 - Registered Nurse III 34.75
12315 - Registered Nurse III Anesthetist 34.75

12316 - Registered Nurse IV		41.64
12317 - Scheduler (Drug and Alcohol Testing)		28.04
12320 - Substance Abuse Treatment Counselor		26.70
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.32
13012 - Exhibits Specialist II		23.93
13013 - Exhibits Specialist III		29.27
13041 - Illustrator I		19.32
13042 - Illustrator II		23.93
13043 - Illustrator III		29.27
13047 - Librarian		26.50
13050 - Library Aide/Clerk		15.32
13054 - Library Information Technology Systems Administrator		23.92
13058 - Library Technician		19.24
13061 - Media Specialist I		17.27
13062 - Media Specialist II		19.32
13063 - Media Specialist III		21.53
13071 - Photographer I		17.52
13072 - Photographer II		19.87
13073 - Photographer III		23.93
13074 - Photographer IV		30.90
13075 - Photographer V		36.41
13090 - Technical Order Library Clerk		19.24
13110 - Video Teleconference Technician		18.20
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.18
14042 - Computer Operator II		16.98
14043 - Computer Operator III		18.94
14044 - Computer Operator IV		21.10
14045 - Computer Operator V		23.31
14071 - Computer Programmer I	(see 1)	24.60
14072 - Computer Programmer II	(see 1)	27.22
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		15.18
14160 - Personal Computer Support Technician		21.10
14170 - System Support Specialist		23.31
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.88
15020 - Aircrew Training Devices Instructor (Rated)		34.92
15030 - Air Crew Training Devices Instructor (Pilot)		41.88
15050 - Computer Based Training Specialist / Instructor		28.88
15060 - Educational Technologist		29.96
15070 - Flight Instructor (Pilot)		41.88
15080 - Graphic Artist		22.64
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.88

15086 - Maintenance Test Pilot Rotary Wing 41.88
15088 - Non-Maintenance Test/Co-Pilot 41.88
15090 - Technical Instructor 24.73
15095 - Technical Instructor/Course Developer 30.26
15110 - Test Proctor 19.98
15120 - Tutor 19.98
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.99
16030 - Counter Attendant 9.99
16040 - Dry Cleaner 11.80
16070 - Finisher Flatwork Machine 9.99
16090 - Presser Hand 9.99
16110 - Presser Machine Drycleaning 9.99
16130 - Presser Machine Shirts 9.99
16160 - Presser Machine Wearing Apparel Laundry 9.99
16190 - Sewing Machine Operator 12.33
16220 - Tailor 12.91
16250 - Washer Machine 10.59
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.49
19040 - Tool And Die Maker 25.94
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.09
21030 - Material Coordinator 22.94
21040 - Material Expediter 22.94
21050 - Material Handling Laborer 14.19
21071 - Order Filler 13.63
21080 - Production Line Worker (Food Processing) 17.09
21110 - Shipping Packer 17.01
21130 - Shipping/Receiving Clerk 17.01
21140 - Store Worker I 12.16
21150 - Stock Clerk 16.15
21210 - Tools And Parts Attendant 17.09
21410 - Warehouse Specialist 17.09
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.40
23019 - Aircraft Logs and Records Technician 19.25
23021 - Aircraft Mechanic I 22.29
23022 - Aircraft Mechanic II 23.40
23023 - Aircraft Mechanic III 24.57
23040 - Aircraft Mechanic Helper 16.92
23050 - Aircraft Painter 22.21
23060 - Aircraft Servicer 19.25
23070 - Aircraft Survival Flight Equipment Technician 22.21
23080 - Aircraft Worker 20.42
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.42
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.29
23110 - Appliance Mechanic 20.38

23120 - Bicycle Repairer 15.40
23125 - Cable Splicer 26.58
23130 - Carpenter Maintenance 18.50
23140 - Carpet Layer 19.30
23160 - Electrician Maintenance 20.90
23181 - Electronics Technician Maintenance I 23.76
23182 - Electronics Technician Maintenance II 25.09
23183 - Electronics Technician Maintenance III 26.51
23260 - Fabric Worker 18.18
23290 - Fire Alarm System Mechanic 21.60
23310 - Fire Extinguisher Repairer 16.94
23311 - Fuel Distribution System Mechanic 21.60
23312 - Fuel Distribution System Operator 16.94
23370 - General Maintenance Worker 19.56
23380 - Ground Support Equipment Mechanic 22.29
23381 - Ground Support Equipment Servicer 19.25
23382 - Ground Support Equipment Worker 20.42
23391 - Gunsmith I 16.94
23392 - Gunsmith II 19.30
23393 - Gunsmith III 21.60
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.63
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.79
23430 - Heavy Equipment Mechanic 23.50
23440 - Heavy Equipment Operator 20.41
23460 - Instrument Mechanic 21.60
23465 - Laboratory/Shelter Mechanic 20.38
23470 - Laborer 14.19
23510 - Locksmith 20.38
23530 - Machinery Maintenance Mechanic 25.45
23550 - Machinist Maintenance 22.12
23580 - Maintenance Trades Helper 14.41
23591 - Metrology Technician I 21.60
23592 - Metrology Technician II 22.72
23593 - Metrology Technician III 23.77
23640 - Millwright 21.60
23710 - Office Appliance Repairer 20.40
23760 - Painter Maintenance 18.39
23790 - Pipefitter Maintenance 24.00
23810 - Plumber Maintenance 22.65
23820 - Pneudraulic Systems Mechanic 21.60
23850 - Rigger 21.60
23870 - Scale Mechanic 19.30
23890 - Sheet-Metal Worker Maintenance 19.64
23910 - Small Engine Mechanic 19.30
23931 - Telecommunications Mechanic I 25.35
23932 - Telecommunications Mechanic II 26.66
23950 - Telephone Lineman 24.57
23960 - Welder Combination Maintenance 20.24

23965 - Well Driller	25.86
23970 - Woodcraft Worker	21.60
23980 - Woodworker	16.94
24000 - Personal Needs Occupations	
24550 - Case Manager	16.04
24570 - Child Care Attendant	10.91
24580 - Child Care Center Clerk	14.52
24610 - Chore Aide	10.83
24620 - Family Readiness And Support Services Coordinator	16.04
24630 - Homemaker	16.04
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.41
25040 - Sewage Plant Operator	22.14
25070 - Stationary Engineer	23.41
25190 - Ventilation Equipment Tender	15.73
25210 - Water Treatment Plant Operator	22.14
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.77
27007 - Baggage Inspector	16.52
27008 - Corrections Officer	19.88
27010 - Court Security Officer	16.42
27030 - Detection Dog Handler	18.48
27040 - Detention Officer	19.88
27070 - Firefighter	17.18
27101 - Guard I	16.52
27102 - Guard II	18.48
27131 - Police Officer I	22.33
27132 - Police Officer II	24.80
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.62
28042 - Carnival Equipment Repairer	14.67
28043 - Carnival Worker	10.55
28210 - Gate Attendant/Gate Tender	15.75
28310 - Lifeguard	11.66
28350 - Park Attendant (Aide)	17.61
28510 - Recreation Aide/Health Facility Attendant	12.86
28515 - Recreation Specialist	18.05
28630 - Sports Official	14.04
28690 - Swimming Pool Operator	17.85
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	19.78
29020 - Hatch Tender	19.78
29030 - Line Handler	19.78
29041 - Stevedore I	18.64
29042 - Stevedore II	21.37
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		17.20
30022 - Archeological Technician II		18.66
30023 - Archeological Technician III		23.09
30030 - Cartographic Technician		23.13
30040 - Civil Engineering Technician		23.13
30051 - Cryogenic Technician I		23.75
30052 - Cryogenic Technician II		26.24
30061 - Drafter/CAD Operator I		17.20
30062 - Drafter/CAD Operator II		18.66
30063 - Drafter/CAD Operator III		20.31
30064 - Drafter/CAD Operator IV		24.98
30081 - Engineering Technician I		17.48
30082 - Engineering Technician II		19.61
30083 - Engineering Technician III		21.94
30084 - Engineering Technician IV		28.69
30085 - Engineering Technician V		34.97
30086 - Engineering Technician VI		42.32
30090 - Environmental Technician		21.29
30095 - Evidence Control Specialist		21.44
30210 - Laboratory Technician		21.59
30221 - Latent Fingerprint Technician I		23.75
30222 - Latent Fingerprint Technician II		26.24
30240 - Mathematical Technician		23.84
30361 - Paralegal/Legal Assistant I		19.37
30362 - Paralegal/Legal Assistant II		24.00
30363 - Paralegal/Legal Assistant III		29.36
30364 - Paralegal/Legal Assistant IV		35.52
30375 - Petroleum Supply Specialist		26.24
30390 - Photo-Optics Technician		23.84
30395 - Radiation Control Technician		26.24
30461 - Technical Writer I		25.16
30462 - Technical Writer II		30.78
30463 - Technical Writer III		37.24
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		23.75
30502 - Weather Forecaster II		28.89
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	20.31
30621 - Weather Observer Senior	(see 2)	23.18
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		13.30
31030 - Bus Driver		18.22
31043 - Driver Courier		15.26
31260 - Parking and Lot Attendant		12.24
31290 - Shuttle Bus Driver		14.94

31310 - Taxi Driver	13.13
31361 - Truckdriver Light	16.43
31362 - Truckdriver Medium	19.05
31363 - Truckdriver Heavy	20.48
31364 - Truckdriver Tractor-Trailer	20.48
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.08
99050 - Desk Clerk	12.26
99095 - Embalmer	29.07
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.42
99252 - Laboratory Animal Caretaker II	15.53
99260 - Marketing Analyst	25.56
99310 - Mortician	29.07
99410 - Pest Controller	20.19
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	18.55
99711 - Recycling Specialist	21.89
99730 - Refuse Collector	17.07
99810 - Sales Clerk	13.10
99820 - School Crossing Guard	13.57
99830 - Survey Party Chief	18.41
99831 - Surveying Aide	13.63
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	17.52
99841 - Vending Machine Repairer	21.50
99842 - Vending Machine Repairer Helper	17.52

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.: 2015-4372
Revision No.: 12
Date Of Last Revision: 08/31/2020

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.

State: North Carolina

Area: North Carolina County of Alamance

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.10
01012 - Accounting Clerk II		16.96
01013 - Accounting Clerk III		20.28
01020 - Administrative Assistant		25.94
01035 - Court Reporter		19.34
01041 - Customer Service Representative I		13.75
01042 - Customer Service Representative II		15.46
01043 - Customer Service Representative III		16.87
01051 - Data Entry Operator I		14.88
01052 - Data Entry Operator II		16.25
01060 - Dispatcher Motor Vehicle		19.22
01070 - Document Preparation Clerk		15.17

01090 - Duplicating Machine Operator 15.17
01111 - General Clerk I 13.87
01112 - General Clerk II 15.14
01113 - General Clerk III 16.99
01120 - Housing Referral Assistant 21.82
01141 - Messenger Courier 14.12
01191 - Order Clerk I 13.68
01192 - Order Clerk II 14.92
01261 - Personnel Assistant (Employment) I 15.91
01262 - Personnel Assistant (Employment) II 19.34
01263 - Personnel Assistant (Employment) III 21.72
01270 - Production Control Clerk 22.68
01290 - Rental Clerk 16.63
01300 - Scheduler Maintenance 16.67
01311 - Secretary I 16.67
01312 - Secretary II 18.65
01313 - Secretary III 21.82
01320 - Service Order Dispatcher 17.18
01410 - Supply Technician 25.94
01420 - Survey Worker 18.65
01460 - Switchboard Operator/Receptionist 15.13
01531 - Travel Clerk I 12.17
01532 - Travel Clerk II 12.83
01533 - Travel Clerk III 13.53
01611 - Word Processor I 14.85
01612 - Word Processor II 16.67
01613 - Word Processor III 18.65
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.72
05010 - Automotive Electrician 20.10
05040 - Automotive Glass Installer 19.11
05070 - Automotive Worker 20.11
05110 - Mobile Equipment Servicer 16.93
05130 - Motor Equipment Metal Mechanic 22.36
05160 - Motor Equipment Metal Worker 20.11
05190 - Motor Vehicle Mechanic 20.56
05220 - Motor Vehicle Mechanic Helper 15.86
05250 - Motor Vehicle Upholstery Worker 18.96
05280 - Motor Vehicle Wrecker 20.11
05310 - Painter Automotive 20.57
05340 - Radiator Repair Specialist 20.11
05370 - Tire Repairer 14.00
05400 - Transmission Repair Specialist 22.36
07000 - Food Preparation And Service Occupations
07010 - Baker 13.29
07041 - Cook I 13.49
07042 - Cook II 15.39
07070 - Dishwasher 10.12
07130 - Food Service Worker 10.83
07210 - Meat Cutter 17.68

07260 - Waiter/Waitress	10.25
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.38
09040 - Furniture Handler	13.29
09080 - Furniture Refinisher	20.38
09090 - Furniture Refinisher Helper	15.73
09110 - Furniture Repairer Minor	18.13
09130 - Upholsterer	20.38
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.97
11060 - Elevator Operator	10.97
11090 - Gardener	17.47
11122 - Housekeeping Aide	11.63
11150 - Janitor	11.63
11210 - Laborer Grounds Maintenance	13.75
11240 - Maid or Houseman	11.91
11260 - Pruner	12.66
11270 - Tractor Operator	16.22
11330 - Trail Maintenance Worker	13.75
11360 - Window Cleaner	12.64
12000 - Health Occupations	
12010 - Ambulance Driver	20.82
12011 - Breath Alcohol Technician	20.82
12012 - Certified Occupational Therapist Assistant	31.06
12015 - Certified Physical Therapist Assistant	29.83
12020 - Dental Assistant	20.23
12025 - Dental Hygienist	36.77
12030 - EKG Technician	34.31
12035 - Electroneurodiagnostic Technologist	34.31
12040 - Emergency Medical Technician	20.82
12071 - Licensed Practical Nurse I	20.23
12072 - Licensed Practical Nurse II	22.64
12073 - Licensed Practical Nurse III	25.24
12100 - Medical Assistant	16.94
12130 - Medical Laboratory Technician	23.52
12160 - Medical Record Clerk	16.86
12190 - Medical Record Technician	18.86
12195 - Medical Transcriptionist	20.23
12210 - Nuclear Medicine Technologist	49.25
12221 - Nursing Assistant I	11.74
12222 - Nursing Assistant II	13.20
12223 - Nursing Assistant III	14.40
12224 - Nursing Assistant IV	16.16
12235 - Optical Dispenser	22.18
12236 - Optical Technician	18.61
12250 - Pharmacy Technician	16.54
12280 - Phlebotomist	14.85
12305 - Radiologic Technologist	31.54
12311 - Registered Nurse I	23.46
12312 - Registered Nurse II	28.72

12313 - Registered Nurse II Specialist		28.72
12314 - Registered Nurse III		34.75
12315 - Registered Nurse III Anesthetist		34.75
12316 - Registered Nurse IV		41.64
12317 - Scheduler (Drug and Alcohol Testing)		28.04
12320 - Substance Abuse Treatment Counselor		26.70
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.32
13012 - Exhibits Specialist II		23.93
13013 - Exhibits Specialist III		29.27
13041 - Illustrator I		19.32
13042 - Illustrator II		23.93
13043 - Illustrator III		29.27
13047 - Librarian		26.50
13050 - Library Aide/Clerk		15.32
13054 - Library Information Technology Systems Administrator		23.92
13058 - Library Technician		19.24
13061 - Media Specialist I		17.27
13062 - Media Specialist II		19.32
13063 - Media Specialist III		21.53
13071 - Photographer I		17.52
13072 - Photographer II		19.87
13073 - Photographer III		23.93
13074 - Photographer IV		30.90
13075 - Photographer V		36.41
13090 - Technical Order Library Clerk		19.24
13110 - Video Teleconference Technician		18.20
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.18
14042 - Computer Operator II		16.98
14043 - Computer Operator III		18.94
14044 - Computer Operator IV		21.10
14045 - Computer Operator V		23.31
14071 - Computer Programmer I	(see 1)	24.60
14072 - Computer Programmer II	(see 1)	27.22
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		15.18
14160 - Personal Computer Support Technician		21.10
14170 - System Support Specialist		23.31
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.88
15020 - Aircrew Training Devices Instructor (Rated)		34.92
15030 - Air Crew Training Devices Instructor (Pilot)		41.88
15050 - Computer Based Training Specialist / Instructor		28.88
15060 - Educational Technologist		29.96

15070 - Flight Instructor (Pilot) 41.88
15080 - Graphic Artist 22.64
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.88
15086 - Maintenance Test Pilot Rotary Wing 41.88
15088 - Non-Maintenance Test/Co-Pilot 41.88
15090 - Technical Instructor 24.73
15095 - Technical Instructor/Course Developer 30.26
15110 - Test Proctor 19.98
15120 - Tutor 19.98
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.99
16030 - Counter Attendant 9.99
16040 - Dry Cleaner 11.80
16070 - Finisher Flatwork Machine 9.99
16090 - Presser Hand 9.99
16110 - Presser Machine Drycleaning 9.99
16130 - Presser Machine Shirts 9.99
16160 - Presser Machine Wearing Apparel Laundry 9.99
16190 - Sewing Machine Operator 12.33
16220 - Tailor 12.91
16250 - Washer Machine 10.59
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.49
19040 - Tool And Die Maker 25.94
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.09
21030 - Material Coordinator 22.94
21040 - Material Expediter 22.94
21050 - Material Handling Laborer 14.19
21071 - Order Filler 13.63
21080 - Production Line Worker (Food Processing) 17.09
21110 - Shipping Packer 17.01
21130 - Shipping/Receiving Clerk 17.01
21140 - Store Worker I 12.16
21150 - Stock Clerk 16.15
21210 - Tools And Parts Attendant 17.09
21410 - Warehouse Specialist 17.09
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.40
23019 - Aircraft Logs and Records Technician 19.25
23021 - Aircraft Mechanic I 22.29
23022 - Aircraft Mechanic II 23.40
23023 - Aircraft Mechanic III 24.57
23040 - Aircraft Mechanic Helper 16.92
23050 - Aircraft Painter 22.21
23060 - Aircraft Servicer 19.25
23070 - Aircraft Survival Flight Equipment Technician 22.21
23080 - Aircraft Worker 20.42
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.42

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.29
23110 - Appliance Mechanic 20.38
23120 - Bicycle Repairer 15.40
23125 - Cable Splicer 26.58
23130 - Carpenter Maintenance 18.50
23140 - Carpet Layer 19.30
23160 - Electrician Maintenance 20.90
23181 - Electronics Technician Maintenance I 23.76
23182 - Electronics Technician Maintenance II 25.09
23183 - Electronics Technician Maintenance III 26.51
23260 - Fabric Worker 18.18
23290 - Fire Alarm System Mechanic 21.60
23310 - Fire Extinguisher Repairer 16.94
23311 - Fuel Distribution System Mechanic 21.60
23312 - Fuel Distribution System Operator 16.94
23370 - General Maintenance Worker 19.56
23380 - Ground Support Equipment Mechanic 22.29
23381 - Ground Support Equipment Servicer 19.25
23382 - Ground Support Equipment Worker 20.42
23391 - Gunsmith I 16.94
23392 - Gunsmith II 19.30
23393 - Gunsmith III 21.60
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.63
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.79
23430 - Heavy Equipment Mechanic 23.50
23440 - Heavy Equipment Operator 20.41
23460 - Instrument Mechanic 21.60
23465 - Laboratory/Shelter Mechanic 20.38
23470 - Laborer 14.19
23510 - Locksmith 20.38
23530 - Machinery Maintenance Mechanic 25.45
23550 - Machinist Maintenance 22.12
23580 - Maintenance Trades Helper 14.41
23591 - Metrology Technician I 21.60
23592 - Metrology Technician II 22.72
23593 - Metrology Technician III 23.77
23640 - Millwright 21.60
23710 - Office Appliance Repairer 20.40
23760 - Painter Maintenance 18.39
23790 - Pipefitter Maintenance 24.00
23810 - Plumber Maintenance 22.65
23820 - Pneudraulic Systems Mechanic 21.60
23850 - Rigger 21.60
23870 - Scale Mechanic 19.30
23890 - Sheet-Metal Worker Maintenance 19.64
23910 - Small Engine Mechanic 19.30
23931 - Telecommunications Mechanic I 25.35

23932 - Telecommunications Mechanic II 26.66
23950 - Telephone Lineman 24.57
23960 - Welder Combination Maintenance 20.24
23965 - Well Driller 25.86
23970 - Woodcraft Worker 21.60
23980 - Woodworker 16.94
24000 - Personal Needs Occupations
24550 - Case Manager 16.04
24570 - Child Care Attendant 10.91
24580 - Child Care Center Clerk 14.52
24610 - Chore Aide 10.83
24620 - Family Readiness And Support Services Coordinator 16.04
24630 - Homemaker 16.04
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 23.41
25040 - Sewage Plant Operator 22.14
25070 - Stationary Engineer 23.41
25190 - Ventilation Equipment Tender 15.73
25210 - Water Treatment Plant Operator 22.14
27000 - Protective Service Occupations
27004 - Alarm Monitor 18.77
27007 - Baggage Inspector 16.52
27008 - Corrections Officer 19.88
27010 - Court Security Officer 16.42
27030 - Detection Dog Handler 18.48
27040 - Detention Officer 19.88
27070 - Firefighter 17.18
27101 - Guard I 16.52
27102 - Guard II 18.48
27131 - Police Officer I 22.33
27132 - Police Officer II 24.80
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.62
28042 - Carnival Equipment Repairer 14.67
28043 - Carnival Worker 10.55
28210 - Gate Attendant/Gate Tender 15.75
28310 - Lifeguard 11.66
28350 - Park Attendant (Aide) 17.61
28510 - Recreation Aide/Health Facility Attendant 12.86
28515 - Recreation Specialist 18.05
28630 - Sports Official 14.04
28690 - Swimming Pool Operator 17.85
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 19.78
29020 - Hatch Tender 19.78
29030 - Line Handler 19.78
29041 - Stevedore I 18.64
29042 - Stevedore II 21.37
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 17.20
30022 - Archeological Technician II 18.66
30023 - Archeological Technician III 23.09
30030 - Cartographic Technician 23.13
30040 - Civil Engineering Technician 23.13
30051 - Cryogenic Technician I 23.75
30052 - Cryogenic Technician II 26.24
30061 - Drafter/CAD Operator I 17.20
30062 - Drafter/CAD Operator II 18.66
30063 - Drafter/CAD Operator III 20.31
30064 - Drafter/CAD Operator IV 24.98
30081 - Engineering Technician I 17.48
30082 - Engineering Technician II 19.61
30083 - Engineering Technician III 21.94
30084 - Engineering Technician IV 28.69
30085 - Engineering Technician V 34.97
30086 - Engineering Technician VI 42.32
30090 - Environmental Technician 21.29
30095 - Evidence Control Specialist 21.44
30210 - Laboratory Technician 21.59
30221 - Latent Fingerprint Technician I 23.75
30222 - Latent Fingerprint Technician II 26.24
30240 - Mathematical Technician 23.84
30361 - Paralegal/Legal Assistant I 19.37
30362 - Paralegal/Legal Assistant II 24.00
30363 - Paralegal/Legal Assistant III 29.36
30364 - Paralegal/Legal Assistant IV 35.52
30375 - Petroleum Supply Specialist 26.24
30390 - Photo-Optics Technician 23.84
30395 - Radiation Control Technician 26.24
30461 - Technical Writer I 25.16
30462 - Technical Writer II 30.78
30463 - Technical Writer III 37.24
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 23.75
30502 - Weather Forecaster II 28.89
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.31
30621 - Weather Observer Senior (see 2) 23.18
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 13.30
31030 - Bus Driver 18.22

31043 - Driver Courier	15.26
31260 - Parking and Lot Attendant	12.24
31290 - Shuttle Bus Driver	14.94
31310 - Taxi Driver	13.13
31361 - Truckdriver Light	16.43
31362 - Truckdriver Medium	19.05
31363 - Truckdriver Heavy	20.48
31364 - Truckdriver Tractor-Trailer	20.48
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.08
99050 - Desk Clerk	12.26
99095 - Embalmer	29.07
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.42
99252 - Laboratory Animal Caretaker II	15.53
99260 - Marketing Analyst	25.56
99310 - Mortician	29.07
99410 - Pest Controller	20.19
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	18.55
99711 - Recycling Specialist	21.89
99730 - Refuse Collector	17.07
99810 - Sales Clerk	13.10
99820 - School Crossing Guard	13.57
99830 - Survey Party Chief	18.41
99831 - Surveying Aide	13.63
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	17.52
99841 - Vending Machine Repairer	21.50
99842 - Vending Machine Repairer Helper	17.52

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

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

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

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

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

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

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

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

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

The process for preparing a conformance request is as follows:

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

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

performs any contract work.

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

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

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

the request.

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

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

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

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

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

Daniel W. Simms
Director

Division of
Wage Determinations

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

Wage Determination No.: 2015-4373
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: North Carolina

Area: North Carolina County of Chatham

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.39
01012 - Accounting Clerk II		19.53
01013 - Accounting Clerk III		21.84
01020 - Administrative Assistant		29.33
01035 - Court Reporter		19.34
01041 - Customer Service Representative I		14.57
01042 - Customer Service Representative II		16.38
01043 - Customer Service Representative III		17.88
01051 - Data Entry Operator I		14.74
01052 - Data Entry Operator II		16.08
01060 - Dispatcher Motor Vehicle		18.88
01070 - Document Preparation Clerk		16.52
01090 - Duplicating Machine Operator		16.52
01111 - General Clerk I		14.36
01112 - General Clerk II		15.67

01113 - General Clerk III 17.60
01120 - Housing Referral Assistant 21.82
01141 - Messenger Courier 15.38
01191 - Order Clerk I 13.47
01192 - Order Clerk II 14.69
01261 - Personnel Assistant (Employment) I 17.54
01262 - Personnel Assistant (Employment) II 19.96
01263 - Personnel Assistant (Employment) III 22.25
01270 - Production Control Clerk 27.01
01290 - Rental Clerk 15.12
01300 - Scheduler Maintenance 16.21
01311 - Secretary I 16.21
01312 - Secretary II 18.12
01313 - Secretary III 21.82
01320 - Service Order Dispatcher 16.39
01410 - Supply Technician 29.33
01420 - Survey Worker 17.90
01460 - Switchboard Operator/Receptionist 15.09
01531 - Travel Clerk I 15.44
01532 - Travel Clerk II 16.45
01533 - Travel Clerk III 17.53
01611 - Word Processor I 14.69
01612 - Word Processor II 16.63
01613 - Word Processor III 18.44
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.86
05010 - Automotive Electrician 21.27
05040 - Automotive Glass Installer 20.02
05070 - Automotive Worker 20.11
05110 - Mobile Equipment Servicer 17.67
05130 - Motor Equipment Metal Mechanic 22.48
05160 - Motor Equipment Metal Worker 20.11
05190 - Motor Vehicle Mechanic 22.48
05220 - Motor Vehicle Mechanic Helper 16.45
05250 - Motor Vehicle Upholstery Worker 18.96
05280 - Motor Vehicle Wrecker 20.11
05310 - Painter Automotive 21.27
05340 - Radiator Repair Specialist 20.11
05370 - Tire Repairer 14.16
05400 - Transmission Repair Specialist 22.48
07000 - Food Preparation And Service Occupations
07010 - Baker 13.04
07041 - Cook I 14.61
07042 - Cook II 16.55
07070 - Dishwasher 12.74
07130 - Food Service Worker 11.79
07210 - Meat Cutter 15.26
07260 - Waiter/Waitress 10.69
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.50

09040 - Furniture Handler 12.71
09080 - Furniture Refinisher 19.24
09090 - Furniture Refinisher Helper 14.88
09110 - Furniture Repairer Minor 17.06
09130 - Upholsterer 19.16
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.90
11060 - Elevator Operator 13.09
11090 - Gardener 19.38
11122 - Housekeeping Aide 14.19
11150 - Janitor 14.19
11210 - Laborer Grounds Maintenance 15.42
11240 - Maid or Houseman 13.08
11260 - Pruner 14.19
11270 - Tractor Operator 18.05
11330 - Trail Maintenance Worker 15.42
11360 - Window Cleaner 15.43
12000 - Health Occupations
12010 - Ambulance Driver 21.51
12011 - Breath Alcohol Technician 21.51
12012 - Certified Occupational Therapist Assistant 32.25
12015 - Certified Physical Therapist Assistant 32.18
12020 - Dental Assistant 23.33
12025 - Dental Hygienist 38.47
12030 - EKG Technician 30.48
12035 - Electroneurodiagnostic Technologist 30.48
12040 - Emergency Medical Technician 21.51
12071 - Licensed Practical Nurse I 19.23
12072 - Licensed Practical Nurse II 21.51
12073 - Licensed Practical Nurse III 23.97
12100 - Medical Assistant 17.26
12130 - Medical Laboratory Technician 26.60
12160 - Medical Record Clerk 18.94
12190 - Medical Record Technician 21.18
12195 - Medical Transcriptionist 18.12
12210 - Nuclear Medicine Technologist 42.69
12221 - Nursing Assistant I 12.05
12222 - Nursing Assistant II 13.53
12223 - Nursing Assistant III 14.77
12224 - Nursing Assistant IV 16.59
12235 - Optical Dispenser 23.34
12236 - Optical Technician 19.23
12250 - Pharmacy Technician 16.69
12280 - Phlebotomist 17.11
12305 - Radiologic Technologist 31.12
12311 - Registered Nurse I 26.18
12312 - Registered Nurse II 32.02
12313 - Registered Nurse II Specialist 32.02
12314 - Registered Nurse III 38.75
12315 - Registered Nurse III Anesthetist 38.75

12316 - Registered Nurse IV		46.43
12317 - Scheduler (Drug and Alcohol Testing)		26.64
12320 - Substance Abuse Treatment Counselor		23.59
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.52
13012 - Exhibits Specialist II		27.90
13013 - Exhibits Specialist III		34.13
13041 - Illustrator I		20.66
13042 - Illustrator II		25.60
13043 - Illustrator III		31.32
13047 - Librarian		30.90
13050 - Library Aide/Clerk		17.01
13054 - Library Information Technology Systems Administrator		27.90
13058 - Library Technician		21.92
13061 - Media Specialist I		20.14
13062 - Media Specialist II		22.52
13063 - Media Specialist III		25.10
13071 - Photographer I		15.93
13072 - Photographer II		18.06
13073 - Photographer III		21.43
13074 - Photographer IV		28.09
13075 - Photographer V		33.10
13090 - Technical Order Library Clerk		21.79
13110 - Video Teleconference Technician		22.89
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.14
14042 - Computer Operator II		19.17
14043 - Computer Operator III		21.38
14044 - Computer Operator IV		23.76
14045 - Computer Operator V		26.31
14071 - Computer Programmer I	(see 1)	24.60
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.14
14160 - Personal Computer Support Technician		23.76
14170 - System Support Specialist		32.42
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.25
15020 - Aircrew Training Devices Instructor (Rated)		36.61
15030 - Air Crew Training Devices Instructor (Pilot)		43.87
15050 - Computer Based Training Specialist / Instructor		30.25
15060 - Educational Technologist		31.54
15070 - Flight Instructor (Pilot)		43.87
15080 - Graphic Artist		26.60
15085 - Maintenance Test Pilot Fixed Jet/Prop		43.87

15086 - Maintenance Test Pilot Rotary Wing 43.87
15088 - Non-Maintenance Test/Co-Pilot 43.87
15090 - Technical Instructor 25.43
15095 - Technical Instructor/Course Developer 31.11
15110 - Test Proctor 20.53
15120 - Tutor 20.53
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.30
16030 - Counter Attendant 10.30
16040 - Dry Cleaner 12.66
16070 - Finisher Flatwork Machine 10.30
16090 - Presser Hand 10.30
16110 - Presser Machine Drycleaning 10.30
16130 - Presser Machine Shirts 10.30
16160 - Presser Machine Wearing Apparel Laundry 10.30
16190 - Sewing Machine Operator 13.43
16220 - Tailor 14.18
16250 - Washer Machine 11.00
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.34
19040 - Tool And Die Maker 28.63
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.65
21030 - Material Coordinator 27.01
21040 - Material Expediter 27.01
21050 - Material Handling Laborer 14.01
21071 - Order Filler 14.03
21080 - Production Line Worker (Food Processing) 16.65
21110 - Shipping Packer 17.65
21130 - Shipping/Receiving Clerk 17.65
21140 - Store Worker I 13.01
21150 - Stock Clerk 17.10
21210 - Tools And Parts Attendant 16.65
21410 - Warehouse Specialist 16.65
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 31.14
23019 - Aircraft Logs and Records Technician 25.63
23021 - Aircraft Mechanic I 29.67
23022 - Aircraft Mechanic II 31.14
23023 - Aircraft Mechanic III 32.70
23040 - Aircraft Mechanic Helper 22.52
23050 - Aircraft Painter 29.56
23060 - Aircraft Servicer 25.63
23070 - Aircraft Survival Flight Equipment Technician 29.56
23080 - Aircraft Worker 27.18
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 27.18
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 29.67
23110 - Appliance Mechanic 22.81

23120 - Bicycle Repairer 16.49
23125 - Cable Splicer 34.77
23130 - Carpenter Maintenance 18.57
23140 - Carpet Layer 21.97
23160 - Electrician Maintenance 24.01
23181 - Electronics Technician Maintenance I 30.29
23182 - Electronics Technician Maintenance II 32.20
23183 - Electronics Technician Maintenance III 34.01
23260 - Fabric Worker 20.69
23290 - Fire Alarm System Mechanic 21.37
23310 - Fire Extinguisher Repairer 19.38
23311 - Fuel Distribution System Mechanic 24.66
23312 - Fuel Distribution System Operator 19.38
23370 - General Maintenance Worker 21.25
23380 - Ground Support Equipment Mechanic 29.67
23381 - Ground Support Equipment Servicer 25.63
23382 - Ground Support Equipment Worker 27.18
23391 - Gunsmith I 19.38
23392 - Gunsmith II 21.97
23393 - Gunsmith III 24.66
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.77
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 25.01
23430 - Heavy Equipment Mechanic 23.41
23440 - Heavy Equipment Operator 20.11
23460 - Instrument Mechanic 24.66
23465 - Laboratory/Shelter Mechanic 23.34
23470 - Laborer 14.01
23510 - Locksmith 24.21
23530 - Machinery Maintenance Mechanic 27.62
23550 - Machinist Maintenance 19.69
23580 - Maintenance Trades Helper 14.32
23591 - Metrology Technician I 24.66
23592 - Metrology Technician II 25.95
23593 - Metrology Technician III 27.23
23640 - Millwright 24.66
23710 - Office Appliance Repairer 23.18
23760 - Painter Maintenance 16.81
23790 - Pipefitter Maintenance 24.77
23810 - Plumber Maintenance 23.45
23820 - Pneudraulic Systems Mechanic 24.66
23850 - Rigger 24.66
23870 - Scale Mechanic 21.97
23890 - Sheet-Metal Worker Maintenance 21.97
23910 - Small Engine Mechanic 21.97
23931 - Telecommunications Mechanic I 24.91
23932 - Telecommunications Mechanic II 26.27
23950 - Telephone Lineman 24.57
23960 - Welder Combination Maintenance 21.08

23965 - Well Driller	25.14
23970 - Woodcraft Worker	24.66
23980 - Woodworker	19.38
24000 - Personal Needs Occupations	
24550 - Case Manager	16.60
24570 - Child Care Attendant	12.26
24580 - Child Care Center Clerk	15.28
24610 - Chore Aide	11.15
24620 - Family Readiness And Support Services Coordinator	16.60
24630 - Homemaker	16.60
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.40
25040 - Sewage Plant Operator	21.98
25070 - Stationary Engineer	27.40
25190 - Ventilation Equipment Tender	18.89
25210 - Water Treatment Plant Operator	21.98
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.07
27007 - Baggage Inspector	18.76
27008 - Corrections Officer	22.52
27010 - Court Security Officer	19.63
27030 - Detection Dog Handler	20.98
27040 - Detention Officer	22.52
27070 - Firefighter	18.90
27101 - Guard I	18.76
27102 - Guard II	20.98
27131 - Police Officer I	21.77
27132 - Police Officer II	24.20
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.39
28042 - Carnival Equipment Repairer	14.38
28043 - Carnival Worker	10.53
28210 - Gate Attendant/Gate Tender	17.25
28310 - Lifeguard	11.92
28350 - Park Attendant (Aide)	19.29
28510 - Recreation Aide/Health Facility Attendant	14.07
28515 - Recreation Specialist	23.89
28630 - Sports Official	15.35
28690 - Swimming Pool Operator	16.88
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.97
29020 - Hatch Tender	21.97
29030 - Line Handler	21.97
29041 - Stevedore I	20.69
29042 - Stevedore II	23.34
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	41.86
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	28.86
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	31.79

30021 - Archeological Technician I		17.22
30022 - Archeological Technician II		18.69
30023 - Archeological Technician III		23.15
30030 - Cartographic Technician		23.15
30040 - Civil Engineering Technician		24.51
30051 - Cryogenic Technician I		26.54
30052 - Cryogenic Technician II		29.31
30061 - Drafter/CAD Operator I		17.22
30062 - Drafter/CAD Operator II		18.69
30063 - Drafter/CAD Operator III		20.83
30064 - Drafter/CAD Operator IV		25.63
30081 - Engineering Technician I		15.89
30082 - Engineering Technician II		17.83
30083 - Engineering Technician III		19.95
30084 - Engineering Technician IV		27.17
30085 - Engineering Technician V		31.79
30086 - Engineering Technician VI		38.47
30090 - Environmental Technician		24.67
30095 - Evidence Control Specialist		23.96
30210 - Laboratory Technician		22.70
30221 - Latent Fingerprint Technician I		24.75
30222 - Latent Fingerprint Technician II		27.34
30240 - Mathematical Technician		26.36
30361 - Paralegal/Legal Assistant I		19.76
30362 - Paralegal/Legal Assistant II		24.47
30363 - Paralegal/Legal Assistant III		29.94
30364 - Paralegal/Legal Assistant IV		36.23
30375 - Petroleum Supply Specialist		29.31
30390 - Photo-Optics Technician		23.96
30395 - Radiation Control Technician		29.31
30461 - Technical Writer I		27.33
30462 - Technical Writer II		33.43
30463 - Technical Writer III		40.46
30491 - Unexploded Ordnance (UXO) Technician I		26.61
30492 - Unexploded Ordnance (UXO) Technician II		32.19
30493 - Unexploded Ordnance (UXO) Technician III		38.58
30494 - Unexploded (UXO) Safety Escort		26.61
30495 - Unexploded (UXO) Sweep Personnel		26.61
30501 - Weather Forecaster I		26.54
30502 - Weather Forecaster II		32.28
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	20.83
30621 - Weather Observer Senior	(see 2)	23.18
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		32.19
31020 - Bus Aide		13.65
31030 - Bus Driver		19.21
31043 - Driver Courier		16.69
31260 - Parking and Lot Attendant		13.67
31290 - Shuttle Bus Driver		16.29

31310 - Taxi Driver	14.22
31361 - Truckdriver Light	17.92
31362 - Truckdriver Medium	19.13
31363 - Truckdriver Heavy	21.02
31364 - Truckdriver Tractor-Trailer	21.02
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.69
99030 - Cashier	10.55
99050 - Desk Clerk	11.88
99095 - Embalmer	29.07
99130 - Flight Follower	26.61
99251 - Laboratory Animal Caretaker I	17.32
99252 - Laboratory Animal Caretaker II	18.60
99260 - Marketing Analyst	35.98
99310 - Mortician	29.07
99410 - Pest Controller	17.62
99510 - Photofinishing Worker	16.62
99710 - Recycling Laborer	20.10
99711 - Recycling Specialist	23.52
99730 - Refuse Collector	18.49
99810 - Sales Clerk	11.91
99820 - School Crossing Guard	14.05
99830 - Survey Party Chief	25.12
99831 - Surveying Aide	18.60
99832 - Surveying Technician	22.84
99840 - Vending Machine Attendant	18.42
99841 - Vending Machine Repairer	22.36
99842 - Vending Machine Repairer Helper	18.42

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 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.: 2015-4374
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.

State: North Carolina

Area: North Carolina County of Chatham

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		18.84
01013 - Accounting Clerk III		21.08
01020 - Administrative Assistant		28.27
01035 - Court Reporter		19.34
01041 - Customer Service Representative I		14.57
01042 - Customer Service Representative II		16.38
01043 - Customer Service Representative III		17.88
01051 - Data Entry Operator I		14.49
01052 - Data Entry Operator II		15.82
01060 - Dispatcher Motor Vehicle		18.88
01070 - Document Preparation Clerk		15.72

01090 - Duplicating Machine Operator 15.72
01111 - General Clerk I 13.83
01112 - General Clerk II 15.08
01113 - General Clerk III 16.93
01120 - Housing Referral Assistant 21.82
01141 - Messenger Courier 15.11
01191 - Order Clerk I 13.47
01192 - Order Clerk II 14.69
01261 - Personnel Assistant (Employment) I 16.81
01262 - Personnel Assistant (Employment) II 19.96
01263 - Personnel Assistant (Employment) III 22.25
01270 - Production Control Clerk 27.01
01290 - Rental Clerk 15.12
01300 - Scheduler Maintenance 16.05
01311 - Secretary I 16.05
01312 - Secretary II 17.95
01313 - Secretary III 21.82
01320 - Service Order Dispatcher 16.39
01410 - Supply Technician 28.27
01420 - Survey Worker 17.57
01460 - Switchboard Operator/Receptionist 14.37
01531 - Travel Clerk I 15.44
01532 - Travel Clerk II 16.45
01533 - Travel Clerk III 17.53
01611 - Word Processor I 14.69
01612 - Word Processor II 16.63
01613 - Word Processor III 18.44
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.56
05010 - Automotive Electrician 21.27
05040 - Automotive Glass Installer 20.02
05070 - Automotive Worker 20.11
05110 - Mobile Equipment Servicer 17.67
05130 - Motor Equipment Metal Mechanic 22.48
05160 - Motor Equipment Metal Worker 20.11
05190 - Motor Vehicle Mechanic 22.48
05220 - Motor Vehicle Mechanic Helper 16.45
05250 - Motor Vehicle Upholstery Worker 18.96
05280 - Motor Vehicle Wrecker 20.11
05310 - Painter Automotive 21.27
05340 - Radiator Repair Specialist 20.11
05370 - Tire Repairer 13.76
05400 - Transmission Repair Specialist 22.48
07000 - Food Preparation And Service Occupations
07010 - Baker 13.04
07041 - Cook I 13.81
07042 - Cook II 15.65
07070 - Dishwasher 11.87
07130 - Food Service Worker 10.91
07210 - Meat Cutter 15.01

07260 - Waiter/Waitress	9.72
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.50
09040 - Furniture Handler	12.24
09080 - Furniture Refinisher	18.37
09090 - Furniture Refinisher Helper	14.23
09110 - Furniture Repairer Minor	16.18
09130 - Upholsterer	17.42
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.90
11060 - Elevator Operator	11.90
11090 - Gardener	18.74
11122 - Housekeeping Aide	12.90
11150 - Janitor	12.90
11210 - Laborer Grounds Maintenance	14.91
11240 - Maid or Houseman	11.91
11260 - Pruner	13.72
11270 - Tractor Operator	17.45
11330 - Trail Maintenance Worker	14.91
11360 - Window Cleaner	14.03
12000 - Health Occupations	
12010 - Ambulance Driver	19.69
12011 - Breath Alcohol Technician	20.90
12012 - Certified Occupational Therapist Assistant	32.25
12015 - Certified Physical Therapist Assistant	31.32
12020 - Dental Assistant	22.64
12025 - Dental Hygienist	38.47
12030 - EKG Technician	30.48
12035 - Electroneurodiagnostic Technologist	30.48
12040 - Emergency Medical Technician	19.69
12071 - Licensed Practical Nurse I	18.68
12072 - Licensed Practical Nurse II	20.90
12073 - Licensed Practical Nurse III	23.29
12100 - Medical Assistant	16.76
12130 - Medical Laboratory Technician	25.26
12160 - Medical Record Clerk	18.50
12190 - Medical Record Technician	20.90
12195 - Medical Transcriptionist	18.12
12210 - Nuclear Medicine Technologist	42.69
12221 - Nursing Assistant I	11.28
12222 - Nursing Assistant II	12.69
12223 - Nursing Assistant III	13.84
12224 - Nursing Assistant IV	15.54
12235 - Optical Dispenser	23.34
12236 - Optical Technician	18.68
12250 - Pharmacy Technician	15.90
12280 - Phlebotomist	17.11
12305 - Radiologic Technologist	30.40
12311 - Registered Nurse I	25.58
12312 - Registered Nurse II	31.28

12313 - Registered Nurse II Specialist		31.28
12314 - Registered Nurse III		37.85
12315 - Registered Nurse III Anesthetist		37.85
12316 - Registered Nurse IV		45.36
12317 - Scheduler (Drug and Alcohol Testing)		25.89
12320 - Substance Abuse Treatment Counselor		23.59
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.84
13012 - Exhibits Specialist II		27.05
13013 - Exhibits Specialist III		33.10
13041 - Illustrator I		18.78
13042 - Illustrator II		23.27
13043 - Illustrator III		28.47
13047 - Librarian		29.96
13050 - Library Aide/Clerk		15.46
13054 - Library Information Technology Systems Administrator		27.05
13058 - Library Technician		21.62
13061 - Media Specialist I		19.53
13062 - Media Specialist II		21.84
13063 - Media Specialist III		24.35
13071 - Photographer I		15.93
13072 - Photographer II		18.06
13073 - Photographer III		21.43
13074 - Photographer IV		28.09
13075 - Photographer V		33.10
13090 - Technical Order Library Clerk		19.81
13110 - Video Teleconference Technician		20.81
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.58
14042 - Computer Operator II		17.43
14043 - Computer Operator III		19.44
14044 - Computer Operator IV		21.60
14045 - Computer Operator V		23.92
14071 - Computer Programmer I	(see 1)	24.60
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		15.58
14160 - Personal Computer Support Technician		21.60
14170 - System Support Specialist		32.42
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.44
15020 - Aircrew Training Devices Instructor (Rated)		35.61
15030 - Air Crew Training Devices Instructor (Pilot)		42.69
15050 - Computer Based Training Specialist / Instructor		29.44
15060 - Educational Technologist		31.54

15070 - Flight Instructor (Pilot) 42.69
15080 - Graphic Artist 25.72
15085 - Maintenance Test Pilot Fixed Jet/Prop 42.69
15086 - Maintenance Test Pilot Rotary Wing 42.69
15088 - Non-Maintenance Test/Co-Pilot 42.69
15090 - Technical Instructor 25.43
15095 - Technical Instructor/Course Developer 31.11
15110 - Test Proctor 20.53
15120 - Tutor 20.53
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.98
16030 - Counter Attendant 9.98
16040 - Dry Cleaner 12.27
16070 - Finisher Flatwork Machine 9.98
16090 - Presser Hand 9.98
16110 - Presser Machine Drycleaning 9.98
16130 - Presser Machine Shirts 9.98
16160 - Presser Machine Wearing Apparel Laundry 9.98
16190 - Sewing Machine Operator 13.01
16220 - Tailor 13.74
16250 - Washer Machine 10.66
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.22
19040 - Tool And Die Maker 26.03
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.65
21030 - Material Coordinator 27.01
21040 - Material Expediter 27.01
21050 - Material Handling Laborer 13.40
21071 - Order Filler 14.00
21080 - Production Line Worker (Food Processing) 16.65
21110 - Shipping Packer 16.43
21130 - Shipping/Receiving Clerk 16.43
21140 - Store Worker I 12.62
21150 - Stock Clerk 16.59
21210 - Tools And Parts Attendant 16.65
21410 - Warehouse Specialist 16.65
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.31
23019 - Aircraft Logs and Records Technician 23.30
23021 - Aircraft Mechanic I 26.97
23022 - Aircraft Mechanic II 28.31
23023 - Aircraft Mechanic III 29.73
23040 - Aircraft Mechanic Helper 20.47
23050 - Aircraft Painter 26.87
23060 - Aircraft Servicer 23.30
23070 - Aircraft Survival Flight Equipment Technician 26.87
23080 - Aircraft Worker 24.71
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.71

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.97
23110 - Appliance Mechanic 22.81
23120 - Bicycle Repairer 14.99
23125 - Cable Splicer 32.16
23130 - Carpenter Maintenance 17.86
23140 - Carpet Layer 19.97
23160 - Electrician Maintenance 23.38
23181 - Electronics Technician Maintenance I 27.90
23182 - Electronics Technician Maintenance II 29.64
23183 - Electronics Technician Maintenance III 31.32
23260 - Fabric Worker 18.81
23290 - Fire Alarm System Mechanic 20.58
23310 - Fire Extinguisher Repairer 17.62
23311 - Fuel Distribution System Mechanic 22.42
23312 - Fuel Distribution System Operator 17.62
23370 - General Maintenance Worker 20.10
23380 - Ground Support Equipment Mechanic 26.97
23381 - Ground Support Equipment Servicer 23.30
23382 - Ground Support Equipment Worker 24.71
23391 - Gunsmith I 17.62
23392 - Gunsmith II 19.97
23393 - Gunsmith III 22.42
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.77
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 25.01
23430 - Heavy Equipment Mechanic 23.41
23440 - Heavy Equipment Operator 19.51
23460 - Instrument Mechanic 22.42
23465 - Laboratory/Shelter Mechanic 21.22
23470 - Laborer 13.40
23510 - Locksmith 22.01
23530 - Machinery Maintenance Mechanic 27.06
23550 - Machinist Maintenance 19.46
23580 - Maintenance Trades Helper 14.32
23591 - Metrology Technician I 22.42
23592 - Metrology Technician II 23.59
23593 - Metrology Technician III 24.75
23640 - Millwright 22.42
23710 - Office Appliance Repairer 23.18
23760 - Painter Maintenance 16.74
23790 - Pipefitter Maintenance 24.77
23810 - Plumber Maintenance 23.45
23820 - Pneudraulic Systems Mechanic 22.42
23850 - Rigger 22.42
23870 - Scale Mechanic 19.97
23890 - Sheet-Metal Worker Maintenance 19.97
23910 - Small Engine Mechanic 19.97
23931 - Telecommunications Mechanic I 24.91

23932 - Telecommunications Mechanic II 26.27
23950 - Telephone Lineman 22.34
23960 - Welder Combination Maintenance 19.58
23965 - Well Driller 23.51
23970 - Woodcraft Worker 22.42
23980 - Woodworker 17.62
24000 - Personal Needs Occupations
24550 - Case Manager 16.12
24570 - Child Care Attendant 11.66
24580 - Child Care Center Clerk 14.54
24610 - Chore Aide 11.02
24620 - Family Readiness And Support Services Coordinator 16.12
24630 - Homemaker 16.12
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 24.91
25040 - Sewage Plant Operator 21.98
25070 - Stationary Engineer 24.91
25190 - Ventilation Equipment Tender 17.17
25210 - Water Treatment Plant Operator 21.98
27000 - Protective Service Occupations
27004 - Alarm Monitor 19.07
27007 - Baggage Inspector 17.05
27008 - Corrections Officer 20.47
27010 - Court Security Officer 19.15
27030 - Detection Dog Handler 19.07
27040 - Detention Officer 20.47
27070 - Firefighter 18.90
27101 - Guard I 17.05
27102 - Guard II 19.07
27131 - Police Officer I 21.38
27132 - Police Officer II 23.75
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.17
28042 - Carnival Equipment Repairer 13.07
28043 - Carnival Worker 9.57
28210 - Gate Attendant/Gate Tender 16.76
28310 - Lifeguard 11.62
28350 - Park Attendant (Aide) 18.76
28510 - Recreation Aide/Health Facility Attendant 13.69
28515 - Recreation Specialist 22.45
28630 - Sports Official 14.93
28690 - Swimming Pool Operator 16.23
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 19.97
29020 - Hatch Tender 19.97
29030 - Line Handler 19.97
29041 - Stevedore I 18.81
29042 - Stevedore II 21.22
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 41.44
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 28.58
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 31.48
30021 - Archeological Technician I 17.22
30022 - Archeological Technician II 18.69
30023 - Archeological Technician III 23.15
30030 - Cartographic Technician 23.15
30040 - Civil Engineering Technician 24.51
30051 - Cryogenic Technician I 26.54
30052 - Cryogenic Technician II 29.31
30061 - Drafter/CAD Operator I 17.22
30062 - Drafter/CAD Operator II 18.69
30063 - Drafter/CAD Operator III 20.83
30064 - Drafter/CAD Operator IV 25.63
30081 - Engineering Technician I 15.89
30082 - Engineering Technician II 17.83
30083 - Engineering Technician III 19.95
30084 - Engineering Technician IV 27.17
30085 - Engineering Technician V 31.79
30086 - Engineering Technician VI 38.47
30090 - Environmental Technician 23.15
30095 - Evidence Control Specialist 23.96
30210 - Laboratory Technician 22.70
30221 - Latent Fingerprint Technician I 24.75
30222 - Latent Fingerprint Technician II 27.34
30240 - Mathematical Technician 23.96
30361 - Paralegal/Legal Assistant I 19.76
30362 - Paralegal/Legal Assistant II 24.47
30363 - Paralegal/Legal Assistant III 29.94
30364 - Paralegal/Legal Assistant IV 36.23
30375 - Petroleum Supply Specialist 29.31
30390 - Photo-Optics Technician 23.96
30395 - Radiation Control Technician 29.31
30461 - Technical Writer I 26.08
30462 - Technical Writer II 31.89
30463 - Technical Writer III 38.59
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 26.54
30502 - Weather Forecaster II 32.28
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.83
30621 - Weather Observer Senior (see 2) 23.18
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 31.87
31020 - Bus Aide 12.41
31030 - Bus Driver 19.21

31043 - Driver Courier	15.17
31260 - Parking and Lot Attendant	13.38
31290 - Shuttle Bus Driver	16.29
31310 - Taxi Driver	12.93
31361 - Truckdriver Light	16.29
31362 - Truckdriver Medium	17.39
31363 - Truckdriver Heavy	21.02
31364 - Truckdriver Tractor-Trailer	21.02
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.54
99030 - Cashier	10.07
99050 - Desk Clerk	10.88
99095 - Embalmer	29.07
99130 - Flight Follower	26.34
99251 - Laboratory Animal Caretaker I	16.69
99252 - Laboratory Animal Caretaker II	17.92
99260 - Marketing Analyst	35.42
99310 - Mortician	29.07
99410 - Pest Controller	17.00
99510 - Photofinishing Worker	15.11
99710 - Recycling Laborer	19.28
99711 - Recycling Specialist	22.56
99730 - Refuse Collector	17.74
99810 - Sales Clerk	11.91
99820 - School Crossing Guard	13.89
99830 - Survey Party Chief	25.12
99831 - Surveying Aide	18.60
99832 - Surveying Technician	22.84
99840 - Vending Machine Attendant	16.94
99841 - Vending Machine Repairer	20.33
99842 - Vending Machine Repairer Helper	16.94

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

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 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.: 2015-4375
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: North Carolina

Area: North Carolina Counties of Durham Orange Person

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.39
01012 - Accounting Clerk II		19.53
01013 - Accounting Clerk III		21.84
01020 - Administrative Assistant		29.33
01035 - Court Reporter		18.12
01041 - Customer Service Representative I		14.57
01042 - Customer Service Representative II		16.38
01043 - Customer Service Representative III		17.88
01051 - Data Entry Operator I		14.74
01052 - Data Entry Operator II		16.08
01060 - Dispatcher Motor Vehicle		18.21
01070 - Document Preparation Clerk		16.52
01090 - Duplicating Machine Operator		16.52
01111 - General Clerk I		14.36
01112 - General Clerk II		15.67

01113 - General Clerk III 17.60
01120 - Housing Referral Assistant 20.20
01141 - Messenger Courier 15.38
01191 - Order Clerk I 13.47
01192 - Order Clerk II 14.69
01261 - Personnel Assistant (Employment) I 17.85
01262 - Personnel Assistant (Employment) II 19.96
01263 - Personnel Assistant (Employment) III 22.25
01270 - Production Control Clerk 27.01
01290 - Rental Clerk 14.98
01300 - Scheduler Maintenance 16.21
01311 - Secretary I 16.21
01312 - Secretary II 18.12
01313 - Secretary III 20.20
01320 - Service Order Dispatcher 16.49
01410 - Supply Technician 29.33
01420 - Survey Worker 17.90
01460 - Switchboard Operator/Receptionist 15.09
01531 - Travel Clerk I 15.44
01532 - Travel Clerk II 16.45
01533 - Travel Clerk III 17.53
01611 - Word Processor I 14.43
01612 - Word Processor II 17.04
01613 - Word Processor III 18.22
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.86
05010 - Automotive Electrician 21.27
05040 - Automotive Glass Installer 20.02
05070 - Automotive Worker 20.02
05110 - Mobile Equipment Servicer 17.67
05130 - Motor Equipment Metal Mechanic 22.48
05160 - Motor Equipment Metal Worker 20.02
05190 - Motor Vehicle Mechanic 22.48
05220 - Motor Vehicle Mechanic Helper 16.45
05250 - Motor Vehicle Upholstery Worker 18.86
05280 - Motor Vehicle Wrecker 20.02
05310 - Painter Automotive 21.27
05340 - Radiator Repair Specialist 20.02
05370 - Tire Repairer 14.16
05400 - Transmission Repair Specialist 22.48
07000 - Food Preparation And Service Occupations
07010 - Baker 13.49
07041 - Cook I 14.61
07042 - Cook II 16.55
07070 - Dishwasher 12.74
07130 - Food Service Worker 11.79
07210 - Meat Cutter 15.26
07260 - Waiter/Waitress 10.69
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.24

09040 - Furniture Handler 12.71
09080 - Furniture Refinisher 19.24
09090 - Furniture Refinisher Helper 14.88
09110 - Furniture Repairer Minor 17.06
09130 - Upholsterer 19.24
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.90
11060 - Elevator Operator 13.09
11090 - Gardener 19.38
11122 - Housekeeping Aide 14.19
11150 - Janitor 14.19
11210 - Laborer Grounds Maintenance 15.42
11240 - Maid or Houseman 13.08
11260 - Pruner 14.19
11270 - Tractor Operator 18.05
11330 - Trail Maintenance Worker 15.42
11360 - Window Cleaner 15.43
12000 - Health Occupations
12010 - Ambulance Driver 21.51
12011 - Breath Alcohol Technician 21.51
12012 - Certified Occupational Therapist Assistant 32.25
12015 - Certified Physical Therapist Assistant 32.18
12020 - Dental Assistant 23.33
12025 - Dental Hygienist 38.47
12030 - EKG Technician 30.48
12035 - Electroneurodiagnostic Technologist 30.48
12040 - Emergency Medical Technician 21.51
12071 - Licensed Practical Nurse I 19.23
12072 - Licensed Practical Nurse II 21.51
12073 - Licensed Practical Nurse III 23.97
12100 - Medical Assistant 17.26
12130 - Medical Laboratory Technician 26.60
12160 - Medical Record Clerk 18.94
12190 - Medical Record Technician 21.18
12195 - Medical Transcriptionist 18.12
12210 - Nuclear Medicine Technologist 42.69
12221 - Nursing Assistant I 12.05
12222 - Nursing Assistant II 13.53
12223 - Nursing Assistant III 14.77
12224 - Nursing Assistant IV 16.59
12235 - Optical Dispenser 23.34
12236 - Optical Technician 19.23
12250 - Pharmacy Technician 16.69
12280 - Phlebotomist 17.11
12305 - Radiologic Technologist 31.12
12311 - Registered Nurse I 26.18
12312 - Registered Nurse II 32.02
12313 - Registered Nurse II Specialist 32.02
12314 - Registered Nurse III 38.75
12315 - Registered Nurse III Anesthetist 38.75

12316 - Registered Nurse IV		46.43
12317 - Scheduler (Drug and Alcohol Testing)		26.64
12320 - Substance Abuse Treatment Counselor		23.59
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.52
13012 - Exhibits Specialist II		27.90
13013 - Exhibits Specialist III		34.13
13041 - Illustrator I		21.44
13042 - Illustrator II		26.55
13043 - Illustrator III		32.49
13047 - Librarian		30.90
13050 - Library Aide/Clerk		17.36
13054 - Library Information Technology Systems Administrator		27.90
13058 - Library Technician		22.29
13061 - Media Specialist I		20.14
13062 - Media Specialist II		22.52
13063 - Media Specialist III		25.10
13071 - Photographer I		16.04
13072 - Photographer II		17.95
13073 - Photographer III		22.23
13074 - Photographer IV		27.19
13075 - Photographer V		32.91
13090 - Technical Order Library Clerk		21.79
13110 - Video Teleconference Technician		22.89
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.27
14042 - Computer Operator II		21.84
14043 - Computer Operator III		24.05
14044 - Computer Operator IV		26.71
14045 - Computer Operator V		29.58
14071 - Computer Programmer I	(see 1)	24.43
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		19.27
14160 - Personal Computer Support Technician		27.14
14170 - System Support Specialist		32.42
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.15
15020 - Aircrew Training Devices Instructor (Rated)		37.70
15030 - Air Crew Training Devices Instructor (Pilot)		45.18
15050 - Computer Based Training Specialist / Instructor		31.15
15060 - Educational Technologist		31.55
15070 - Flight Instructor (Pilot)		45.18
15080 - Graphic Artist		26.60
15085 - Maintenance Test Pilot Fixed Jet/Prop		43.87

15086 - Maintenance Test Pilot Rotary Wing 43.87
15088 - Non-Maintenance Test/Co-Pilot 43.87
15090 - Technical Instructor 26.87
15095 - Technical Instructor/Course Developer 32.88
15110 - Test Proctor 21.70
15120 - Tutor 21.70
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.30
16030 - Counter Attendant 10.30
16040 - Dry Cleaner 12.66
16070 - Finisher Flatwork Machine 10.30
16090 - Presser Hand 10.30
16110 - Presser Machine Drycleaning 10.30
16130 - Presser Machine Shirts 10.30
16160 - Presser Machine Wearing Apparel Laundry 10.30
16190 - Sewing Machine Operator 13.43
16220 - Tailor 14.18
16250 - Washer Machine 11.00
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.34
19040 - Tool And Die Maker 28.63
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.65
21030 - Material Coordinator 27.01
21040 - Material Expediter 27.01
21050 - Material Handling Laborer 14.01
21071 - Order Filler 14.03
21080 - Production Line Worker (Food Processing) 16.65
21110 - Shipping Packer 17.65
21130 - Shipping/Receiving Clerk 17.65
21140 - Store Worker I 13.01
21150 - Stock Clerk 17.10
21210 - Tools And Parts Attendant 16.65
21410 - Warehouse Specialist 16.65
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 36.04
23019 - Aircraft Logs and Records Technician 28.93
23021 - Aircraft Mechanic I 34.28
23022 - Aircraft Mechanic II 36.04
23023 - Aircraft Mechanic III 37.72
23040 - Aircraft Mechanic Helper 24.73
23050 - Aircraft Painter 32.63
23060 - Aircraft Servicer 28.93
23070 - Aircraft Survival Flight Equipment Technician 32.63
23080 - Aircraft Worker 30.71
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 30.71
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 34.28
23110 - Appliance Mechanic 22.81

23120 - Bicycle Repairer 17.11
23125 - Cable Splicer 34.39
23130 - Carpenter Maintenance 18.57
23140 - Carpet Layer 21.97
23160 - Electrician Maintenance 24.01
23181 - Electronics Technician Maintenance I 30.29
23182 - Electronics Technician Maintenance II 32.20
23183 - Electronics Technician Maintenance III 34.01
23260 - Fabric Worker 20.69
23290 - Fire Alarm System Mechanic 21.37
23310 - Fire Extinguisher Repairer 19.38
23311 - Fuel Distribution System Mechanic 24.66
23312 - Fuel Distribution System Operator 19.77
23370 - General Maintenance Worker 21.25
23380 - Ground Support Equipment Mechanic 34.28
23381 - Ground Support Equipment Servicer 28.93
23382 - Ground Support Equipment Worker 30.71
23391 - Gunsmith I 19.38
23392 - Gunsmith II 21.97
23393 - Gunsmith III 24.66
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.77
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 25.01
23430 - Heavy Equipment Mechanic 23.41
23440 - Heavy Equipment Operator 20.11
23460 - Instrument Mechanic 26.24
23465 - Laboratory/Shelter Mechanic 23.34
23470 - Laborer 14.01
23510 - Locksmith 24.21
23530 - Machinery Maintenance Mechanic 27.62
23550 - Machinist Maintenance 19.69
23580 - Maintenance Trades Helper 15.22
23591 - Metrology Technician I 26.24
23592 - Metrology Technician II 27.56
23593 - Metrology Technician III 27.84
23640 - Millwright 24.66
23710 - Office Appliance Repairer 23.18
23760 - Painter Maintenance 17.41
23790 - Pipefitter Maintenance 24.77
23810 - Plumber Maintenance 23.45
23820 - Pneudraulic Systems Mechanic 24.66
23850 - Rigger 24.66
23870 - Scale Mechanic 21.97
23890 - Sheet-Metal Worker Maintenance 22.91
23910 - Small Engine Mechanic 21.97
23931 - Telecommunications Mechanic I 24.71
23932 - Telecommunications Mechanic II 26.02
23950 - Telephone Lineman 24.01
23960 - Welder Combination Maintenance 21.08

23965 - Well Driller		24.66
23970 - Woodcraft Worker		24.66
23980 - Woodworker		19.38
24000 - Personal Needs Occupations		
24550 - Case Manager		16.60
24570 - Child Care Attendant		12.26
24580 - Child Care Center Clerk		15.28
24610 - Chore Aide		11.28
24620 - Family Readiness And Support Services Coordinator		16.60
24630 - Homemaker		16.60
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		27.40
25040 - Sewage Plant Operator		21.98
25070 - Stationary Engineer		27.40
25190 - Ventilation Equipment Tender		20.05
25210 - Water Treatment Plant Operator		21.98
27000 - Protective Service Occupations		
27004 - Alarm Monitor		19.07
27007 - Baggage Inspector		18.76
27008 - Corrections Officer		22.52
27010 - Court Security Officer		19.63
27030 - Detection Dog Handler		20.98
27040 - Detention Officer		22.52
27070 - Firefighter		19.70
27101 - Guard I		18.76
27102 - Guard II		20.98
27131 - Police Officer I		21.77
27132 - Police Officer II		24.20
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.39
28042 - Carnival Equipment Repairer		14.38
28043 - Carnival Worker		10.53
28210 - Gate Attendant/Gate Tender		17.25
28310 - Lifeguard		12.11
28350 - Park Attendant (Aide)		19.29
28510 - Recreation Aide/Health Facility Attendant		14.07
28515 - Recreation Specialist		23.89
28630 - Sports Official		15.35
28690 - Swimming Pool Operator		16.88
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		22.39
29020 - Hatch Tender		22.39
29030 - Line Handler		22.39
29041 - Stevedore I		21.10
29042 - Stevedore II		23.80
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	41.86
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	28.86
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	31.79

30021 - Archeological Technician I		18.63
30022 - Archeological Technician II		21.97
30023 - Archeological Technician III		25.82
30030 - Cartographic Technician		26.02
30040 - Civil Engineering Technician		24.51
30051 - Cryogenic Technician I		26.54
30052 - Cryogenic Technician II		29.31
30061 - Drafter/CAD Operator I		18.63
30062 - Drafter/CAD Operator II		20.84
30063 - Drafter/CAD Operator III		23.22
30064 - Drafter/CAD Operator IV		28.59
30081 - Engineering Technician I		16.81
30082 - Engineering Technician II		18.88
30083 - Engineering Technician III		20.03
30084 - Engineering Technician IV		25.94
30085 - Engineering Technician V		30.68
30086 - Engineering Technician VI		37.11
30090 - Environmental Technician		24.67
30095 - Evidence Control Specialist		23.96
30210 - Laboratory Technician		22.70
30221 - Latent Fingerprint Technician I		24.75
30222 - Latent Fingerprint Technician II		27.34
30240 - Mathematical Technician		28.62
30361 - Paralegal/Legal Assistant I		19.85
30362 - Paralegal/Legal Assistant II		25.13
30363 - Paralegal/Legal Assistant III		30.71
30364 - Paralegal/Legal Assistant IV		37.15
30375 - Petroleum Supply Specialist		29.31
30390 - Photo-Optics Technician		26.02
30395 - Radiation Control Technician		29.31
30461 - Technical Writer I		27.33
30462 - Technical Writer II		33.43
30463 - Technical Writer III		40.46
30491 - Unexploded Ordnance (UXO) Technician I		26.61
30492 - Unexploded Ordnance (UXO) Technician II		32.19
30493 - Unexploded Ordnance (UXO) Technician III		38.58
30494 - Unexploded (UXO) Safety Escort		26.61
30495 - Unexploded (UXO) Sweep Personnel		26.61
30501 - Weather Forecaster I		26.54
30502 - Weather Forecaster II		32.28
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.22
30621 - Weather Observer Senior	(see 2)	25.82
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		32.19
31020 - Bus Aide		14.76
31030 - Bus Driver		19.67
31043 - Driver Courier		16.69
31260 - Parking and Lot Attendant		13.67
31290 - Shuttle Bus Driver		16.29

31310 - Taxi Driver	14.22
31361 - Truckdriver Light	17.92
31362 - Truckdriver Medium	19.68
31363 - Truckdriver Heavy	21.02
31364 - Truckdriver Tractor-Trailer	21.02
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.69
99030 - Cashier	10.55
99050 - Desk Clerk	11.88
99095 - Embalmer	36.45
99130 - Flight Follower	26.61
99251 - Laboratory Animal Caretaker I	17.32
99252 - Laboratory Animal Caretaker II	18.60
99260 - Marketing Analyst	35.98
99310 - Mortician	36.45
99410 - Pest Controller	17.62
99510 - Photofinishing Worker	15.73
99710 - Recycling Laborer	20.10
99711 - Recycling Specialist	23.52
99730 - Refuse Collector	18.49
99810 - Sales Clerk	12.18
99820 - School Crossing Guard	14.05
99830 - Survey Party Chief	23.17
99831 - Surveying Aide	11.52
99832 - Surveying Technician	22.84
99840 - Vending Machine Attendant	18.42
99841 - Vending Machine Repairer	22.41
99842 - Vending Machine Repairer Helper	18.42

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 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.: 2015-4376
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.

State: North Carolina

Area: North Carolina Counties of Durham Orange Person

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		18.84
01013 - Accounting Clerk III		21.08
01020 - Administrative Assistant		28.27
01035 - Court Reporter		17.95
01041 - Customer Service Representative I		14.57
01042 - Customer Service Representative II		16.38
01043 - Customer Service Representative III		17.88
01051 - Data Entry Operator I		14.49
01052 - Data Entry Operator II		15.82
01060 - Dispatcher Motor Vehicle		18.13
01070 - Document Preparation Clerk		15.72

01090 - Duplicating Machine Operator	15.72
01111 - General Clerk I	13.83
01112 - General Clerk II	15.08
01113 - General Clerk III	16.93
01120 - Housing Referral Assistant	20.01
01141 - Messenger Courier	15.11
01191 - Order Clerk I	13.47
01192 - Order Clerk II	14.69
01261 - Personnel Assistant (Employment) I	17.85
01262 - Personnel Assistant (Employment) II	19.96
01263 - Personnel Assistant (Employment) III	22.25
01270 - Production Control Clerk	27.01
01290 - Rental Clerk	14.98
01300 - Scheduler Maintenance	16.05
01311 - Secretary I	16.05
01312 - Secretary II	17.95
01313 - Secretary III	20.01
01320 - Service Order Dispatcher	16.49
01410 - Supply Technician	28.27
01420 - Survey Worker	17.57
01460 - Switchboard Operator/Receptionist	14.37
01531 - Travel Clerk I	15.44
01532 - Travel Clerk II	16.45
01533 - Travel Clerk III	17.53
01611 - Word Processor I	14.07
01612 - Word Processor II	17.04
01613 - Word Processor III	18.22
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	21.57
05010 - Automotive Electrician	21.27
05040 - Automotive Glass Installer	20.02
05070 - Automotive Worker	20.02
05110 - Mobile Equipment Servicer	17.67
05130 - Motor Equipment Metal Mechanic	22.48
05160 - Motor Equipment Metal Worker	20.02
05190 - Motor Vehicle Mechanic	22.48
05220 - Motor Vehicle Mechanic Helper	16.45
05250 - Motor Vehicle Upholstery Worker	18.86
05280 - Motor Vehicle Wrecker	20.02
05310 - Painter Automotive	21.27
05340 - Radiator Repair Specialist	20.02
05370 - Tire Repairer	13.76
05400 - Transmission Repair Specialist	22.48
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.49
07041 - Cook I	13.81
07042 - Cook II	15.65
07070 - Dishwasher	11.87
07130 - Food Service Worker	10.91
07210 - Meat Cutter	15.01

07260 - Waiter/Waitress	9.72
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.12
09040 - Furniture Handler	12.39
09080 - Furniture Refinisher	18.28
09090 - Furniture Refinisher Helper	14.37
09110 - Furniture Repairer Minor	16.64
09130 - Upholsterer	19.15
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.90
11060 - Elevator Operator	11.90
11090 - Gardener	18.74
11122 - Housekeeping Aide	12.90
11150 - Janitor	12.90
11210 - Laborer Grounds Maintenance	14.91
11240 - Maid or Houseman	11.91
11260 - Pruner	13.72
11270 - Tractor Operator	17.45
11330 - Trail Maintenance Worker	14.91
11360 - Window Cleaner	14.03
12000 - Health Occupations	
12010 - Ambulance Driver	19.69
12011 - Breath Alcohol Technician	20.90
12012 - Certified Occupational Therapist Assistant	32.25
12015 - Certified Physical Therapist Assistant	31.32
12020 - Dental Assistant	22.64
12025 - Dental Hygienist	38.47
12030 - EKG Technician	30.48
12035 - Electroneurodiagnostic Technologist	30.48
12040 - Emergency Medical Technician	19.69
12071 - Licensed Practical Nurse I	18.68
12072 - Licensed Practical Nurse II	20.90
12073 - Licensed Practical Nurse III	23.29
12100 - Medical Assistant	16.76
12130 - Medical Laboratory Technician	25.26
12160 - Medical Record Clerk	18.50
12190 - Medical Record Technician	20.90
12195 - Medical Transcriptionist	18.12
12210 - Nuclear Medicine Technologist	42.69
12221 - Nursing Assistant I	11.62
12222 - Nursing Assistant II	13.07
12223 - Nursing Assistant III	14.26
12224 - Nursing Assistant IV	16.01
12235 - Optical Dispenser	23.34
12236 - Optical Technician	18.68
12250 - Pharmacy Technician	15.90
12280 - Phlebotomist	17.11
12305 - Radiologic Technologist	30.40
12311 - Registered Nurse I	25.58
12312 - Registered Nurse II	31.28

12313 - Registered Nurse II Specialist		31.28
12314 - Registered Nurse III		37.85
12315 - Registered Nurse III Anesthetist		37.85
12316 - Registered Nurse IV		45.36
12317 - Scheduler (Drug and Alcohol Testing)		25.89
12320 - Substance Abuse Treatment Counselor		23.59
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.84
13012 - Exhibits Specialist II		27.05
13013 - Exhibits Specialist III		33.10
13041 - Illustrator I		21.44
13042 - Illustrator II		26.55
13043 - Illustrator III		32.49
13047 - Librarian		29.96
13050 - Library Aide/Clerk		15.78
13054 - Library Information Technology Systems Administrator		27.05
13058 - Library Technician		22.29
13061 - Media Specialist I		19.53
13062 - Media Specialist II		21.84
13063 - Media Specialist III		24.35
13071 - Photographer I		16.04
13072 - Photographer II		17.95
13073 - Photographer III		22.23
13074 - Photographer IV		27.19
13075 - Photographer V		32.91
13090 - Technical Order Library Clerk		19.81
13110 - Video Teleconference Technician		20.81
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.52
14042 - Computer Operator II		19.85
14043 - Computer Operator III		21.86
14044 - Computer Operator IV		24.28
14045 - Computer Operator V		26.89
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		17.52
14160 - Personal Computer Support Technician		27.14
14170 - System Support Specialist		32.42
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.15
15020 - Aircrew Training Devices Instructor (Rated)		37.70
15030 - Air Crew Training Devices Instructor (Pilot)		45.18
15050 - Computer Based Training Specialist / Instructor		31.15
15060 - Educational Technologist		31.55

15070 - Flight Instructor (Pilot) 45.18
15080 - Graphic Artist 25.72
15085 - Maintenance Test Pilot Fixed Jet/Prop 42.69
15086 - Maintenance Test Pilot Rotary Wing 42.69
15088 - Non-Maintenance Test/Co-Pilot 42.69
15090 - Technical Instructor 26.87
15095 - Technical Instructor/Course Developer 32.88
15110 - Test Proctor 21.70
15120 - Tutor 21.70
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.98
16030 - Counter Attendant 9.98
16040 - Dry Cleaner 12.27
16070 - Finisher Flatwork Machine 9.98
16090 - Presser Hand 9.98
16110 - Presser Machine Drycleaning 9.98
16130 - Presser Machine Shirts 9.98
16160 - Presser Machine Wearing Apparel Laundry 9.98
16190 - Sewing Machine Operator 13.01
16220 - Tailor 13.74
16250 - Washer Machine 10.66
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.22
19040 - Tool And Die Maker 26.03
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.65
21030 - Material Coordinator 27.01
21040 - Material Expediter 27.01
21050 - Material Handling Laborer 13.40
21071 - Order Filler 14.00
21080 - Production Line Worker (Food Processing) 16.65
21110 - Shipping Packer 16.43
21130 - Shipping/Receiving Clerk 16.43
21140 - Store Worker I 12.62
21150 - Stock Clerk 16.59
21210 - Tools And Parts Attendant 16.65
21410 - Warehouse Specialist 16.65
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 32.76
23019 - Aircraft Logs and Records Technician 26.30
23021 - Aircraft Mechanic I 31.16
23022 - Aircraft Mechanic II 32.76
23023 - Aircraft Mechanic III 34.29
23040 - Aircraft Mechanic Helper 22.48
23050 - Aircraft Painter 29.66
23060 - Aircraft Servicer 26.30
23070 - Aircraft Survival Flight Equipment Technician 29.66
23080 - Aircraft Worker 27.92
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 27.92

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 31.16
23110 - Appliance Mechanic 22.81
23120 - Bicycle Repairer 15.55
23125 - Cable Splicer 31.26
23130 - Carpenter Maintenance 17.86
23140 - Carpet Layer 19.97
23160 - Electrician Maintenance 23.38
23181 - Electronics Technician Maintenance I 27.90
23182 - Electronics Technician Maintenance II 29.64
23183 - Electronics Technician Maintenance III 31.32
23260 - Fabric Worker 18.81
23290 - Fire Alarm System Mechanic 20.58
23310 - Fire Extinguisher Repairer 17.62
23311 - Fuel Distribution System Mechanic 22.42
23312 - Fuel Distribution System Operator 18.51
23370 - General Maintenance Worker 20.10
23380 - Ground Support Equipment Mechanic 31.16
23381 - Ground Support Equipment Servicer 26.30
23382 - Ground Support Equipment Worker 27.92
23391 - Gunsmith I 17.62
23392 - Gunsmith II 19.97
23393 - Gunsmith III 22.42
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.77
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 25.01
23430 - Heavy Equipment Mechanic 23.41
23440 - Heavy Equipment Operator 19.51
23460 - Instrument Mechanic 26.24
23465 - Laboratory/Shelter Mechanic 21.22
23470 - Laborer 13.40
23510 - Locksmith 22.01
23530 - Machinery Maintenance Mechanic 27.06
23550 - Machinist Maintenance 18.19
23580 - Maintenance Trades Helper 15.22
23591 - Metrology Technician I 26.24
23592 - Metrology Technician II 27.56
23593 - Metrology Technician III 27.84
23640 - Millwright 22.42
23710 - Office Appliance Repairer 23.18
23760 - Painter Maintenance 17.41
23790 - Pipefitter Maintenance 24.77
23810 - Plumber Maintenance 23.45
23820 - Pneudraulic Systems Mechanic 22.42
23850 - Rigger 22.42
23870 - Scale Mechanic 19.97
23890 - Sheet-Metal Worker Maintenance 20.83
23910 - Small Engine Mechanic 19.97
23931 - Telecommunications Mechanic I 24.71

23932 - Telecommunications Mechanic II 26.02
23950 - Telephone Lineman 21.83
23960 - Welder Combination Maintenance 19.47
23965 - Well Driller 22.42
23970 - Woodcraft Worker 22.42
23980 - Woodworker 17.62
24000 - Personal Needs Occupations
24550 - Case Manager 16.40
24570 - Child Care Attendant 11.66
24580 - Child Care Center Clerk 14.54
24610 - Chore Aide 11.28
24620 - Family Readiness And Support Services Coordinator 16.40
24630 - Homemaker 16.40
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 24.91
25040 - Sewage Plant Operator 21.98
25070 - Stationary Engineer 24.91
25190 - Ventilation Equipment Tender 18.23
25210 - Water Treatment Plant Operator 21.98
27000 - Protective Service Occupations
27004 - Alarm Monitor 19.07
27007 - Baggage Inspector 17.05
27008 - Corrections Officer 20.47
27010 - Court Security Officer 19.15
27030 - Detection Dog Handler 19.07
27040 - Detention Officer 20.47
27070 - Firefighter 19.70
27101 - Guard I 17.05
27102 - Guard II 19.07
27131 - Police Officer I 21.38
27132 - Police Officer II 23.75
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.17
28042 - Carnival Equipment Repairer 13.07
28043 - Carnival Worker 9.57
28210 - Gate Attendant/Gate Tender 16.76
28310 - Lifeguard 12.11
28350 - Park Attendant (Aide) 18.76
28510 - Recreation Aide/Health Facility Attendant 13.69
28515 - Recreation Specialist 22.57
28630 - Sports Official 14.93
28690 - Swimming Pool Operator 15.90
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 22.37
29020 - Hatch Tender 22.37
29030 - Line Handler 22.37
29041 - Stevedore I 21.00
29042 - Stevedore II 23.62
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 41.44
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 28.58
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 31.48
30021 - Archeological Technician I 18.63
30022 - Archeological Technician II 21.97
30023 - Archeological Technician III 25.82
30030 - Cartographic Technician 26.02
30040 - Civil Engineering Technician 24.51
30051 - Cryogenic Technician I 26.54
30052 - Cryogenic Technician II 29.31
30061 - Drafter/CAD Operator I 18.63
30062 - Drafter/CAD Operator II 20.84
30063 - Drafter/CAD Operator III 23.22
30064 - Drafter/CAD Operator IV 28.59
30081 - Engineering Technician I 16.81
30082 - Engineering Technician II 18.88
30083 - Engineering Technician III 20.03
30084 - Engineering Technician IV 25.94
30085 - Engineering Technician V 30.68
30086 - Engineering Technician VI 37.11
30090 - Environmental Technician 22.96
30095 - Evidence Control Specialist 23.96
30210 - Laboratory Technician 22.70
30221 - Latent Fingerprint Technician I 24.75
30222 - Latent Fingerprint Technician II 27.34
30240 - Mathematical Technician 26.02
30361 - Paralegal/Legal Assistant I 19.85
30362 - Paralegal/Legal Assistant II 25.13
30363 - Paralegal/Legal Assistant III 30.71
30364 - Paralegal/Legal Assistant IV 37.15
30375 - Petroleum Supply Specialist 29.31
30390 - Photo-Optics Technician 26.02
30395 - Radiation Control Technician 29.31
30461 - Technical Writer I 26.08
30462 - Technical Writer II 31.89
30463 - Technical Writer III 38.59
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 26.54
30502 - Weather Forecaster II 32.28
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.22
30621 - Weather Observer Senior (see 2) 25.82
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 31.87
31020 - Bus Aide 14.76
31030 - Bus Driver 19.67

31043 - Driver Courier	15.17
31260 - Parking and Lot Attendant	13.38
31290 - Shuttle Bus Driver	16.29
31310 - Taxi Driver	12.93
31361 - Truckdriver Light	16.29
31362 - Truckdriver Medium	17.89
31363 - Truckdriver Heavy	21.02
31364 - Truckdriver Tractor-Trailer	21.02
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.54
99030 - Cashier	9.97
99050 - Desk Clerk	10.88
99095 - Embalmer	36.45
99130 - Flight Follower	26.34
99251 - Laboratory Animal Caretaker I	16.69
99252 - Laboratory Animal Caretaker II	17.92
99260 - Marketing Analyst	35.42
99310 - Mortician	36.45
99410 - Pest Controller	17.00
99510 - Photofinishing Worker	14.30
99710 - Recycling Laborer	19.28
99711 - Recycling Specialist	22.56
99730 - Refuse Collector	17.74
99810 - Sales Clerk	12.18
99820 - School Crossing Guard	14.05
99830 - Survey Party Chief	23.17
99831 - Surveying Aide	11.52
99832 - Surveying Technician	22.84
99840 - Vending Machine Attendant	17.23
99841 - Vending Machine Repairer	20.88
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 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.: 2015-4377
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: North Carolina

Area: North Carolina Counties of Cumberland Hoke

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		18.13
01020 - Administrative Assistant		27.61
01035 - Court Reporter		19.39
01041 - Customer Service Representative I		11.95
01042 - Customer Service Representative II		13.43
01043 - Customer Service Representative III		14.65
01051 - Data Entry Operator I		13.03
01052 - Data Entry Operator II		14.21
01060 - Dispatcher Motor Vehicle		21.31
01070 - Document Preparation Clerk		15.43
01090 - Duplicating Machine Operator		15.43
01111 - General Clerk I		13.40
01112 - General Clerk II		14.61

01113 - General Clerk III	16.40
01120 - Housing Referral Assistant	21.61
01141 - Messenger Courier	13.78
01191 - Order Clerk I	13.57
01192 - Order Clerk II	14.82
01261 - Personnel Assistant (Employment) I	16.35
01262 - Personnel Assistant (Employment) II	18.30
01263 - Personnel Assistant (Employment) III	20.40
01270 - Production Control Clerk	23.24
01290 - Rental Clerk	11.84
01300 - Scheduler Maintenance	17.33
01311 - Secretary I	17.33
01312 - Secretary II	19.39
01313 - Secretary III	21.61
01320 - Service Order Dispatcher	18.59
01410 - Supply Technician	27.61
01420 - Survey Worker	14.48
01460 - Switchboard Operator/Receptionist	12.08
01531 - Travel Clerk I	12.07
01532 - Travel Clerk II	12.84
01533 - Travel Clerk III	13.68
01611 - Word Processor I	15.43
01612 - Word Processor II	17.33
01613 - Word Processor III	19.39
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	19.71
05010 - Automotive Electrician	19.33
05040 - Automotive Glass Installer	17.76
05070 - Automotive Worker	17.76
05110 - Mobile Equipment Servicer	15.82
05130 - Motor Equipment Metal Mechanic	19.71
05160 - Motor Equipment Metal Worker	17.76
05190 - Motor Vehicle Mechanic	19.71
05220 - Motor Vehicle Mechanic Helper	14.83
05250 - Motor Vehicle Upholstery Worker	16.17
05280 - Motor Vehicle Wrecker	17.76
05310 - Painter Automotive	18.99
05340 - Radiator Repair Specialist	17.76
05370 - Tire Repairer	12.85
05400 - Transmission Repair Specialist	19.71
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.08
07041 - Cook I	13.91
07042 - Cook II	15.77
07070 - Dishwasher	9.29
07130 - Food Service Worker	9.68
07210 - Meat Cutter	16.15
07260 - Waiter/Waitress	9.43
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.15

09040 - Furniture Handler 14.67
09080 - Furniture Refinisher 22.15
09090 - Furniture Refinisher Helper 17.17
09110 - Furniture Repairer Minor 19.65
09130 - Upholsterer 22.15
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 9.85
11060 - Elevator Operator 11.52
11090 - Gardener 15.26
11122 - Housekeeping Aide 11.52
11150 - Janitor 11.52
11210 - Laborer Grounds Maintenance 12.14
11240 - Maid or Houseman 10.34
11260 - Pruner 11.17
11270 - Tractor Operator 14.21
11330 - Trail Maintenance Worker 12.14
11360 - Window Cleaner 12.52
12000 - Health Occupations
12010 - Ambulance Driver 19.91
12011 - Breath Alcohol Technician 19.91
12012 - Certified Occupational Therapist Assistant 31.26
12015 - Certified Physical Therapist Assistant 29.26
12020 - Dental Assistant 18.86
12025 - Dental Hygienist 33.38
12030 - EKG Technician 30.27
12035 - Electroneurodiagnostic Technologist 30.27
12040 - Emergency Medical Technician 19.91
12071 - Licensed Practical Nurse I 17.79
12072 - Licensed Practical Nurse II 19.91
12073 - Licensed Practical Nurse III 22.19
12100 - Medical Assistant 13.97
12130 - Medical Laboratory Technician 25.33
12160 - Medical Record Clerk 18.34
12190 - Medical Record Technician 22.57
12195 - Medical Transcriptionist 18.67
12210 - Nuclear Medicine Technologist 36.51
12221 - Nursing Assistant I 11.38
12222 - Nursing Assistant II 12.79
12223 - Nursing Assistant III 13.97
12224 - Nursing Assistant IV 15.67
12235 - Optical Dispenser 18.86
12236 - Optical Technician 17.79
12250 - Pharmacy Technician 18.53
12280 - Phlebotomist 16.45
12305 - Radiologic Technologist 28.74
12311 - Registered Nurse I 23.43
12312 - Registered Nurse II 28.65
12313 - Registered Nurse II Specialist 28.65
12314 - Registered Nurse III 34.66
12315 - Registered Nurse III Anesthetist 34.66

12316 - Registered Nurse IV		41.51
12317 - Scheduler (Drug and Alcohol Testing)		24.64
12320 - Substance Abuse Treatment Counselor		20.16
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.88
13012 - Exhibits Specialist II		22.15
13013 - Exhibits Specialist III		27.09
13041 - Illustrator I		17.88
13042 - Illustrator II		22.15
13043 - Illustrator III		27.09
13047 - Librarian		24.53
13050 - Library Aide/Clerk		12.73
13054 - Library Information Technology Systems Administrator		22.15
13058 - Library Technician		17.28
13061 - Media Specialist I		15.98
13062 - Media Specialist II		17.88
13063 - Media Specialist III		19.93
13071 - Photographer I		16.15
13072 - Photographer II		18.07
13073 - Photographer III		22.39
13074 - Photographer IV		27.37
13075 - Photographer V		33.12
13090 - Technical Order Library Clerk		16.28
13110 - Video Teleconference Technician		16.35
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.62
14042 - Computer Operator II		17.47
14043 - Computer Operator III		19.87
14044 - Computer Operator IV		21.65
14045 - Computer Operator V		23.97
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		15.62
14160 - Personal Computer Support Technician		21.65
14170 - System Support Specialist		35.42
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.58
15020 - Aircrew Training Devices Instructor (Rated)		36.99
15030 - Air Crew Training Devices Instructor (Pilot)		44.08
15050 - Computer Based Training Specialist / Instructor		30.58
15060 - Educational Technologist		38.99
15070 - Flight Instructor (Pilot)		44.08
15080 - Graphic Artist		21.52
15085 - Maintenance Test Pilot Fixed Jet/Prop		44.08

15086 - Maintenance Test Pilot Rotary Wing 44.08
15088 - Non-Maintenance Test/Co-Pilot 44.08
15090 - Technical Instructor 24.07
15095 - Technical Instructor/Course Developer 29.45
15110 - Test Proctor 19.43
15120 - Tutor 19.43
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.30
16030 - Counter Attendant 10.30
16040 - Dry Cleaner 12.66
16070 - Finisher Flatwork Machine 10.30
16090 - Presser Hand 10.30
16110 - Presser Machine Drycleaning 10.30
16130 - Presser Machine Shirts 10.30
16160 - Presser Machine Wearing Apparel Laundry 10.30
16190 - Sewing Machine Operator 13.43
16220 - Tailor 14.18
16250 - Washer Machine 11.00
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.48
19040 - Tool And Die Maker 28.80
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.84
21030 - Material Coordinator 23.24
21040 - Material Expediter 23.24
21050 - Material Handling Laborer 12.51
21071 - Order Filler 12.49
21080 - Production Line Worker (Food Processing) 18.84
21110 - Shipping Packer 15.86
21130 - Shipping/Receiving Clerk 15.86
21140 - Store Worker I 12.62
21150 - Stock Clerk 16.59
21210 - Tools And Parts Attendant 18.84
21410 - Warehouse Specialist 18.84
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.29
23019 - Aircraft Logs and Records Technician 20.17
23021 - Aircraft Mechanic I 24.04
23022 - Aircraft Mechanic II 25.29
23023 - Aircraft Mechanic III 26.51
23040 - Aircraft Mechanic Helper 17.74
23050 - Aircraft Painter 22.75
23060 - Aircraft Servicer 20.17
23070 - Aircraft Survival Flight Equipment Technician 22.75
23080 - Aircraft Worker 21.41
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.41
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.04
23110 - Appliance Mechanic 22.15

23120 - Bicycle Repairer 18.44
23125 - Cable Splicer 29.77
23130 - Carpenter Maintenance 17.20
23140 - Carpet Layer 20.86
23160 - Electrician Maintenance 20.76
23181 - Electronics Technician Maintenance I 25.22
23182 - Electronics Technician Maintenance II 26.80
23183 - Electronics Technician Maintenance III 28.32
23260 - Fabric Worker 19.65
23290 - Fire Alarm System Mechanic 19.76
23310 - Fire Extinguisher Repairer 18.44
23311 - Fuel Distribution System Mechanic 23.41
23312 - Fuel Distribution System Operator 18.44
23370 - General Maintenance Worker 17.99
23380 - Ground Support Equipment Mechanic 24.04
23381 - Ground Support Equipment Servicer 20.17
23382 - Ground Support Equipment Worker 21.41
23391 - Gunsmith I 18.44
23392 - Gunsmith II 20.86
23393 - Gunsmith III 23.41
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.65
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.73
23430 - Heavy Equipment Mechanic 22.85
23440 - Heavy Equipment Operator 18.32
23460 - Instrument Mechanic 23.41
23465 - Laboratory/Shelter Mechanic 22.15
23470 - Laborer 12.51
23510 - Locksmith 22.15
23530 - Machinery Maintenance Mechanic 23.24
23550 - Machinist Maintenance 26.14
23580 - Maintenance Trades Helper 14.67
23591 - Metrology Technician I 23.41
23592 - Metrology Technician II 24.63
23593 - Metrology Technician III 25.83
23640 - Millwright 23.41
23710 - Office Appliance Repairer 18.77
23760 - Painter Maintenance 18.04
23790 - Pipefitter Maintenance 22.98
23810 - Plumber Maintenance 21.75
23820 - Pneudraulic Systems Mechanic 23.41
23850 - Rigger 23.41
23870 - Scale Mechanic 20.86
23890 - Sheet-Metal Worker Maintenance 18.40
23910 - Small Engine Mechanic 18.96
23931 - Telecommunications Mechanic I 25.03
23932 - Telecommunications Mechanic II 26.33
23950 - Telephone Lineman 26.49
23960 - Welder Combination Maintenance 20.24

23965 - Well Driller	23.41
23970 - Woodcraft Worker	23.41
23980 - Woodworker	18.44
24000 - Personal Needs Occupations	
24550 - Case Manager	16.55
24570 - Child Care Attendant	11.68
24580 - Child Care Center Clerk	14.58
24610 - Chore Aide	10.79
24620 - Family Readiness And Support Services Coordinator	16.55
24630 - Homemaker	16.55
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.12
25040 - Sewage Plant Operator	21.65
25070 - Stationary Engineer	23.12
25190 - Ventilation Equipment Tender	16.92
25210 - Water Treatment Plant Operator	21.65
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.10
27007 - Baggage Inspector	17.67
27008 - Corrections Officer	17.32
27010 - Court Security Officer	16.86
27030 - Detection Dog Handler	19.77
27040 - Detention Officer	17.32
27070 - Firefighter	15.64
27101 - Guard I	17.67
27102 - Guard II	19.77
27131 - Police Officer I	20.68
27132 - Police Officer II	22.98
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.90
28042 - Carnival Equipment Repairer	12.78
28043 - Carnival Worker	9.36
28210 - Gate Attendant/Gate Tender	15.11
28310 - Lifeguard	13.46
28350 - Park Attendant (Aide)	16.91
28510 - Recreation Aide/Health Facility Attendant	12.34
28515 - Recreation Specialist	19.95
28630 - Sports Official	13.46
28690 - Swimming Pool Operator	18.94
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.86
29020 - Hatch Tender	20.86
29030 - Line Handler	20.86
29041 - Stevedore I	19.65
29042 - Stevedore II	22.15
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	41.44
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	28.58
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	31.48

30021 - Archeological Technician I		18.28
30022 - Archeological Technician II		20.53
30023 - Archeological Technician III		25.80
30030 - Cartographic Technician		25.80
30040 - Civil Engineering Technician		24.51
30051 - Cryogenic Technician I		28.57
30052 - Cryogenic Technician II		31.56
30061 - Drafter/CAD Operator I		18.28
30062 - Drafter/CAD Operator II		20.53
30063 - Drafter/CAD Operator III		22.97
30064 - Drafter/CAD Operator IV		27.72
30081 - Engineering Technician I		16.55
30082 - Engineering Technician II		18.58
30083 - Engineering Technician III		20.80
30084 - Engineering Technician IV		25.76
30085 - Engineering Technician V		31.50
30086 - Engineering Technician VI		38.11
30090 - Environmental Technician		24.89
30095 - Evidence Control Specialist		25.80
30210 - Laboratory Technician		25.93
30221 - Latent Fingerprint Technician I		27.56
30222 - Latent Fingerprint Technician II		30.44
30240 - Mathematical Technician		25.80
30361 - Paralegal/Legal Assistant I		20.23
30362 - Paralegal/Legal Assistant II		25.06
30363 - Paralegal/Legal Assistant III		30.64
30364 - Paralegal/Legal Assistant IV		37.07
30375 - Petroleum Supply Specialist		31.56
30390 - Photo-Optics Technician		25.80
30395 - Radiation Control Technician		31.56
30461 - Technical Writer I		25.80
30462 - Technical Writer II		31.56
30463 - Technical Writer III		38.17
30491 - Unexploded Ordnance (UXO) Technician I		26.34
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		28.57
30502 - Weather Forecaster II		34.75
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.97
30621 - Weather Observer Senior	(see 2)	25.04
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		31.87
31020 - Bus Aide		12.80
31030 - Bus Driver		17.17
31043 - Driver Courier		14.11
31260 - Parking and Lot Attendant		10.94
31290 - Shuttle Bus Driver		15.15

31310 - Taxi Driver	14.03
31361 - Truckdriver Light	15.15
31362 - Truckdriver Medium	16.18
31363 - Truckdriver Heavy	18.23
31364 - Truckdriver Tractor-Trailer	18.23
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.54
99030 - Cashier	9.56
99050 - Desk Clerk	10.17
99095 - Embalmer	26.34
99130 - Flight Follower	26.34
99251 - Laboratory Animal Caretaker I	13.41
99252 - Laboratory Animal Caretaker II	14.74
99260 - Marketing Analyst	26.60
99310 - Mortician	26.34
99410 - Pest Controller	17.05
99510 - Photofinishing Worker	13.84
99710 - Recycling Laborer	17.25
99711 - Recycling Specialist	20.18
99730 - Refuse Collector	15.87
99810 - Sales Clerk	11.08
99820 - School Crossing Guard	14.05
99830 - Survey Party Chief	25.27
99831 - Surveying Aide	14.95
99832 - Surveying Technician	20.49
99840 - Vending Machine Attendant	14.89
99841 - Vending Machine Repairer	18.12
99842 - Vending Machine Repairer Helper	14.89

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

paid sick 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.: 2015-4378
Revision No.: 13
Date Of Last Revision: 05/19/2020

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

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

State: North Carolina

Area: North Carolina Counties of Cumberland Hoke

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		18.13
01020 - Administrative Assistant		27.61
01035 - Court Reporter		19.39
01041 - Customer Service Representative I		11.95
01042 - Customer Service Representative II		13.43
01043 - Customer Service Representative III		14.65
01051 - Data Entry Operator I		13.03
01052 - Data Entry Operator II		14.21
01060 - Dispatcher Motor Vehicle		21.31
01070 - Document Preparation Clerk		15.43

01090 - Duplicating Machine Operator 15.43
01111 - General Clerk I 13.40
01112 - General Clerk II 14.61
01113 - General Clerk III 16.40
01120 - Housing Referral Assistant 21.61
01141 - Messenger Courier 13.78
01191 - Order Clerk I 13.57
01192 - Order Clerk II 14.82
01261 - Personnel Assistant (Employment) I 16.35
01262 - Personnel Assistant (Employment) II 18.30
01263 - Personnel Assistant (Employment) III 20.40
01270 - Production Control Clerk 23.24
01290 - Rental Clerk 11.84
01300 - Scheduler Maintenance 17.33
01311 - Secretary I 17.33
01312 - Secretary II 19.39
01313 - Secretary III 21.61
01320 - Service Order Dispatcher 18.59
01410 - Supply Technician 27.61
01420 - Survey Worker 14.48
01460 - Switchboard Operator/Receptionist 12.08
01531 - Travel Clerk I 12.07
01532 - Travel Clerk II 12.84
01533 - Travel Clerk III 13.68
01611 - Word Processor I 15.43
01612 - Word Processor II 17.33
01613 - Word Processor III 19.39
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.71
05010 - Automotive Electrician 19.33
05040 - Automotive Glass Installer 17.76
05070 - Automotive Worker 17.76
05110 - Mobile Equipment Servicer 15.82
05130 - Motor Equipment Metal Mechanic 19.71
05160 - Motor Equipment Metal Worker 17.76
05190 - Motor Vehicle Mechanic 19.71
05220 - Motor Vehicle Mechanic Helper 14.83
05250 - Motor Vehicle Upholstery Worker 16.17
05280 - Motor Vehicle Wrecker 17.76
05310 - Painter Automotive 18.99
05340 - Radiator Repair Specialist 17.76
05370 - Tire Repairer 12.85
05400 - Transmission Repair Specialist 19.71
07000 - Food Preparation And Service Occupations
07010 - Baker 13.08
07041 - Cook I 13.91
07042 - Cook II 15.77
07070 - Dishwasher 9.29
07130 - Food Service Worker 9.68
07210 - Meat Cutter 16.15

07260 - Waiter/Waitress	9.43
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.15
09040 - Furniture Handler	14.67
09080 - Furniture Refinisher	22.15
09090 - Furniture Refinisher Helper	17.17
09110 - Furniture Repairer Minor	19.65
09130 - Upholsterer	22.15
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	9.85
11060 - Elevator Operator	11.52
11090 - Gardener	15.26
11122 - Housekeeping Aide	11.52
11150 - Janitor	11.52
11210 - Laborer Grounds Maintenance	12.14
11240 - Maid or Houseman	10.34
11260 - Pruner	11.17
11270 - Tractor Operator	14.21
11330 - Trail Maintenance Worker	12.14
11360 - Window Cleaner	12.52
12000 - Health Occupations	
12010 - Ambulance Driver	19.91
12011 - Breath Alcohol Technician	19.91
12012 - Certified Occupational Therapist Assistant	31.26
12015 - Certified Physical Therapist Assistant	29.26
12020 - Dental Assistant	18.86
12025 - Dental Hygienist	33.38
12030 - EKG Technician	30.27
12035 - Electroneurodiagnostic Technologist	30.27
12040 - Emergency Medical Technician	19.91
12071 - Licensed Practical Nurse I	17.79
12072 - Licensed Practical Nurse II	19.91
12073 - Licensed Practical Nurse III	22.19
12100 - Medical Assistant	13.97
12130 - Medical Laboratory Technician	25.33
12160 - Medical Record Clerk	18.34
12190 - Medical Record Technician	22.57
12195 - Medical Transcriptionist	18.67
12210 - Nuclear Medicine Technologist	36.51
12221 - Nursing Assistant I	11.38
12222 - Nursing Assistant II	12.79
12223 - Nursing Assistant III	13.97
12224 - Nursing Assistant IV	15.67
12235 - Optical Dispenser	18.86
12236 - Optical Technician	17.79
12250 - Pharmacy Technician	18.53
12280 - Phlebotomist	16.45
12305 - Radiologic Technologist	28.74
12311 - Registered Nurse I	23.43
12312 - Registered Nurse II	28.65

12313 - Registered Nurse II Specialist		28.65
12314 - Registered Nurse III		34.66
12315 - Registered Nurse III Anesthetist		34.66
12316 - Registered Nurse IV		41.51
12317 - Scheduler (Drug and Alcohol Testing)		24.64
12320 - Substance Abuse Treatment Counselor		20.16
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.88
13012 - Exhibits Specialist II		22.15
13013 - Exhibits Specialist III		27.09
13041 - Illustrator I		17.88
13042 - Illustrator II		22.15
13043 - Illustrator III		27.09
13047 - Librarian		24.53
13050 - Library Aide/Clerk		12.73
13054 - Library Information Technology Systems Administrator		22.15
13058 - Library Technician		17.28
13061 - Media Specialist I		15.98
13062 - Media Specialist II		17.88
13063 - Media Specialist III		19.93
13071 - Photographer I		16.15
13072 - Photographer II		18.07
13073 - Photographer III		22.39
13074 - Photographer IV		27.37
13075 - Photographer V		33.12
13090 - Technical Order Library Clerk		16.28
13110 - Video Teleconference Technician		16.35
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.62
14042 - Computer Operator II		17.47
14043 - Computer Operator III		19.87
14044 - Computer Operator IV		21.65
14045 - Computer Operator V		23.97
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		15.62
14160 - Personal Computer Support Technician		21.65
14170 - System Support Specialist		35.42
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.58
15020 - Aircrew Training Devices Instructor (Rated)		36.99
15030 - Air Crew Training Devices Instructor (Pilot)		44.08
15050 - Computer Based Training Specialist / Instructor		30.58
15060 - Educational Technologist		38.99

15070 - Flight Instructor (Pilot) 44.08
15080 - Graphic Artist 21.52
15085 - Maintenance Test Pilot Fixed Jet/Prop 44.08
15086 - Maintenance Test Pilot Rotary Wing 44.08
15088 - Non-Maintenance Test/Co-Pilot 44.08
15090 - Technical Instructor 24.07
15095 - Technical Instructor/Course Developer 29.45
15110 - Test Proctor 19.43
15120 - Tutor 19.43
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.30
16030 - Counter Attendant 10.30
16040 - Dry Cleaner 12.66
16070 - Finisher Flatwork Machine 10.30
16090 - Presser Hand 10.30
16110 - Presser Machine Drycleaning 10.30
16130 - Presser Machine Shirts 10.30
16160 - Presser Machine Wearing Apparel Laundry 10.30
16190 - Sewing Machine Operator 13.43
16220 - Tailor 14.18
16250 - Washer Machine 11.00
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.48
19040 - Tool And Die Maker 28.80
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.84
21030 - Material Coordinator 23.24
21040 - Material Expediter 23.24
21050 - Material Handling Laborer 12.51
21071 - Order Filler 12.49
21080 - Production Line Worker (Food Processing) 18.84
21110 - Shipping Packer 15.86
21130 - Shipping/Receiving Clerk 15.86
21140 - Store Worker I 12.62
21150 - Stock Clerk 16.59
21210 - Tools And Parts Attendant 18.84
21410 - Warehouse Specialist 18.84
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.29
23019 - Aircraft Logs and Records Technician 20.17
23021 - Aircraft Mechanic I 24.04
23022 - Aircraft Mechanic II 25.29
23023 - Aircraft Mechanic III 26.51
23040 - Aircraft Mechanic Helper 17.74
23050 - Aircraft Painter 22.75
23060 - Aircraft Servicer 20.17
23070 - Aircraft Survival Flight Equipment Technician 22.75
23080 - Aircraft Worker 21.41
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.41

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.04
23110 - Appliance Mechanic 22.15
23120 - Bicycle Repairer 18.44
23125 - Cable Splicer 29.77
23130 - Carpenter Maintenance 17.20
23140 - Carpet Layer 20.86
23160 - Electrician Maintenance 20.76
23181 - Electronics Technician Maintenance I 25.22
23182 - Electronics Technician Maintenance II 26.80
23183 - Electronics Technician Maintenance III 28.32
23260 - Fabric Worker 19.65
23290 - Fire Alarm System Mechanic 19.76
23310 - Fire Extinguisher Repairer 18.44
23311 - Fuel Distribution System Mechanic 23.41
23312 - Fuel Distribution System Operator 18.44
23370 - General Maintenance Worker 17.99
23380 - Ground Support Equipment Mechanic 24.04
23381 - Ground Support Equipment Servicer 20.17
23382 - Ground Support Equipment Worker 21.41
23391 - Gunsmith I 18.44
23392 - Gunsmith II 20.86
23393 - Gunsmith III 23.41
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.65
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.73
23430 - Heavy Equipment Mechanic 22.85
23440 - Heavy Equipment Operator 18.32
23460 - Instrument Mechanic 23.41
23465 - Laboratory/Shelter Mechanic 22.15
23470 - Laborer 12.51
23510 - Locksmith 22.15
23530 - Machinery Maintenance Mechanic 23.24
23550 - Machinist Maintenance 26.14
23580 - Maintenance Trades Helper 14.67
23591 - Metrology Technician I 23.41
23592 - Metrology Technician II 24.63
23593 - Metrology Technician III 25.83
23640 - Millwright 23.41
23710 - Office Appliance Repairer 18.77
23760 - Painter Maintenance 18.04
23790 - Pipefitter Maintenance 22.98
23810 - Plumber Maintenance 21.75
23820 - Pneudraulic Systems Mechanic 23.41
23850 - Rigger 23.41
23870 - Scale Mechanic 20.86
23890 - Sheet-Metal Worker Maintenance 18.40
23910 - Small Engine Mechanic 18.96
23931 - Telecommunications Mechanic I 25.03

23932 - Telecommunications Mechanic II 26.33
23950 - Telephone Lineman 26.49
23960 - Welder Combination Maintenance 20.24
23965 - Well Driller 23.41
23970 - Woodcraft Worker 23.41
23980 - Woodworker 18.44
24000 - Personal Needs Occupations
24550 - Case Manager 16.55
24570 - Child Care Attendant 11.68
24580 - Child Care Center Clerk 14.58
24610 - Chore Aide 10.79
24620 - Family Readiness And Support Services Coordinator 16.55
24630 - Homemaker 16.55
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 23.12
25040 - Sewage Plant Operator 21.65
25070 - Stationary Engineer 23.12
25190 - Ventilation Equipment Tender 16.92
25210 - Water Treatment Plant Operator 21.65
27000 - Protective Service Occupations
27004 - Alarm Monitor 17.10
27007 - Baggage Inspector 17.67
27008 - Corrections Officer 17.32
27010 - Court Security Officer 16.86
27030 - Detection Dog Handler 19.77
27040 - Detention Officer 17.32
27070 - Firefighter 15.64
27101 - Guard I 17.67
27102 - Guard II 19.77
27131 - Police Officer I 20.68
27132 - Police Officer II 22.98
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 11.90
28042 - Carnival Equipment Repairer 12.78
28043 - Carnival Worker 9.36
28210 - Gate Attendant/Gate Tender 15.11
28310 - Lifeguard 13.46
28350 - Park Attendant (Aide) 16.91
28510 - Recreation Aide/Health Facility Attendant 12.34
28515 - Recreation Specialist 19.95
28630 - Sports Official 13.46
28690 - Swimming Pool Operator 18.94
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 20.86
29020 - Hatch Tender 20.86
29030 - Line Handler 20.86
29041 - Stevedore I 19.65
29042 - Stevedore II 22.15
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 41.44
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 28.58
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 31.48
30021 - Archeological Technician I 18.28
30022 - Archeological Technician II 20.53
30023 - Archeological Technician III 25.80
30030 - Cartographic Technician 25.80
30040 - Civil Engineering Technician 24.51
30051 - Cryogenic Technician I 28.57
30052 - Cryogenic Technician II 31.56
30061 - Drafter/CAD Operator I 18.28
30062 - Drafter/CAD Operator II 20.53
30063 - Drafter/CAD Operator III 22.97
30064 - Drafter/CAD Operator IV 27.72
30081 - Engineering Technician I 16.55
30082 - Engineering Technician II 18.58
30083 - Engineering Technician III 20.80
30084 - Engineering Technician IV 25.76
30085 - Engineering Technician V 31.50
30086 - Engineering Technician VI 38.11
30090 - Environmental Technician 24.89
30095 - Evidence Control Specialist 25.80
30210 - Laboratory Technician 25.93
30221 - Latent Fingerprint Technician I 27.56
30222 - Latent Fingerprint Technician II 30.44
30240 - Mathematical Technician 25.80
30361 - Paralegal/Legal Assistant I 20.23
30362 - Paralegal/Legal Assistant II 25.06
30363 - Paralegal/Legal Assistant III 30.64
30364 - Paralegal/Legal Assistant IV 37.07
30375 - Petroleum Supply Specialist 31.56
30390 - Photo-Optics Technician 25.80
30395 - Radiation Control Technician 31.56
30461 - Technical Writer I 25.80
30462 - Technical Writer II 31.56
30463 - Technical Writer III 38.17
30491 - Unexploded Ordnance (UXO) Technician I 26.34
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 28.57
30502 - Weather Forecaster II 34.75
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.97
30621 - Weather Observer Senior (see 2) 25.04
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 31.87
31020 - Bus Aide 12.80
31030 - Bus Driver 17.17

31043 - Driver Courier	14.11
31260 - Parking and Lot Attendant	10.94
31290 - Shuttle Bus Driver	15.15
31310 - Taxi Driver	14.03
31361 - Truckdriver Light	15.15
31362 - Truckdriver Medium	16.18
31363 - Truckdriver Heavy	18.23
31364 - Truckdriver Tractor-Trailer	18.23
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.54
99030 - Cashier	9.56
99050 - Desk Clerk	10.17
99095 - Embalmer	26.34
99130 - Flight Follower	26.34
99251 - Laboratory Animal Caretaker I	13.41
99252 - Laboratory Animal Caretaker II	14.74
99260 - Marketing Analyst	26.60
99310 - Mortician	26.34
99410 - Pest Controller	17.05
99510 - Photofinishing Worker	13.84
99710 - Recycling Laborer	17.25
99711 - Recycling Specialist	20.18
99730 - Refuse Collector	15.87
99810 - Sales Clerk	11.08
99820 - School Crossing Guard	14.05
99830 - Survey Party Chief	25.27
99831 - Surveying Aide	14.95
99832 - Surveying Technician	20.49
99840 - Vending Machine Attendant	14.89
99841 - Vending Machine Repairer	18.12
99842 - Vending Machine Repairer Helper	14.89

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

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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.: 2015-4379
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: North Carolina

Area: North Carolina County of Wayne

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		16.26
01013 - Accounting Clerk III		18.19
01020 - Administrative Assistant		24.84
01035 - Court Reporter		18.51
01041 - Customer Service Representative I		12.63
01042 - Customer Service Representative II		14.21
01043 - Customer Service Representative III		15.50
01051 - Data Entry Operator I		13.30
01052 - Data Entry Operator II		14.50
01060 - Dispatcher Motor Vehicle		21.58
01070 - Document Preparation Clerk		14.75
01090 - Duplicating Machine Operator		14.75
01111 - General Clerk I		13.49
01112 - General Clerk II		14.71

01113 - General Clerk III 16.52
01120 - Housing Referral Assistant 20.64
01141 - Messenger Courier 12.02
01191 - Order Clerk I 13.51
01192 - Order Clerk II 14.75
01261 - Personnel Assistant (Employment) I 16.53
01262 - Personnel Assistant (Employment) II 18.49
01263 - Personnel Assistant (Employment) III 20.61
01270 - Production Control Clerk 26.57
01290 - Rental Clerk 13.85
01300 - Scheduler Maintenance 16.55
01311 - Secretary I 16.55
01312 - Secretary II 18.51
01313 - Secretary III 20.64
01320 - Service Order Dispatcher 18.59
01410 - Supply Technician 24.84
01420 - Survey Worker 14.72
01460 - Switchboard Operator/Receptionist 12.63
01531 - Travel Clerk I 12.17
01532 - Travel Clerk II 12.83
01533 - Travel Clerk III 13.53
01611 - Word Processor I 14.75
01612 - Word Processor II 16.55
01613 - Word Processor III 18.51
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.71
05010 - Automotive Electrician 19.33
05040 - Automotive Glass Installer 17.76
05070 - Automotive Worker 17.76
05110 - Mobile Equipment Servicer 15.82
05130 - Motor Equipment Metal Mechanic 19.71
05160 - Motor Equipment Metal Worker 17.76
05190 - Motor Vehicle Mechanic 19.71
05220 - Motor Vehicle Mechanic Helper 14.83
05250 - Motor Vehicle Upholstery Worker 16.17
05280 - Motor Vehicle Wrecker 17.76
05310 - Painter Automotive 18.99
05340 - Radiator Repair Specialist 17.76
05370 - Tire Repairer 13.78
05400 - Transmission Repair Specialist 19.71
07000 - Food Preparation And Service Occupations
07010 - Baker 15.83
07041 - Cook I 13.65
07042 - Cook II 15.47
07070 - Dishwasher 8.85
07130 - Food Service Worker 10.26
07210 - Meat Cutter 16.71
07260 - Waiter/Waitress 9.32
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 21.17

09040 - Furniture Handler 13.98
09080 - Furniture Refinisher 21.17
09090 - Furniture Refinisher Helper 16.37
09110 - Furniture Repairer Minor 18.77
09130 - Upholsterer 21.17
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 10.77
11060 - Elevator Operator 12.65
11090 - Gardener 15.64
11122 - Housekeeping Aide 12.65
11150 - Janitor 12.65
11210 - Laborer Grounds Maintenance 12.45
11240 - Maid or Houseman 9.80
11260 - Pruner 11.45
11270 - Tractor Operator 14.56
11330 - Trail Maintenance Worker 12.45
11360 - Window Cleaner 13.75
12000 - Health Occupations
12010 - Ambulance Driver 19.22
12011 - Breath Alcohol Technician 19.22
12012 - Certified Occupational Therapist Assistant 26.36
12015 - Certified Physical Therapist Assistant 28.62
12020 - Dental Assistant 18.71
12025 - Dental Hygienist 35.91
12030 - EKG Technician 29.11
12035 - Electroneurodiagnostic Technologist 29.11
12040 - Emergency Medical Technician 19.22
12071 - Licensed Practical Nurse I 17.18
12072 - Licensed Practical Nurse II 19.22
12073 - Licensed Practical Nurse III 21.42
12100 - Medical Assistant 15.33
12130 - Medical Laboratory Technician 17.18
12160 - Medical Record Clerk 14.08
12190 - Medical Record Technician 17.33
12195 - Medical Transcriptionist 17.18
12210 - Nuclear Medicine Technologist 42.22
12221 - Nursing Assistant I 11.94
12222 - Nursing Assistant II 13.42
12223 - Nursing Assistant III 14.65
12224 - Nursing Assistant IV 16.44
12235 - Optical Dispenser 19.22
12236 - Optical Technician 17.18
12250 - Pharmacy Technician 17.03
12280 - Phlebotomist 15.45
12305 - Radiologic Technologist 25.74
12311 - Registered Nurse I 25.84
12312 - Registered Nurse II 31.60
12313 - Registered Nurse II Specialist 31.60
12314 - Registered Nurse III 38.23
12315 - Registered Nurse III Anesthetist 38.23

12316 - Registered Nurse IV		45.83
12317 - Scheduler (Drug and Alcohol Testing)		23.81
12320 - Substance Abuse Treatment Counselor		22.08
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.98
13012 - Exhibits Specialist II		22.27
13013 - Exhibits Specialist III		27.25
13041 - Illustrator I		17.98
13042 - Illustrator II		22.27
13043 - Illustrator III		27.25
13047 - Librarian		24.67
13050 - Library Aide/Clerk		14.32
13054 - Library Information Technology Systems Administrator		22.27
13058 - Library Technician		17.84
13061 - Media Specialist I		16.07
13062 - Media Specialist II		17.98
13063 - Media Specialist III		20.05
13071 - Photographer I		16.07
13072 - Photographer II		17.98
13073 - Photographer III		22.27
13074 - Photographer IV		27.25
13075 - Photographer V		32.96
13090 - Technical Order Library Clerk		17.98
13110 - Video Teleconference Technician		16.35
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.20
14042 - Computer Operator II		15.88
14043 - Computer Operator III		18.75
14044 - Computer Operator IV		19.68
14045 - Computer Operator V		21.79
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		14.20
14160 - Personal Computer Support Technician		19.68
14170 - System Support Specialist		22.33
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.58
15020 - Aircrew Training Devices Instructor (Rated)		36.99
15030 - Air Crew Training Devices Instructor (Pilot)		41.77
15050 - Computer Based Training Specialist / Instructor		30.58
15060 - Educational Technologist		25.36
15070 - Flight Instructor (Pilot)		41.77
15080 - Graphic Artist		22.78
15085 - Maintenance Test Pilot Fixed Jet/Prop		39.93

15086 - Maintenance Test Pilot Rotary Wing 39.93
15088 - Non-Maintenance Test/Co-Pilot 39.93
15090 - Technical Instructor 18.62
15095 - Technical Instructor/Course Developer 22.78
15110 - Test Proctor 15.03
15120 - Tutor 15.03
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.99
16030 - Counter Attendant 9.99
16040 - Dry Cleaner 11.80
16070 - Finisher Flatwork Machine 9.99
16090 - Presser Hand 9.99
16110 - Presser Machine Drycleaning 9.99
16130 - Presser Machine Shirts 9.99
16160 - Presser Machine Wearing Apparel Laundry 9.99
16190 - Sewing Machine Operator 12.33
16220 - Tailor 12.91
16250 - Washer Machine 10.59
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.17
19040 - Tool And Die Maker 25.96
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 14.59
21030 - Material Coordinator 26.57
21040 - Material Expediter 26.57
21050 - Material Handling Laborer 11.96
21071 - Order Filler 12.63
21080 - Production Line Worker (Food Processing) 14.59
21110 - Shipping Packer 16.08
21130 - Shipping/Receiving Clerk 16.08
21140 - Store Worker I 12.62
21150 - Stock Clerk 16.59
21210 - Tools And Parts Attendant 14.59
21410 - Warehouse Specialist 14.59
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.33
23019 - Aircraft Logs and Records Technician 22.60
23021 - Aircraft Mechanic I 26.93
23022 - Aircraft Mechanic II 28.33
23023 - Aircraft Mechanic III 29.72
23040 - Aircraft Mechanic Helper 19.71
23050 - Aircraft Painter 25.49
23060 - Aircraft Servicer 22.60
23070 - Aircraft Survival Flight Equipment Technician 25.49
23080 - Aircraft Worker 23.99
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.99
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.93
23110 - Appliance Mechanic 21.17

23120 - Bicycle Repairer 17.58
23125 - Cable Splicer 31.63
23130 - Carpenter Maintenance 18.76
23140 - Carpet Layer 19.92
23160 - Electrician Maintenance 25.36
23181 - Electronics Technician Maintenance I 24.54
23182 - Electronics Technician Maintenance II 26.07
23183 - Electronics Technician Maintenance III 27.55
23260 - Fabric Worker 18.77
23290 - Fire Alarm System Mechanic 22.37
23310 - Fire Extinguisher Repairer 17.58
23311 - Fuel Distribution System Mechanic 22.37
23312 - Fuel Distribution System Operator 17.58
23370 - General Maintenance Worker 17.80
23380 - Ground Support Equipment Mechanic 26.93
23381 - Ground Support Equipment Servicer 22.60
23382 - Ground Support Equipment Worker 23.99
23391 - Gunsmith I 17.58
23392 - Gunsmith II 19.92
23393 - Gunsmith III 22.37
23410 - Heating Ventilation And Air-Conditioning Mechanic 19.74
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 20.77
23430 - Heavy Equipment Mechanic 22.37
23440 - Heavy Equipment Operator 18.00
23460 - Instrument Mechanic 22.37
23465 - Laboratory/Shelter Mechanic 21.17
23470 - Laborer 11.96
23510 - Locksmith 21.17
23530 - Machinery Maintenance Mechanic 25.08
23550 - Machinist Maintenance 18.40
23580 - Maintenance Trades Helper 16.37
23591 - Metrology Technician I 22.37
23592 - Metrology Technician II 23.53
23593 - Metrology Technician III 24.68
23640 - Millwright 22.37
23710 - Office Appliance Repairer 20.98
23760 - Painter Maintenance 17.47
23790 - Pipefitter Maintenance 21.46
23810 - Plumber Maintenance 20.31
23820 - Pneudraulic Systems Mechanic 22.37
23850 - Rigger 22.37
23870 - Scale Mechanic 19.92
23890 - Sheet-Metal Worker Maintenance 22.37
23910 - Small Engine Mechanic 19.92
23931 - Telecommunications Mechanic I 23.46
23932 - Telecommunications Mechanic II 24.76
23950 - Telephone Lineman 22.37
23960 - Welder Combination Maintenance 20.30

23965 - Well Driller		22.37
23970 - Woodcraft Worker		22.37
23980 - Woodworker		17.58
24000 - Personal Needs Occupations		
24550 - Case Manager		16.07
24570 - Child Care Attendant		11.68
24580 - Child Care Center Clerk		14.58
24610 - Chore Aide		11.02
24620 - Family Readiness And Support Services Coordinator		16.07
24630 - Homemaker		16.20
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		22.37
25040 - Sewage Plant Operator		19.00
25070 - Stationary Engineer		22.37
25190 - Ventilation Equipment Tender		16.37
25210 - Water Treatment Plant Operator		19.00
27000 - Protective Service Occupations		
27004 - Alarm Monitor		19.20
27007 - Baggage Inspector		17.16
27008 - Corrections Officer		17.78
27010 - Court Security Officer		17.50
27030 - Detection Dog Handler		19.20
27040 - Detention Officer		17.78
27070 - Firefighter		15.64
27101 - Guard I		17.16
27102 - Guard II		19.20
27131 - Police Officer I		19.36
27132 - Police Officer II		21.52
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.01
28042 - Carnival Equipment Repairer		12.89
28043 - Carnival Worker		9.44
28210 - Gate Attendant/Gate Tender		16.94
28310 - Lifeguard		15.09
28350 - Park Attendant (Aide)		18.95
28510 - Recreation Aide/Health Facility Attendant		14.77
28515 - Recreation Specialist		21.42
28630 - Sports Official		15.09
28690 - Swimming Pool Operator		18.94
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		19.92
29020 - Hatch Tender		19.92
29030 - Line Handler		19.92
29041 - Stevedore I		18.77
29042 - Stevedore II		21.17
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	41.44
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	28.58
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	31.48

30021 - Archeological Technician I		15.11
30022 - Archeological Technician II		18.98
30023 - Archeological Technician III		22.25
30030 - Cartographic Technician		22.36
30040 - Civil Engineering Technician		19.11
30051 - Cryogenic Technician I		22.33
30052 - Cryogenic Technician II		24.67
30061 - Drafter/CAD Operator I		15.11
30062 - Drafter/CAD Operator II		16.96
30063 - Drafter/CAD Operator III		18.98
30064 - Drafter/CAD Operator IV		22.83
30081 - Engineering Technician I		14.39
30082 - Engineering Technician II		16.14
30083 - Engineering Technician III		18.06
30084 - Engineering Technician IV		22.38
30085 - Engineering Technician V		27.38
30086 - Engineering Technician VI		33.12
30090 - Environmental Technician		19.53
30095 - Evidence Control Specialist		20.16
30210 - Laboratory Technician		22.43
30221 - Latent Fingerprint Technician I		22.33
30222 - Latent Fingerprint Technician II		24.67
30240 - Mathematical Technician		22.25
30361 - Paralegal/Legal Assistant I		17.55
30362 - Paralegal/Legal Assistant II		21.73
30363 - Paralegal/Legal Assistant III		26.59
30364 - Paralegal/Legal Assistant IV		32.17
30375 - Petroleum Supply Specialist		24.67
30390 - Photo-Optics Technician		21.48
30395 - Radiation Control Technician		24.67
30461 - Technical Writer I		21.77
30462 - Technical Writer II		26.63
30463 - Technical Writer III		32.22
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		22.33
30502 - Weather Forecaster II		27.16
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	18.98
30621 - Weather Observer Senior	(see 2)	20.69
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		31.87
31020 - Bus Aide		13.61
31030 - Bus Driver		18.26
31043 - Driver Courier		14.19
31260 - Parking and Lot Attendant		12.52
31290 - Shuttle Bus Driver		15.55

31310 - Taxi Driver	14.96
31361 - Truckdriver Light	15.55
31362 - Truckdriver Medium	17.48
31363 - Truckdriver Heavy	18.91
31364 - Truckdriver Tractor-Trailer	18.91
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.54
99030 - Cashier	9.50
99050 - Desk Clerk	10.81
99095 - Embalmer	26.34
99130 - Flight Follower	26.34
99251 - Laboratory Animal Caretaker I	16.23
99252 - Laboratory Animal Caretaker II	17.83
99260 - Marketing Analyst	30.84
99310 - Mortician	26.34
99410 - Pest Controller	20.49
99510 - Photofinishing Worker	13.84
99710 - Recycling Laborer	17.82
99711 - Recycling Specialist	20.85
99730 - Refuse Collector	16.40
99810 - Sales Clerk	11.08
99820 - School Crossing Guard	14.05
99830 - Survey Party Chief	21.44
99831 - Surveying Aide	12.69
99832 - Surveying Technician	17.39
99840 - Vending Machine Attendant	17.87
99841 - Vending Machine Repairer	21.75
99842 - Vending Machine Repairer Helper	17.87

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 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.: 2015-4380
Revision No.: 14
Date Of Last Revision: 05/19/2020

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

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

State: North Carolina

Area: North Carolina County of Wayne

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		16.26
01013 - Accounting Clerk III		18.19
01020 - Administrative Assistant		24.84
01035 - Court Reporter		18.51
01041 - Customer Service Representative I		12.63
01042 - Customer Service Representative II		14.21
01043 - Customer Service Representative III		15.50
01051 - Data Entry Operator I		13.30
01052 - Data Entry Operator II		14.50
01060 - Dispatcher Motor Vehicle		21.58
01070 - Document Preparation Clerk		14.75

01090 - Duplicating Machine Operator 14.75
01111 - General Clerk I 13.49
01112 - General Clerk II 14.71
01113 - General Clerk III 16.52
01120 - Housing Referral Assistant 20.64
01141 - Messenger Courier 12.02
01191 - Order Clerk I 13.51
01192 - Order Clerk II 14.75
01261 - Personnel Assistant (Employment) I 16.53
01262 - Personnel Assistant (Employment) II 18.49
01263 - Personnel Assistant (Employment) III 20.61
01270 - Production Control Clerk 26.57
01290 - Rental Clerk 13.85
01300 - Scheduler Maintenance 16.55
01311 - Secretary I 16.55
01312 - Secretary II 18.51
01313 - Secretary III 20.64
01320 - Service Order Dispatcher 18.59
01410 - Supply Technician 24.84
01420 - Survey Worker 14.72
01460 - Switchboard Operator/Receptionist 12.63
01531 - Travel Clerk I 12.17
01532 - Travel Clerk II 12.83
01533 - Travel Clerk III 13.53
01611 - Word Processor I 14.75
01612 - Word Processor II 16.55
01613 - Word Processor III 18.51
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.71
05010 - Automotive Electrician 19.33
05040 - Automotive Glass Installer 17.76
05070 - Automotive Worker 17.76
05110 - Mobile Equipment Servicer 15.82
05130 - Motor Equipment Metal Mechanic 19.71
05160 - Motor Equipment Metal Worker 17.76
05190 - Motor Vehicle Mechanic 19.71
05220 - Motor Vehicle Mechanic Helper 14.83
05250 - Motor Vehicle Upholstery Worker 16.17
05280 - Motor Vehicle Wrecker 17.76
05310 - Painter Automotive 18.99
05340 - Radiator Repair Specialist 17.76
05370 - Tire Repairer 13.78
05400 - Transmission Repair Specialist 19.71
07000 - Food Preparation And Service Occupations
07010 - Baker 15.83
07041 - Cook I 13.65
07042 - Cook II 15.47
07070 - Dishwasher 8.85
07130 - Food Service Worker 10.26
07210 - Meat Cutter 16.71

07260 - Waiter/Waitress	9.32
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.17
09040 - Furniture Handler	13.98
09080 - Furniture Refinisher	21.17
09090 - Furniture Refinisher Helper	16.37
09110 - Furniture Repairer Minor	18.77
09130 - Upholsterer	21.17
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.77
11060 - Elevator Operator	12.65
11090 - Gardener	15.64
11122 - Housekeeping Aide	12.65
11150 - Janitor	12.65
11210 - Laborer Grounds Maintenance	12.45
11240 - Maid or Houseman	9.80
11260 - Pruner	11.45
11270 - Tractor Operator	14.56
11330 - Trail Maintenance Worker	12.45
11360 - Window Cleaner	13.75
12000 - Health Occupations	
12010 - Ambulance Driver	19.22
12011 - Breath Alcohol Technician	19.22
12012 - Certified Occupational Therapist Assistant	26.36
12015 - Certified Physical Therapist Assistant	28.62
12020 - Dental Assistant	18.71
12025 - Dental Hygienist	35.91
12030 - EKG Technician	29.11
12035 - Electroneurodiagnostic Technologist	29.11
12040 - Emergency Medical Technician	19.22
12071 - Licensed Practical Nurse I	17.18
12072 - Licensed Practical Nurse II	19.22
12073 - Licensed Practical Nurse III	21.42
12100 - Medical Assistant	15.33
12130 - Medical Laboratory Technician	17.18
12160 - Medical Record Clerk	14.08
12190 - Medical Record Technician	17.33
12195 - Medical Transcriptionist	17.18
12210 - Nuclear Medicine Technologist	42.22
12221 - Nursing Assistant I	11.94
12222 - Nursing Assistant II	13.42
12223 - Nursing Assistant III	14.65
12224 - Nursing Assistant IV	16.44
12235 - Optical Dispenser	19.22
12236 - Optical Technician	17.18
12250 - Pharmacy Technician	17.03
12280 - Phlebotomist	15.45
12305 - Radiologic Technologist	25.74
12311 - Registered Nurse I	25.84
12312 - Registered Nurse II	31.60

12313 - Registered Nurse II Specialist		31.60
12314 - Registered Nurse III		38.23
12315 - Registered Nurse III Anesthetist		38.23
12316 - Registered Nurse IV		45.83
12317 - Scheduler (Drug and Alcohol Testing)		23.81
12320 - Substance Abuse Treatment Counselor		22.08
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.98
13012 - Exhibits Specialist II		22.27
13013 - Exhibits Specialist III		27.25
13041 - Illustrator I		17.98
13042 - Illustrator II		22.27
13043 - Illustrator III		27.25
13047 - Librarian		24.67
13050 - Library Aide/Clerk		14.32
13054 - Library Information Technology Systems Administrator		22.27
13058 - Library Technician		17.84
13061 - Media Specialist I		16.07
13062 - Media Specialist II		17.98
13063 - Media Specialist III		20.05
13071 - Photographer I		16.07
13072 - Photographer II		17.98
13073 - Photographer III		22.27
13074 - Photographer IV		27.25
13075 - Photographer V		32.96
13090 - Technical Order Library Clerk		17.98
13110 - Video Teleconference Technician		16.35
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.20
14042 - Computer Operator II		15.88
14043 - Computer Operator III		18.75
14044 - Computer Operator IV		19.68
14045 - Computer Operator V		21.79
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		14.20
14160 - Personal Computer Support Technician		19.68
14170 - System Support Specialist		22.33
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.58
15020 - Aircrew Training Devices Instructor (Rated)		36.99
15030 - Air Crew Training Devices Instructor (Pilot)		41.77
15050 - Computer Based Training Specialist / Instructor		30.58
15060 - Educational Technologist		25.36

15070 - Flight Instructor (Pilot) 41.77
15080 - Graphic Artist 22.78
15085 - Maintenance Test Pilot Fixed Jet/Prop 39.93
15086 - Maintenance Test Pilot Rotary Wing 39.93
15088 - Non-Maintenance Test/Co-Pilot 39.93
15090 - Technical Instructor 18.62
15095 - Technical Instructor/Course Developer 22.78
15110 - Test Proctor 15.03
15120 - Tutor 15.03
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.99
16030 - Counter Attendant 9.99
16040 - Dry Cleaner 11.80
16070 - Finisher Flatwork Machine 9.99
16090 - Presser Hand 9.99
16110 - Presser Machine Drycleaning 9.99
16130 - Presser Machine Shirts 9.99
16160 - Presser Machine Wearing Apparel Laundry 9.99
16190 - Sewing Machine Operator 12.33
16220 - Tailor 12.91
16250 - Washer Machine 10.59
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.17
19040 - Tool And Die Maker 25.96
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 14.59
21030 - Material Coordinator 26.57
21040 - Material Expediter 26.57
21050 - Material Handling Laborer 11.96
21071 - Order Filler 12.63
21080 - Production Line Worker (Food Processing) 14.59
21110 - Shipping Packer 16.08
21130 - Shipping/Receiving Clerk 16.08
21140 - Store Worker I 12.62
21150 - Stock Clerk 16.59
21210 - Tools And Parts Attendant 14.59
21410 - Warehouse Specialist 14.59
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.33
23019 - Aircraft Logs and Records Technician 22.60
23021 - Aircraft Mechanic I 26.93
23022 - Aircraft Mechanic II 28.33
23023 - Aircraft Mechanic III 29.72
23040 - Aircraft Mechanic Helper 19.71
23050 - Aircraft Painter 25.49
23060 - Aircraft Servicer 22.60
23070 - Aircraft Survival Flight Equipment Technician 25.49
23080 - Aircraft Worker 23.99
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.99

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.93
23110 - Appliance Mechanic 21.17
23120 - Bicycle Repairer 17.58
23125 - Cable Splicer 31.63
23130 - Carpenter Maintenance 18.76
23140 - Carpet Layer 19.92
23160 - Electrician Maintenance 25.36
23181 - Electronics Technician Maintenance I 24.54
23182 - Electronics Technician Maintenance II 26.07
23183 - Electronics Technician Maintenance III 27.55
23260 - Fabric Worker 18.77
23290 - Fire Alarm System Mechanic 22.37
23310 - Fire Extinguisher Repairer 17.58
23311 - Fuel Distribution System Mechanic 22.37
23312 - Fuel Distribution System Operator 17.58
23370 - General Maintenance Worker 17.80
23380 - Ground Support Equipment Mechanic 26.93
23381 - Ground Support Equipment Servicer 22.60
23382 - Ground Support Equipment Worker 23.99
23391 - Gunsmith I 17.58
23392 - Gunsmith II 19.92
23393 - Gunsmith III 22.37
23410 - Heating Ventilation And Air-Conditioning Mechanic 19.74
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 20.77
23430 - Heavy Equipment Mechanic 22.37
23440 - Heavy Equipment Operator 18.00
23460 - Instrument Mechanic 22.37
23465 - Laboratory/Shelter Mechanic 21.17
23470 - Laborer 11.96
23510 - Locksmith 21.17
23530 - Machinery Maintenance Mechanic 25.08
23550 - Machinist Maintenance 18.40
23580 - Maintenance Trades Helper 16.37
23591 - Metrology Technician I 22.37
23592 - Metrology Technician II 23.53
23593 - Metrology Technician III 24.68
23640 - Millwright 22.37
23710 - Office Appliance Repairer 20.98
23760 - Painter Maintenance 17.47
23790 - Pipefitter Maintenance 21.46
23810 - Plumber Maintenance 20.31
23820 - Pneudraulic Systems Mechanic 22.37
23850 - Rigger 22.37
23870 - Scale Mechanic 19.92
23890 - Sheet-Metal Worker Maintenance 22.37
23910 - Small Engine Mechanic 19.92
23931 - Telecommunications Mechanic I 23.46

23932 - Telecommunications Mechanic II 24.76
23950 - Telephone Lineman 22.37
23960 - Welder Combination Maintenance 20.30
23965 - Well Driller 22.37
23970 - Woodcraft Worker 22.37
23980 - Woodworker 17.58
24000 - Personal Needs Occupations
24550 - Case Manager 16.07
24570 - Child Care Attendant 11.68
24580 - Child Care Center Clerk 14.58
24610 - Chore Aide 11.02
24620 - Family Readiness And Support Services Coordinator 16.07
24630 - Homemaker 16.20
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 22.37
25040 - Sewage Plant Operator 19.00
25070 - Stationary Engineer 22.37
25190 - Ventilation Equipment Tender 16.37
25210 - Water Treatment Plant Operator 19.00
27000 - Protective Service Occupations
27004 - Alarm Monitor 19.20
27007 - Baggage Inspector 17.16
27008 - Corrections Officer 17.78
27010 - Court Security Officer 17.50
27030 - Detection Dog Handler 19.20
27040 - Detention Officer 17.78
27070 - Firefighter 15.64
27101 - Guard I 17.16
27102 - Guard II 19.20
27131 - Police Officer I 19.36
27132 - Police Officer II 21.52
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.01
28042 - Carnival Equipment Repairer 12.89
28043 - Carnival Worker 9.44
28210 - Gate Attendant/Gate Tender 16.94
28310 - Lifeguard 15.09
28350 - Park Attendant (Aide) 18.95
28510 - Recreation Aide/Health Facility Attendant 14.77
28515 - Recreation Specialist 21.42
28630 - Sports Official 15.09
28690 - Swimming Pool Operator 18.94
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 19.92
29020 - Hatch Tender 19.92
29030 - Line Handler 19.92
29041 - Stevedore I 18.77
29042 - Stevedore II 21.17
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 41.44
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 28.58
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 31.48
30021 - Archeological Technician I 15.11
30022 - Archeological Technician II 18.98
30023 - Archeological Technician III 22.25
30030 - Cartographic Technician 22.36
30040 - Civil Engineering Technician 19.11
30051 - Cryogenic Technician I 22.33
30052 - Cryogenic Technician II 24.67
30061 - Drafter/CAD Operator I 15.11
30062 - Drafter/CAD Operator II 16.96
30063 - Drafter/CAD Operator III 18.98
30064 - Drafter/CAD Operator IV 22.83
30081 - Engineering Technician I 14.39
30082 - Engineering Technician II 16.14
30083 - Engineering Technician III 18.06
30084 - Engineering Technician IV 22.38
30085 - Engineering Technician V 27.38
30086 - Engineering Technician VI 33.12
30090 - Environmental Technician 19.53
30095 - Evidence Control Specialist 20.16
30210 - Laboratory Technician 22.43
30221 - Latent Fingerprint Technician I 22.33
30222 - Latent Fingerprint Technician II 24.67
30240 - Mathematical Technician 22.25
30361 - Paralegal/Legal Assistant I 17.55
30362 - Paralegal/Legal Assistant II 21.73
30363 - Paralegal/Legal Assistant III 26.59
30364 - Paralegal/Legal Assistant IV 32.17
30375 - Petroleum Supply Specialist 24.67
30390 - Photo-Optics Technician 21.48
30395 - Radiation Control Technician 24.67
30461 - Technical Writer I 21.77
30462 - Technical Writer II 26.63
30463 - Technical Writer III 32.22
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 22.33
30502 - Weather Forecaster II 27.16
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 18.98
30621 - Weather Observer Senior (see 2) 20.69
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 31.87
31020 - Bus Aide 13.61
31030 - Bus Driver 18.26

31043 - Driver Courier	14.19
31260 - Parking and Lot Attendant	12.52
31290 - Shuttle Bus Driver	15.55
31310 - Taxi Driver	14.96
31361 - Truckdriver Light	15.55
31362 - Truckdriver Medium	17.48
31363 - Truckdriver Heavy	18.91
31364 - Truckdriver Tractor-Trailer	18.91
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.54
99030 - Cashier	9.50
99050 - Desk Clerk	10.81
99095 - Embalmer	26.34
99130 - Flight Follower	26.34
99251 - Laboratory Animal Caretaker I	16.23
99252 - Laboratory Animal Caretaker II	17.83
99260 - Marketing Analyst	30.84
99310 - Mortician	26.34
99410 - Pest Controller	20.49
99510 - Photofinishing Worker	13.84
99710 - Recycling Laborer	17.82
99711 - Recycling Specialist	20.85
99730 - Refuse Collector	16.40
99810 - Sales Clerk	11.08
99820 - School Crossing Guard	14.05
99830 - Survey Party Chief	21.44
99831 - Surveying Aide	12.69
99832 - Surveying Technician	17.39
99840 - Vending Machine Attendant	17.87
99841 - Vending Machine Repairer	21.75
99842 - Vending Machine Repairer Helper	17.87

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 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.: 2015-4381
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: North Carolina

Area: North Carolina Counties of Guilford Randolph Rockingham

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		24.71
01035 - Court Reporter		19.34
01041 - Customer Service Representative I		13.77
01042 - Customer Service Representative II		15.48
01043 - Customer Service Representative III		16.89
01051 - Data Entry Operator I		14.68
01052 - Data Entry Operator II		16.02
01060 - Dispatcher Motor Vehicle		19.78
01070 - Document Preparation Clerk		14.02
01090 - Duplicating Machine Operator		14.02
01111 - General Clerk I		13.26
01112 - General Clerk II		14.47

01113 - General Clerk III 16.25
01120 - Housing Referral Assistant 21.82
01141 - Messenger Courier 13.67
01191 - Order Clerk I 15.01
01192 - Order Clerk II 16.37
01261 - Personnel Assistant (Employment) I 16.40
01262 - Personnel Assistant (Employment) II 19.34
01263 - Personnel Assistant (Employment) III 21.72
01270 - Production Control Clerk 20.73
01290 - Rental Clerk 15.12
01300 - Scheduler Maintenance 15.62
01311 - Secretary I 15.62
01312 - Secretary II 17.55
01313 - Secretary III 21.82
01320 - Service Order Dispatcher 17.68
01410 - Supply Technician 24.71
01420 - Survey Worker 17.55
01460 - Switchboard Operator/Receptionist 14.30
01531 - Travel Clerk I 13.81
01532 - Travel Clerk II 14.65
01533 - Travel Clerk III 15.46
01611 - Word Processor I 13.89
01612 - Word Processor II 15.62
01613 - Word Processor III 18.44
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 26.57
05010 - Automotive Electrician 20.10
05040 - Automotive Glass Installer 19.11
05070 - Automotive Worker 20.11
05110 - Mobile Equipment Servicer 16.93
05130 - Motor Equipment Metal Mechanic 22.36
05160 - Motor Equipment Metal Worker 20.11
05190 - Motor Vehicle Mechanic 20.56
05220 - Motor Vehicle Mechanic Helper 15.86
05250 - Motor Vehicle Upholstery Worker 18.96
05280 - Motor Vehicle Wrecker 20.11
05310 - Painter Automotive 20.57
05340 - Radiator Repair Specialist 20.11
05370 - Tire Repairer 14.00
05400 - Transmission Repair Specialist 22.36
07000 - Food Preparation And Service Occupations
07010 - Baker 12.17
07041 - Cook I 12.41
07042 - Cook II 14.14
07070 - Dishwasher 9.75
07130 - Food Service Worker 10.58
07210 - Meat Cutter 14.03
07260 - Waiter/Waitress 9.07
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 17.73

09040 - Furniture Handler 11.13
09080 - Furniture Refinisher 16.70
09090 - Furniture Refinisher Helper 12.94
09110 - Furniture Repairer Minor 14.71
09130 - Upholsterer 17.02
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.39
11060 - Elevator Operator 10.97
11090 - Gardener 17.55
11122 - Housekeeping Aide 10.97
11150 - Janitor 10.97
11210 - Laborer Grounds Maintenance 13.71
11240 - Maid or Houseman 9.54
11260 - Pruner 12.62
11270 - Tractor Operator 16.30
11330 - Trail Maintenance Worker 13.71
11360 - Window Cleaner 11.92
12000 - Health Occupations
12010 - Ambulance Driver 17.61
12011 - Breath Alcohol Technician 19.01
12012 - Certified Occupational Therapist Assistant 35.08
12015 - Certified Physical Therapist Assistant 29.58
12020 - Dental Assistant 19.94
12025 - Dental Hygienist 34.37
12030 - EKG Technician 32.87
12035 - Electroneurodiagnostic Technologist 32.87
12040 - Emergency Medical Technician 17.61
12071 - Licensed Practical Nurse I 16.99
12072 - Licensed Practical Nurse II 19.01
12073 - Licensed Practical Nurse III 21.19
12100 - Medical Assistant 16.54
12130 - Medical Laboratory Technician 22.09
12160 - Medical Record Clerk 14.56
12190 - Medical Record Technician 17.92
12195 - Medical Transcriptionist 17.20
12210 - Nuclear Medicine Technologist 41.77
12221 - Nursing Assistant I 11.58
12222 - Nursing Assistant II 13.02
12223 - Nursing Assistant III 14.20
12224 - Nursing Assistant IV 15.94
12235 - Optical Dispenser 18.04
12236 - Optical Technician 16.99
12250 - Pharmacy Technician 14.75
12280 - Phlebotomist 17.16
12305 - Radiologic Technologist 28.30
12311 - Registered Nurse I 23.46
12312 - Registered Nurse II 28.72
12313 - Registered Nurse II Specialist 28.72
12314 - Registered Nurse III 34.75
12315 - Registered Nurse III Anesthetist 34.75

12316 - Registered Nurse IV		41.64
12317 - Scheduler (Drug and Alcohol Testing)		23.54
12320 - Substance Abuse Treatment Counselor		25.32
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.29
13012 - Exhibits Specialist II		22.65
13013 - Exhibits Specialist III		27.71
13041 - Illustrator I		17.64
13042 - Illustrator II		21.85
13043 - Illustrator III		26.72
13047 - Librarian		24.20
13050 - Library Aide/Clerk		13.93
13054 - Library Information Technology Systems Administrator		21.85
13058 - Library Technician		16.72
13061 - Media Specialist I		15.77
13062 - Media Specialist II		17.64
13063 - Media Specialist III		19.67
13071 - Photographer I		17.35
13072 - Photographer II		19.41
13073 - Photographer III		23.57
13074 - Photographer IV		29.41
13075 - Photographer V		35.58
13090 - Technical Order Library Clerk		17.50
13110 - Video Teleconference Technician		18.91
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.18
14042 - Computer Operator II		16.98
14043 - Computer Operator III		18.94
14044 - Computer Operator IV		21.10
14045 - Computer Operator V		23.31
14071 - Computer Programmer I	(see 1)	24.60
14072 - Computer Programmer II	(see 1)	25.89
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.18
14160 - Personal Computer Support Technician		21.10
14170 - System Support Specialist		27.52
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.01
15020 - Aircrew Training Devices Instructor (Rated)		37.51
15030 - Air Crew Training Devices Instructor (Pilot)		44.96
15050 - Computer Based Training Specialist / Instructor		31.01
15060 - Educational Technologist		28.01
15070 - Flight Instructor (Pilot)		44.96
15080 - Graphic Artist		22.23
15085 - Maintenance Test Pilot Fixed Jet/Prop		44.96

15086 - Maintenance Test Pilot Rotary Wing 44.96
15088 - Non-Maintenance Test/Co-Pilot 44.96
15090 - Technical Instructor 21.71
15095 - Technical Instructor/Course Developer 26.56
15110 - Test Proctor 17.53
15120 - Tutor 17.53
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.99
16030 - Counter Attendant 9.99
16040 - Dry Cleaner 11.80
16070 - Finisher Flatwork Machine 9.99
16090 - Presser Hand 9.99
16110 - Presser Machine Drycleaning 9.99
16130 - Presser Machine Shirts 9.99
16160 - Presser Machine Wearing Apparel Laundry 9.99
16190 - Sewing Machine Operator 12.33
16220 - Tailor 12.91
16250 - Washer Machine 10.59
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.10
19040 - Tool And Die Maker 25.88
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.07
21030 - Material Coordinator 20.73
21040 - Material Expediter 20.73
21050 - Material Handling Laborer 13.20
21071 - Order Filler 13.81
21080 - Production Line Worker (Food Processing) 17.07
21110 - Shipping Packer 15.52
21130 - Shipping/Receiving Clerk 15.52
21140 - Store Worker I 12.39
21150 - Stock Clerk 16.29
21210 - Tools And Parts Attendant 17.07
21410 - Warehouse Specialist 17.07
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.16
23019 - Aircraft Logs and Records Technician 21.03
23021 - Aircraft Mechanic I 24.88
23022 - Aircraft Mechanic II 26.16
23023 - Aircraft Mechanic III 27.38
23040 - Aircraft Mechanic Helper 18.38
23050 - Aircraft Painter 23.72
23060 - Aircraft Servicer 21.03
23070 - Aircraft Survival Flight Equipment Technician 23.72
23080 - Aircraft Worker 22.33
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.33
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.88
23110 - Appliance Mechanic 20.62

23120 - Bicycle Repairer	18.00
23125 - Cable Splicer	33.70
23130 - Carpenter Maintenance	17.51
23140 - Carpet Layer	20.51
23160 - Electrician Maintenance	21.95
23181 - Electronics Technician Maintenance I	22.82
23182 - Electronics Technician Maintenance II	24.09
23183 - Electronics Technician Maintenance III	25.53
23260 - Fabric Worker	22.00
23290 - Fire Alarm System Mechanic	20.31
23310 - Fire Extinguisher Repairer	18.00
23311 - Fuel Distribution System Mechanic	26.38
23312 - Fuel Distribution System Operator	20.82
23370 - General Maintenance Worker	18.76
23380 - Ground Support Equipment Mechanic	24.88
23381 - Ground Support Equipment Servicer	21.03
23382 - Ground Support Equipment Worker	22.33
23391 - Gunsmith I	18.00
23392 - Gunsmith II	20.51
23393 - Gunsmith III	22.96
23410 - Heating Ventilation And Air-Conditioning Mechanic	20.65
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	21.71
23430 - Heavy Equipment Mechanic	25.11
23440 - Heavy Equipment Operator	19.07
23460 - Instrument Mechanic	22.96
23465 - Laboratory/Shelter Mechanic	21.66
23470 - Laborer	13.20
23510 - Locksmith	19.67
23530 - Machinery Maintenance Mechanic	23.98
23550 - Machinist Maintenance	21.14
23580 - Maintenance Trades Helper	15.10
23591 - Metrology Technician I	22.96
23592 - Metrology Technician II	24.14
23593 - Metrology Technician III	25.27
23640 - Millwright	22.96
23710 - Office Appliance Repairer	20.40
23760 - Painter Maintenance	16.01
23790 - Pipefitter Maintenance	23.06
23810 - Plumber Maintenance	21.83
23820 - Pneudraulic Systems Mechanic	22.96
23850 - Rigger	22.96
23870 - Scale Mechanic	20.51
23890 - Sheet-Metal Worker Maintenance	20.07
23910 - Small Engine Mechanic	18.79
23931 - Telecommunications Mechanic I	26.55
23932 - Telecommunications Mechanic II	27.92
23950 - Telephone Lineman	22.67
23960 - Welder Combination Maintenance	19.58

23965 - Well Driller	23.51
23970 - Woodcraft Worker	22.96
23980 - Woodworker	18.00
24000 - Personal Needs Occupations	
24550 - Case Manager	16.58
24570 - Child Care Attendant	9.83
24580 - Child Care Center Clerk	13.20
24610 - Chore Aide	10.79
24620 - Family Readiness And Support Services Coordinator	16.58
24630 - Homemaker	16.58
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.96
25040 - Sewage Plant Operator	20.85
25070 - Stationary Engineer	22.96
25190 - Ventilation Equipment Tender	16.72
25210 - Water Treatment Plant Operator	20.85
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.28
27007 - Baggage Inspector	13.20
27008 - Corrections Officer	19.09
27010 - Court Security Officer	19.14
27030 - Detection Dog Handler	14.77
27040 - Detention Officer	19.09
27070 - Firefighter	18.90
27101 - Guard I	13.20
27102 - Guard II	14.77
27131 - Police Officer I	21.65
27132 - Police Officer II	24.06
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.65
28042 - Carnival Equipment Repairer	12.54
28043 - Carnival Worker	9.11
28210 - Gate Attendant/Gate Tender	16.03
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	17.94
28510 - Recreation Aide/Health Facility Attendant	13.09
28515 - Recreation Specialist	22.21
28630 - Sports Official	14.28
28690 - Swimming Pool Operator	16.23
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	19.41
29020 - Hatch Tender	19.41
29030 - Line Handler	19.41
29041 - Stevedore I	18.28
29042 - Stevedore II	20.62
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		18.40
30022 - Archeological Technician II		20.59
30023 - Archeological Technician III		25.50
30030 - Cartographic Technician		25.50
30040 - Civil Engineering Technician		25.01
30051 - Cryogenic Technician I		28.24
30052 - Cryogenic Technician II		31.19
30061 - Drafter/CAD Operator I		18.40
30062 - Drafter/CAD Operator II		20.59
30063 - Drafter/CAD Operator III		22.95
30064 - Drafter/CAD Operator IV		28.24
30081 - Engineering Technician I		15.89
30082 - Engineering Technician II		17.83
30083 - Engineering Technician III		19.95
30084 - Engineering Technician IV		27.17
30085 - Engineering Technician V		31.79
30086 - Engineering Technician VI		38.47
30090 - Environmental Technician		23.42
30095 - Evidence Control Specialist		25.50
30210 - Laboratory Technician		26.82
30221 - Latent Fingerprint Technician I		21.98
30222 - Latent Fingerprint Technician II		24.28
30240 - Mathematical Technician		25.50
30361 - Paralegal/Legal Assistant I		19.37
30362 - Paralegal/Legal Assistant II		24.00
30363 - Paralegal/Legal Assistant III		29.36
30364 - Paralegal/Legal Assistant IV		35.52
30375 - Petroleum Supply Specialist		31.19
30390 - Photo-Optics Technician		25.50
30395 - Radiation Control Technician		31.19
30461 - Technical Writer I		24.04
30462 - Technical Writer II		29.41
30463 - Technical Writer III		35.58
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		28.24
30502 - Weather Forecaster II		34.36
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.95
30621 - Weather Observer Senior	(see 2)	25.50
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		11.73
31030 - Bus Driver		16.20
31043 - Driver Courier		14.60
31260 - Parking and Lot Attendant		11.11
31290 - Shuttle Bus Driver		15.73

31310 - Taxi Driver	13.41
31361 - Truckdriver Light	15.73
31362 - Truckdriver Medium	17.32
31363 - Truckdriver Heavy	23.75
31364 - Truckdriver Tractor-Trailer	23.75
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.07
99050 - Desk Clerk	9.64
99095 - Embalmer	29.07
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.90
99252 - Laboratory Animal Caretaker II	13.89
99260 - Marketing Analyst	29.44
99310 - Mortician	29.07
99410 - Pest Controller	15.77
99510 - Photofinishing Worker	15.99
99710 - Recycling Laborer	17.15
99711 - Recycling Specialist	20.39
99730 - Refuse Collector	15.79
99810 - Sales Clerk	11.91
99820 - School Crossing Guard	11.59
99830 - Survey Party Chief	23.35
99831 - Surveying Aide	17.29
99832 - Surveying Technician	21.21
99840 - Vending Machine Attendant	17.47
99841 - Vending Machine Repairer	21.22
99842 - Vending Machine Repairer Helper	17.47

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 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.: 2015-4382
Revision No.: 13
Date Of Last Revision: 05/19/2020

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

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

State: North Carolina

Area: North Carolina Counties of Guilford Randolph Rockingham

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.96
01012 - Accounting Clerk II		16.80
01013 - Accounting Clerk III		18.80
01020 - Administrative Assistant		24.71
01035 - Court Reporter		19.34
01041 - Customer Service Representative I		13.63
01042 - Customer Service Representative II		15.33
01043 - Customer Service Representative III		16.72
01051 - Data Entry Operator I		14.68
01052 - Data Entry Operator II		16.02
01060 - Dispatcher Motor Vehicle		18.88
01070 - Document Preparation Clerk		14.02

01090 - Duplicating Machine Operator 14.02
01111 - General Clerk I 13.26
01112 - General Clerk II 14.47
01113 - General Clerk III 16.25
01120 - Housing Referral Assistant 21.82
01141 - Messenger Courier 13.67
01191 - Order Clerk I 15.01
01192 - Order Clerk II 16.37
01261 - Personnel Assistant (Employment) I 15.54
01262 - Personnel Assistant (Employment) II 19.34
01263 - Personnel Assistant (Employment) III 21.72
01270 - Production Control Clerk 19.60
01290 - Rental Clerk 15.12
01300 - Scheduler Maintenance 15.62
01311 - Secretary I 15.62
01312 - Secretary II 17.55
01313 - Secretary III 21.82
01320 - Service Order Dispatcher 16.42
01410 - Supply Technician 24.71
01420 - Survey Worker 17.55
01460 - Switchboard Operator/Receptionist 13.50
01531 - Travel Clerk I 12.55
01532 - Travel Clerk II 13.32
01533 - Travel Clerk III 14.05
01611 - Word Processor I 13.66
01612 - Word Processor II 15.62
01613 - Word Processor III 18.44
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 26.57
05010 - Automotive Electrician 20.10
05040 - Automotive Glass Installer 19.11
05070 - Automotive Worker 20.11
05110 - Mobile Equipment Servicer 16.93
05130 - Motor Equipment Metal Mechanic 22.36
05160 - Motor Equipment Metal Worker 20.11
05190 - Motor Vehicle Mechanic 20.56
05220 - Motor Vehicle Mechanic Helper 15.86
05250 - Motor Vehicle Upholstery Worker 18.96
05280 - Motor Vehicle Wrecker 20.11
05310 - Painter Automotive 20.57
05340 - Radiator Repair Specialist 20.11
05370 - Tire Repairer 12.73
05400 - Transmission Repair Specialist 22.36
07000 - Food Preparation And Service Occupations
07010 - Baker 11.06
07041 - Cook I 11.45
07042 - Cook II 12.95
07070 - Dishwasher 9.75
07130 - Food Service Worker 9.69
07210 - Meat Cutter 13.99

07260 - Waiter/Waitress	9.04
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.73
09040 - Furniture Handler	11.13
09080 - Furniture Refinisher	16.70
09090 - Furniture Refinisher Helper	12.94
09110 - Furniture Repairer Minor	14.71
09130 - Upholsterer	16.54
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.64
11060 - Elevator Operator	10.44
11090 - Gardener	16.75
11122 - Housekeeping Aide	10.44
11150 - Janitor	10.44
11210 - Laborer Grounds Maintenance	13.33
11240 - Maid or Houseman	9.05
11260 - Pruner	12.26
11270 - Tractor Operator	15.60
11330 - Trail Maintenance Worker	13.33
11360 - Window Cleaner	11.35
12000 - Health Occupations	
12010 - Ambulance Driver	16.01
12011 - Breath Alcohol Technician	18.36
12012 - Certified Occupational Therapist Assistant	34.65
12015 - Certified Physical Therapist Assistant	29.58
12020 - Dental Assistant	18.58
12025 - Dental Hygienist	33.55
12030 - EKG Technician	32.87
12035 - Electroneurodiagnostic Technologist	32.87
12040 - Emergency Medical Technician	16.01
12071 - Licensed Practical Nurse I	16.41
12072 - Licensed Practical Nurse II	18.36
12073 - Licensed Practical Nurse III	20.46
12100 - Medical Assistant	16.27
12130 - Medical Laboratory Technician	21.23
12160 - Medical Record Clerk	14.56
12190 - Medical Record Technician	16.29
12195 - Medical Transcriptionist	17.20
12210 - Nuclear Medicine Technologist	40.33
12221 - Nursing Assistant I	11.58
12222 - Nursing Assistant II	13.02
12223 - Nursing Assistant III	14.20
12224 - Nursing Assistant IV	15.94
12235 - Optical Dispenser	18.04
12236 - Optical Technician	16.41
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	15.70
12305 - Radiologic Technologist	28.30
12311 - Registered Nurse I	23.46
12312 - Registered Nurse II	28.72

12313 - Registered Nurse II Specialist		28.72
12314 - Registered Nurse III		34.75
12315 - Registered Nurse III Anesthetist		34.75
12316 - Registered Nurse IV		41.64
12317 - Scheduler (Drug and Alcohol Testing)		22.74
12320 - Substance Abuse Treatment Counselor		23.75
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.50
13012 - Exhibits Specialist II		21.67
13013 - Exhibits Specialist III		26.52
13041 - Illustrator I		17.64
13042 - Illustrator II		21.85
13043 - Illustrator III		26.72
13047 - Librarian		24.20
13050 - Library Aide/Clerk		13.93
13054 - Library Information Technology Systems Administrator		21.85
13058 - Library Technician		15.92
13061 - Media Specialist I		15.77
13062 - Media Specialist II		17.64
13063 - Media Specialist III		19.67
13071 - Photographer I		17.35
13072 - Photographer II		19.41
13073 - Photographer III		23.57
13074 - Photographer IV		29.41
13075 - Photographer V		35.58
13090 - Technical Order Library Clerk		17.50
13110 - Video Teleconference Technician		18.91
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.18
14042 - Computer Operator II		16.98
14043 - Computer Operator III		18.94
14044 - Computer Operator IV		21.10
14045 - Computer Operator V		23.31
14071 - Computer Programmer I	(see 1)	24.60
14072 - Computer Programmer II	(see 1)	25.89
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.18
14160 - Personal Computer Support Technician		21.10
14170 - System Support Specialist		27.52
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.01
15020 - Aircrew Training Devices Instructor (Rated)		37.51
15030 - Air Crew Training Devices Instructor (Pilot)		44.96
15050 - Computer Based Training Specialist / Instructor		31.01
15060 - Educational Technologist		28.01

15070 - Flight Instructor (Pilot) 44.96
15080 - Graphic Artist 22.23
15085 - Maintenance Test Pilot Fixed Jet/Prop 44.96
15086 - Maintenance Test Pilot Rotary Wing 44.96
15088 - Non-Maintenance Test/Co-Pilot 44.96
15090 - Technical Instructor 21.71
15095 - Technical Instructor/Course Developer 26.56
15110 - Test Proctor 17.53
15120 - Tutor 17.53
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.51
16030 - Counter Attendant 9.51
16040 - Dry Cleaner 11.20
16070 - Finisher Flatwork Machine 9.51
16090 - Presser Hand 9.51
16110 - Presser Machine Drycleaning 9.51
16130 - Presser Machine Shirts 9.51
16160 - Presser Machine Wearing Apparel Laundry 9.51
16190 - Sewing Machine Operator 11.71
16220 - Tailor 12.26
16250 - Washer Machine 10.08
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.10
19040 - Tool And Die Maker 25.88
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.63
21030 - Material Coordinator 19.60
21040 - Material Expediter 19.60
21050 - Material Handling Laborer 12.57
21071 - Order Filler 12.55
21080 - Production Line Worker (Food Processing) 15.63
21110 - Shipping Packer 14.85
21130 - Shipping/Receiving Clerk 14.85
21140 - Store Worker I 12.39
21150 - Stock Clerk 16.29
21210 - Tools And Parts Attendant 15.63
21410 - Warehouse Specialist 15.63
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.96
23019 - Aircraft Logs and Records Technician 21.03
23021 - Aircraft Mechanic I 24.68
23022 - Aircraft Mechanic II 25.96
23023 - Aircraft Mechanic III 27.15
23040 - Aircraft Mechanic Helper 18.38
23050 - Aircraft Painter 23.72
23060 - Aircraft Servicer 21.03
23070 - Aircraft Survival Flight Equipment Technician 23.72
23080 - Aircraft Worker 22.33
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.33

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.68
23110 - Appliance Mechanic 20.62
23120 - Bicycle Repairer 17.16
23125 - Cable Splicer 33.18
23130 - Carpenter Maintenance 17.36
23140 - Carpet Layer 18.81
23160 - Electrician Maintenance 21.73
23181 - Electronics Technician Maintenance I 22.82
23182 - Electronics Technician Maintenance II 24.09
23183 - Electronics Technician Maintenance III 25.53
23260 - Fabric Worker 22.00
23290 - Fire Alarm System Mechanic 20.31
23310 - Fire Extinguisher Repairer 17.16
23311 - Fuel Distribution System Mechanic 23.98
23312 - Fuel Distribution System Operator 18.93
23370 - General Maintenance Worker 18.51
23380 - Ground Support Equipment Mechanic 24.68
23381 - Ground Support Equipment Servicer 21.03
23382 - Ground Support Equipment Worker 22.33
23391 - Gunsmith I 17.16
23392 - Gunsmith II 19.41
23393 - Gunsmith III 21.78
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.51
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.57
23430 - Heavy Equipment Mechanic 22.83
23440 - Heavy Equipment Operator 19.07
23460 - Instrument Mechanic 21.64
23465 - Laboratory/Shelter Mechanic 20.62
23470 - Laborer 12.57
23510 - Locksmith 19.67
23530 - Machinery Maintenance Mechanic 23.14
23550 - Machinist Maintenance 19.58
23580 - Maintenance Trades Helper 13.80
23591 - Metrology Technician I 21.64
23592 - Metrology Technician II 22.77
23593 - Metrology Technician III 23.88
23640 - Millwright 21.12
23710 - Office Appliance Repairer 20.40
23760 - Painter Maintenance 16.01
23790 - Pipefitter Maintenance 23.06
23810 - Plumber Maintenance 21.83
23820 - Pneudraulic Systems Mechanic 21.78
23850 - Rigger 21.78
23870 - Scale Mechanic 19.41
23890 - Sheet-Metal Worker Maintenance 19.49
23910 - Small Engine Mechanic 17.08
23931 - Telecommunications Mechanic I 26.01

23932 - Telecommunications Mechanic II 27.35
23950 - Telephone Lineman 22.67
23960 - Welder Combination Maintenance 19.58
23965 - Well Driller 23.51
23970 - Woodcraft Worker 21.78
23980 - Woodworker 17.16
24000 - Personal Needs Occupations
24550 - Case Manager 16.58
24570 - Child Care Attendant 9.83
24580 - Child Care Center Clerk 13.20
24610 - Chore Aide 9.81
24620 - Family Readiness And Support Services Coordinator 16.58
24630 - Homemaker 16.58
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 21.78
25040 - Sewage Plant Operator 20.85
25070 - Stationary Engineer 21.78
25190 - Ventilation Equipment Tender 15.98
25210 - Water Treatment Plant Operator 20.85
27000 - Protective Service Occupations
27004 - Alarm Monitor 18.28
27007 - Baggage Inspector 12.72
27008 - Corrections Officer 18.59
27010 - Court Security Officer 19.14
27030 - Detection Dog Handler 14.61
27040 - Detention Officer 18.59
27070 - Firefighter 18.90
27101 - Guard I 12.72
27102 - Guard II 14.61
27131 - Police Officer I 21.65
27132 - Police Officer II 24.06
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 11.59
28042 - Carnival Equipment Repairer 12.44
28043 - Carnival Worker 9.11
28210 - Gate Attendant/Gate Tender 15.66
28310 - Lifeguard 11.34
28350 - Park Attendant (Aide) 17.52
28510 - Recreation Aide/Health Facility Attendant 12.78
28515 - Recreation Specialist 20.44
28630 - Sports Official 13.95
28690 - Swimming Pool Operator 16.23
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 19.41
29020 - Hatch Tender 19.41
29030 - Line Handler 19.41
29041 - Stevedore I 18.28
29042 - Stevedore II 20.62
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 38.78
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 26.74
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 29.45
30021 - Archeological Technician I 16.98
30022 - Archeological Technician II 19.00
30023 - Archeological Technician III 23.54
30030 - Cartographic Technician 23.54
30040 - Civil Engineering Technician 22.74
30051 - Cryogenic Technician I 26.07
30052 - Cryogenic Technician II 28.79
30061 - Drafter/CAD Operator I 16.98
30062 - Drafter/CAD Operator II 19.00
30063 - Drafter/CAD Operator III 21.18
30064 - Drafter/CAD Operator IV 26.07
30081 - Engineering Technician I 15.89
30082 - Engineering Technician II 17.83
30083 - Engineering Technician III 19.95
30084 - Engineering Technician IV 27.17
30085 - Engineering Technician V 31.79
30086 - Engineering Technician VI 38.47
30090 - Environmental Technician 21.29
30095 - Evidence Control Specialist 23.54
30210 - Laboratory Technician 24.96
30221 - Latent Fingerprint Technician I 21.82
30222 - Latent Fingerprint Technician II 24.10
30240 - Mathematical Technician 23.54
30361 - Paralegal/Legal Assistant I 19.37
30362 - Paralegal/Legal Assistant II 24.00
30363 - Paralegal/Legal Assistant III 29.36
30364 - Paralegal/Legal Assistant IV 35.52
30375 - Petroleum Supply Specialist 28.79
30390 - Photo-Optics Technician 23.54
30395 - Radiation Control Technician 28.79
30461 - Technical Writer I 22.87
30462 - Technical Writer II 27.98
30463 - Technical Writer III 33.85
30491 - Unexploded Ordnance (UXO) Technician I 24.65
30492 - Unexploded Ordnance (UXO) Technician II 29.82
30493 - Unexploded Ordnance (UXO) Technician III 35.74
30494 - Unexploded (UXO) Safety Escort 24.65
30495 - Unexploded (UXO) Sweep Personnel 24.65
30501 - Weather Forecaster I 26.07
30502 - Weather Forecaster II 31.70
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.18
30621 - Weather Observer Senior (see 2) 23.54
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 29.82
31020 - Bus Aide 10.66
31030 - Bus Driver 14.73

31043 - Driver Courier	14.46
31260 - Parking and Lot Attendant	10.87
31290 - Shuttle Bus Driver	15.53
31310 - Taxi Driver	12.19
31361 - Truckdriver Light	15.53
31362 - Truckdriver Medium	17.32
31363 - Truckdriver Heavy	23.75
31364 - Truckdriver Tractor-Trailer	23.75
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.54
99030 - Cashier	10.07
99050 - Desk Clerk	9.64
99095 - Embalmer	29.07
99130 - Flight Follower	24.65
99251 - Laboratory Animal Caretaker I	12.30
99252 - Laboratory Animal Caretaker II	13.22
99260 - Marketing Analyst	29.44
99310 - Mortician	29.07
99410 - Pest Controller	15.77
99510 - Photofinishing Worker	14.54
99710 - Recycling Laborer	16.18
99711 - Recycling Specialist	18.92
99730 - Refuse Collector	14.88
99810 - Sales Clerk	11.91
99820 - School Crossing Guard	10.54
99830 - Survey Party Chief	23.10
99831 - Surveying Aide	17.10
99832 - Surveying Technician	20.98
99840 - Vending Machine Attendant	17.47
99841 - Vending Machine Repairer	21.22
99842 - Vending Machine Repairer Helper	17.47

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

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 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.: 2015-4383
Revision No.: 14
Date Of Last Revision: 05/04/2021

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: North Carolina

Area: North Carolina County of Pitt

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.99
01012 - Accounting Clerk II		16.84
01013 - Accounting Clerk III		18.83
01020 - Administrative Assistant		24.26
01035 - Court Reporter		17.68
01041 - Customer Service Representative I		12.84
01042 - Customer Service Representative II		14.44
01043 - Customer Service Representative III		15.75
01051 - Data Entry Operator I		15.47
01052 - Data Entry Operator II		16.88
01060 - Dispatcher Motor Vehicle		20.25
01070 - Document Preparation Clerk		14.06
01090 - Duplicating Machine Operator		14.06
01111 - General Clerk I		13.03
01112 - General Clerk II		14.21

01113 - General Clerk III 15.95
01120 - Housing Referral Assistant 19.71
01141 - Messenger Courier 13.80
01191 - Order Clerk I 12.90
01192 - Order Clerk II 14.08
01261 - Personnel Assistant (Employment) I 16.61
01262 - Personnel Assistant (Employment) II 18.57
01263 - Personnel Assistant (Employment) III 20.70
01270 - Production Control Clerk 26.85
01290 - Rental Clerk 12.93
01300 - Scheduler Maintenance 15.80
01311 - Secretary I 15.80
01312 - Secretary II 17.68
01313 - Secretary III 19.71
01320 - Service Order Dispatcher 15.80
01410 - Supply Technician 24.26
01420 - Survey Worker 17.16
01460 - Switchboard Operator/Receptionist 13.84
01531 - Travel Clerk I 12.72
01532 - Travel Clerk II 13.59
01533 - Travel Clerk III 14.46
01611 - Word Processor I 14.08
01612 - Word Processor II 15.80
01613 - Word Processor III 17.68
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.58
05010 - Automotive Electrician 19.33
05040 - Automotive Glass Installer 17.76
05070 - Automotive Worker 17.76
05110 - Mobile Equipment Servicer 15.82
05130 - Motor Equipment Metal Mechanic 19.71
05160 - Motor Equipment Metal Worker 17.76
05190 - Motor Vehicle Mechanic 19.71
05220 - Motor Vehicle Mechanic Helper 14.83
05250 - Motor Vehicle Upholstery Worker 16.17
05280 - Motor Vehicle Wrecker 17.76
05310 - Painter Automotive 18.99
05340 - Radiator Repair Specialist 17.76
05370 - Tire Repairer 14.49
05400 - Transmission Repair Specialist 19.71
07000 - Food Preparation And Service Occupations
07010 - Baker 13.30
07041 - Cook I 12.70
07042 - Cook II 14.63
07070 - Dishwasher 9.33
07130 - Food Service Worker 11.66
07210 - Meat Cutter 15.70
07260 - Waiter/Waitress 9.39
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 21.38

09040 - Furniture Handler 13.33
09080 - Furniture Refinisher 21.38
09090 - Furniture Refinisher Helper 16.24
09110 - Furniture Repairer Minor 19.28
09130 - Upholsterer 21.38
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.62
11060 - Elevator Operator 11.94
11090 - Gardener 16.71
11122 - Housekeeping Aide 11.94
11150 - Janitor 11.94
11210 - Laborer Grounds Maintenance 12.34
11240 - Maid or Houseman 11.86
11260 - Pruner 10.97
11270 - Tractor Operator 15.17
11330 - Trail Maintenance Worker 12.34
11360 - Window Cleaner 13.43
12000 - Health Occupations
12010 - Ambulance Driver 19.54
12011 - Breath Alcohol Technician 19.73
12012 - Certified Occupational Therapist Assistant 31.83
12015 - Certified Physical Therapist Assistant 32.13
12020 - Dental Assistant 22.31
12025 - Dental Hygienist 30.23
12030 - EKG Technician 29.88
12035 - Electroneurodiagnostic Technologist 29.88
12040 - Emergency Medical Technician 19.54
12071 - Licensed Practical Nurse I 17.62
12072 - Licensed Practical Nurse II 19.73
12073 - Licensed Practical Nurse III 21.99
12100 - Medical Assistant 15.35
12130 - Medical Laboratory Technician 26.98
12160 - Medical Record Clerk 16.34
12190 - Medical Record Technician 19.79
12195 - Medical Transcriptionist 18.32
12210 - Nuclear Medicine Technologist 42.99
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 19.73
12236 - Optical Technician 17.62
12250 - Pharmacy Technician 17.03
12280 - Phlebotomist 15.58
12305 - Radiologic Technologist 27.75
12311 - Registered Nurse I 23.22
12312 - Registered Nurse II 28.40
12313 - Registered Nurse II Specialist 28.40
12314 - Registered Nurse III 34.36
12315 - Registered Nurse III Anesthetist 34.36

12316 - Registered Nurse IV		41.19
12317 - Scheduler (Drug and Alcohol Testing)		24.43
12320 - Substance Abuse Treatment Counselor		23.51
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.17
13012 - Exhibits Specialist II		23.74
13013 - Exhibits Specialist III		29.05
13041 - Illustrator I		19.17
13042 - Illustrator II		23.74
13043 - Illustrator III		29.05
13047 - Librarian		26.30
13050 - Library Aide/Clerk		12.45
13054 - Library Information Technology Systems Administrator		23.74
13058 - Library Technician		16.74
13061 - Media Specialist I		17.14
13062 - Media Specialist II		19.17
13063 - Media Specialist III		21.37
13071 - Photographer I		17.14
13072 - Photographer II		19.17
13073 - Photographer III		23.74
13074 - Photographer IV		28.85
13075 - Photographer V		34.90
13090 - Technical Order Library Clerk		15.74
13110 - Video Teleconference Technician		17.14
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.20
14042 - Computer Operator II		15.88
14043 - Computer Operator III		18.75
14044 - Computer Operator IV		19.68
14045 - Computer Operator V		21.79
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		14.20
14160 - Personal Computer Support Technician		19.68
14170 - System Support Specialist		25.69
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.58
15020 - Aircrew Training Devices Instructor (Rated)		36.99
15030 - Air Crew Training Devices Instructor (Pilot)		41.77
15050 - Computer Based Training Specialist / Instructor		30.58
15060 - Educational Technologist		28.71
15070 - Flight Instructor (Pilot)		41.77
15080 - Graphic Artist		22.41
15085 - Maintenance Test Pilot Fixed Jet/Prop		39.73

15086 - Maintenance Test Pilot Rotary Wing 39.73
15088 - Non-Maintenance Test/Co-Pilot 39.73
15090 - Technical Instructor 21.73
15095 - Technical Instructor/Course Developer 26.59
15110 - Test Proctor 17.55
15120 - Tutor 17.55
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.39
16030 - Counter Attendant 9.39
16040 - Dry Cleaner 11.69
16070 - Finisher Flatwork Machine 9.39
16090 - Presser Hand 9.39
16110 - Presser Machine Drycleaning 9.39
16130 - Presser Machine Shirts 9.39
16160 - Presser Machine Wearing Apparel Laundry 9.39
16190 - Sewing Machine Operator 12.47
16220 - Tailor 13.27
16250 - Washer Machine 10.13
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.88
19040 - Tool And Die Maker 26.82
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 13.86
21030 - Material Coordinator 26.85
21040 - Material Expediter 26.85
21050 - Material Handling Laborer 12.28
21071 - Order Filler 12.21
21080 - Production Line Worker (Food Processing) 13.86
21110 - Shipping Packer 15.22
21130 - Shipping/Receiving Clerk 15.22
21140 - Store Worker I 12.92
21150 - Stock Clerk 18.37
21210 - Tools And Parts Attendant 13.86
21410 - Warehouse Specialist 13.86
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.40
23019 - Aircraft Logs and Records Technician 19.16
23021 - Aircraft Mechanic I 23.13
23022 - Aircraft Mechanic II 24.40
23023 - Aircraft Mechanic III 25.64
23040 - Aircraft Mechanic Helper 16.13
23050 - Aircraft Painter 21.88
23060 - Aircraft Servicer 19.16
23070 - Aircraft Survival Flight Equipment Technician 21.88
23080 - Aircraft Worker 20.47
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.47
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.13
23110 - Appliance Mechanic 21.88

23120 - Bicycle Repairer 17.77
23125 - Cable Splicer 25.98
23130 - Carpenter Maintenance 17.23
23140 - Carpet Layer 20.47
23160 - Electrician Maintenance 21.81
23181 - Electronics Technician Maintenance I 20.99
23182 - Electronics Technician Maintenance II 22.91
23183 - Electronics Technician Maintenance III 24.22
23260 - Fabric Worker 19.16
23290 - Fire Alarm System Mechanic 23.13
23310 - Fire Extinguisher Repairer 17.77
23311 - Fuel Distribution System Mechanic 22.60
23312 - Fuel Distribution System Operator 17.37
23370 - General Maintenance Worker 18.45
23380 - Ground Support Equipment Mechanic 23.13
23381 - Ground Support Equipment Servicer 19.16
23382 - Ground Support Equipment Worker 20.47
23391 - Gunsmith I 17.77
23392 - Gunsmith II 20.47
23393 - Gunsmith III 23.13
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.34
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.52
23430 - Heavy Equipment Mechanic 27.55
23440 - Heavy Equipment Operator 20.94
23460 - Instrument Mechanic 23.13
23465 - Laboratory/Shelter Mechanic 21.88
23470 - Laborer 12.28
23510 - Locksmith 21.88
23530 - Machinery Maintenance Mechanic 31.52
23550 - Machinist Maintenance 22.13
23580 - Maintenance Trades Helper 15.53
23591 - Metrology Technician I 23.13
23592 - Metrology Technician II 24.40
23593 - Metrology Technician III 25.64
23640 - Millwright 24.86
23710 - Office Appliance Repairer 24.05
23760 - Painter Maintenance 18.19
23790 - Pipefitter Maintenance 24.64
23810 - Plumber Maintenance 23.31
23820 - Pneudraulic Systems Mechanic 23.13
23850 - Rigger 23.13
23870 - Scale Mechanic 20.47
23890 - Sheet-Metal Worker Maintenance 23.13
23910 - Small Engine Mechanic 20.47
23931 - Telecommunications Mechanic I 23.46
23932 - Telecommunications Mechanic II 24.76
23950 - Telephone Lineman 23.13
23960 - Welder Combination Maintenance 22.81

23965 - Well Driller	23.13
23970 - Woodcraft Worker	23.13
23980 - Woodworker	17.77
24000 - Personal Needs Occupations	
24550 - Case Manager	15.65
24570 - Child Care Attendant	11.68
24580 - Child Care Center Clerk	14.58
24610 - Chore Aide	10.86
24620 - Family Readiness And Support Services Coordinator	15.65
24630 - Homemaker	16.20
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.13
25040 - Sewage Plant Operator	25.99
25070 - Stationary Engineer	23.13
25190 - Ventilation Equipment Tender	16.13
25210 - Water Treatment Plant Operator	25.99
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.98
27007 - Baggage Inspector	14.03
27008 - Corrections Officer	16.93
27010 - Court Security Officer	18.00
27030 - Detection Dog Handler	15.70
27040 - Detention Officer	16.93
27070 - Firefighter	15.88
27101 - Guard I	14.03
27102 - Guard II	15.70
27131 - Police Officer I	22.02
27132 - Police Officer II	24.46
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.91
28042 - Carnival Equipment Repairer	14.23
28043 - Carnival Worker	9.34
28210 - Gate Attendant/Gate Tender	16.94
28310 - Lifeguard	15.09
28350 - Park Attendant (Aide)	18.95
28510 - Recreation Aide/Health Facility Attendant	13.95
28515 - Recreation Specialist	19.95
28630 - Sports Official	15.09
28690 - Swimming Pool Operator	18.94
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.21
29020 - Hatch Tender	24.21
29030 - Line Handler	24.21
29041 - Stevedore I	22.65
29042 - Stevedore II	25.87
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		17.15
30022 - Archeological Technician II		19.19
30023 - Archeological Technician III		23.77
30030 - Cartographic Technician		23.77
30040 - Civil Engineering Technician		25.60
30051 - Cryogenic Technician I		26.33
30052 - Cryogenic Technician II		29.08
30061 - Drafter/CAD Operator I		17.15
30062 - Drafter/CAD Operator II		19.19
30063 - Drafter/CAD Operator III		21.40
30064 - Drafter/CAD Operator IV		26.33
30081 - Engineering Technician I		15.28
30082 - Engineering Technician II		17.15
30083 - Engineering Technician III		19.19
30084 - Engineering Technician IV		23.77
30085 - Engineering Technician V		29.08
30086 - Engineering Technician VI		35.19
30090 - Environmental Technician		23.77
30095 - Evidence Control Specialist		23.77
30210 - Laboratory Technician		22.43
30221 - Latent Fingerprint Technician I		26.33
30222 - Latent Fingerprint Technician II		29.08
30240 - Mathematical Technician		23.77
30361 - Paralegal/Legal Assistant I		19.12
30362 - Paralegal/Legal Assistant II		23.68
30363 - Paralegal/Legal Assistant III		28.97
30364 - Paralegal/Legal Assistant IV		35.05
30375 - Petroleum Supply Specialist		29.08
30390 - Photo-Optics Technician		23.77
30395 - Radiation Control Technician		29.08
30461 - Technical Writer I		23.77
30462 - Technical Writer II		29.08
30463 - Technical Writer III		35.19
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		26.33
30502 - Weather Forecaster II		32.03
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.40
30621 - Weather Observer Senior	(see 2)	23.77
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		12.70
31030 - Bus Driver		18.54
31043 - Driver Courier		14.33
31260 - Parking and Lot Attendant		11.75
31290 - Shuttle Bus Driver		14.74

31310 - Taxi Driver	13.06
31361 - Truckdriver Light	15.79
31362 - Truckdriver Medium	17.02
31363 - Truckdriver Heavy	18.06
31364 - Truckdriver Tractor-Trailer	18.06
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	9.73
99050 - Desk Clerk	9.83
99095 - Embalmer	25.60
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	12.19
99252 - Laboratory Animal Caretaker II	13.40
99260 - Marketing Analyst	30.58
99310 - Mortician	25.60
99410 - Pest Controller	14.96
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	19.58
99711 - Recycling Specialist	24.06
99730 - Refuse Collector	17.40
99810 - Sales Clerk	11.08
99820 - School Crossing Guard	14.64
99830 - Survey Party Chief	22.95
99831 - Surveying Aide	13.59
99832 - Surveying Technician	18.62
99840 - Vending Machine Attendant	20.24
99841 - Vending Machine Repairer	25.69
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: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

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

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

paid sick 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.: 2015-4384
Revision No.: 13
Date Of Last Revision: 05/19/2020

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

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

State: North Carolina

Area: North Carolina County of Pitt

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		22.89
01035 - Court Reporter		17.07
01041 - Customer Service Representative I		11.67
01042 - Customer Service Representative II		13.13
01043 - Customer Service Representative III		14.32
01051 - Data Entry Operator I		13.64
01052 - Data Entry Operator II		14.88
01060 - Dispatcher Motor Vehicle		20.25
01070 - Document Preparation Clerk		12.75

01090 - Duplicating Machine Operator 12.75
01111 - General Clerk I 12.36
01112 - General Clerk II 13.48
01113 - General Clerk III 15.14
01120 - Housing Referral Assistant 19.02
01141 - Messenger Courier 12.62
01191 - Order Clerk I 12.45
01192 - Order Clerk II 13.59
01261 - Personnel Assistant (Employment) I 15.21
01262 - Personnel Assistant (Employment) II 17.01
01263 - Personnel Assistant (Employment) III 18.96
01270 - Production Control Clerk 22.19
01290 - Rental Clerk 11.75
01300 - Scheduler Maintenance 15.25
01311 - Secretary I 15.25
01312 - Secretary II 17.07
01313 - Secretary III 19.02
01320 - Service Order Dispatcher 15.36
01410 - Supply Technician 22.89
01420 - Survey Worker 15.60
01460 - Switchboard Operator/Receptionist 13.22
01531 - Travel Clerk I 11.72
01532 - Travel Clerk II 12.53
01533 - Travel Clerk III 13.38
01611 - Word Processor I 13.59
01612 - Word Processor II 15.25
01613 - Word Processor III 17.07
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.71
05010 - Automotive Electrician 19.33
05040 - Automotive Glass Installer 17.76
05070 - Automotive Worker 17.76
05110 - Mobile Equipment Servicer 15.82
05130 - Motor Equipment Metal Mechanic 19.71
05160 - Motor Equipment Metal Worker 17.76
05190 - Motor Vehicle Mechanic 19.71
05220 - Motor Vehicle Mechanic Helper 14.83
05250 - Motor Vehicle Upholstery Worker 16.17
05280 - Motor Vehicle Wrecker 17.76
05310 - Painter Automotive 18.99
05340 - Radiator Repair Specialist 17.76
05370 - Tire Repairer 12.85
05400 - Transmission Repair Specialist 19.71
07000 - Food Preparation And Service Occupations
07010 - Baker 13.08
07041 - Cook I 11.65
07042 - Cook II 13.42
07070 - Dishwasher 9.16
07130 - Food Service Worker 10.60
07210 - Meat Cutter 15.08

07260 - Waiter/Waitress	9.32
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.38
09040 - Furniture Handler	13.33
09080 - Furniture Refinisher	21.38
09090 - Furniture Refinisher Helper	16.24
09110 - Furniture Repairer Minor	19.28
09130 - Upholsterer	21.38
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.88
11060 - Elevator Operator	11.94
11090 - Gardener	14.67
11122 - Housekeeping Aide	11.94
11150 - Janitor	11.94
11210 - Laborer Grounds Maintenance	10.94
11240 - Maid or Houseman	10.96
11260 - Pruner	9.81
11270 - Tractor Operator	13.33
11330 - Trail Maintenance Worker	10.94
11360 - Window Cleaner	13.43
12000 - Health Occupations	
12010 - Ambulance Driver	17.79
12011 - Breath Alcohol Technician	19.03
12012 - Certified Occupational Therapist Assistant	29.23
12015 - Certified Physical Therapist Assistant	30.08
12020 - Dental Assistant	20.24
12025 - Dental Hygienist	30.23
12030 - EKG Technician	29.65
12035 - Electroneurodiagnostic Technologist	29.65
12040 - Emergency Medical Technician	17.79
12071 - Licensed Practical Nurse I	17.49
12072 - Licensed Practical Nurse II	19.57
12073 - Licensed Practical Nurse III	21.81
12100 - Medical Assistant	14.03
12130 - Medical Laboratory Technician	22.30
12160 - Medical Record Clerk	16.08
12190 - Medical Record Technician	17.99
12195 - Medical Transcriptionist	17.49
12210 - Nuclear Medicine Technologist	42.99
12221 - Nursing Assistant I	11.18
12222 - Nursing Assistant II	12.57
12223 - Nursing Assistant III	13.71
12224 - Nursing Assistant IV	15.40
12235 - Optical Dispenser	19.57
12236 - Optical Technician	17.49
12250 - Pharmacy Technician	17.03
12280 - Phlebotomist	13.97
12305 - Radiologic Technologist	26.75
12311 - Registered Nurse I	23.22
12312 - Registered Nurse II	28.40

12313 - Registered Nurse II Specialist		28.40
12314 - Registered Nurse III		34.36
12315 - Registered Nurse III Anesthetist		34.36
12316 - Registered Nurse IV		41.19
12317 - Scheduler (Drug and Alcohol Testing)		24.24
12320 - Substance Abuse Treatment Counselor		22.00
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.17
13012 - Exhibits Specialist II		23.74
13013 - Exhibits Specialist III		29.05
13041 - Illustrator I		19.17
13042 - Illustrator II		23.74
13043 - Illustrator III		29.05
13047 - Librarian		26.30
13050 - Library Aide/Clerk		12.45
13054 - Library Information Technology Systems Administrator		23.74
13058 - Library Technician		15.22
13061 - Media Specialist I		17.14
13062 - Media Specialist II		19.17
13063 - Media Specialist III		21.37
13071 - Photographer I		17.14
13072 - Photographer II		19.17
13073 - Photographer III		23.74
13074 - Photographer IV		28.85
13075 - Photographer V		34.90
13090 - Technical Order Library Clerk		15.74
13110 - Video Teleconference Technician		17.14
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.20
14042 - Computer Operator II		15.88
14043 - Computer Operator III		18.75
14044 - Computer Operator IV		19.68
14045 - Computer Operator V		21.79
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		14.20
14160 - Personal Computer Support Technician		19.68
14170 - System Support Specialist		25.69
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.58
15020 - Aircrew Training Devices Instructor (Rated)		36.99
15030 - Air Crew Training Devices Instructor (Pilot)		41.77
15050 - Computer Based Training Specialist / Instructor		30.58
15060 - Educational Technologist		28.71

15070 - Flight Instructor (Pilot) 41.77
15080 - Graphic Artist 22.41
15085 - Maintenance Test Pilot Fixed Jet/Prop 39.73
15086 - Maintenance Test Pilot Rotary Wing 39.73
15088 - Non-Maintenance Test/Co-Pilot 39.73
15090 - Technical Instructor 19.75
15095 - Technical Instructor/Course Developer 24.17
15110 - Test Proctor 15.95
15120 - Tutor 15.95
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.11
16030 - Counter Attendant 9.11
16040 - Dry Cleaner 11.33
16070 - Finisher Flatwork Machine 9.11
16090 - Presser Hand 9.11
16110 - Presser Machine Drycleaning 9.11
16130 - Presser Machine Shirts 9.11
16160 - Presser Machine Wearing Apparel Laundry 9.11
16190 - Sewing Machine Operator 12.08
16220 - Tailor 12.86
16250 - Washer Machine 9.82
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.38
19040 - Tool And Die Maker 26.21
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 13.70
21030 - Material Coordinator 22.19
21040 - Material Expediter 22.19
21050 - Material Handling Laborer 11.58
21071 - Order Filler 11.21
21080 - Production Line Worker (Food Processing) 13.70
21110 - Shipping Packer 15.22
21130 - Shipping/Receiving Clerk 15.22
21140 - Store Worker I 12.56
21150 - Stock Clerk 17.80
21210 - Tools And Parts Attendant 13.70
21410 - Warehouse Specialist 13.70
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.85
23019 - Aircraft Logs and Records Technician 18.72
23021 - Aircraft Mechanic I 22.60
23022 - Aircraft Mechanic II 23.85
23023 - Aircraft Mechanic III 25.05
23040 - Aircraft Mechanic Helper 15.77
23050 - Aircraft Painter 21.38
23060 - Aircraft Servicer 18.72
23070 - Aircraft Survival Flight Equipment Technician 21.38
23080 - Aircraft Worker 20.01
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.01

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.60
23110 - Appliance Mechanic 21.38
23120 - Bicycle Repairer 17.37
23125 - Cable Splicer 25.98
23130 - Carpenter Maintenance 17.05
23140 - Carpet Layer 20.01
23160 - Electrician Maintenance 21.81
23181 - Electronics Technician Maintenance I 20.99
23182 - Electronics Technician Maintenance II 22.91
23183 - Electronics Technician Maintenance III 24.22
23260 - Fabric Worker 18.72
23290 - Fire Alarm System Mechanic 22.14
23310 - Fire Extinguisher Repairer 17.37
23311 - Fuel Distribution System Mechanic 22.60
23312 - Fuel Distribution System Operator 17.37
23370 - General Maintenance Worker 17.10
23380 - Ground Support Equipment Mechanic 22.60
23381 - Ground Support Equipment Servicer 18.72
23382 - Ground Support Equipment Worker 20.01
23391 - Gunsmith I 17.37
23392 - Gunsmith II 20.01
23393 - Gunsmith III 22.60
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.34
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.52
23430 - Heavy Equipment Mechanic 24.48
23440 - Heavy Equipment Operator 20.94
23460 - Instrument Mechanic 22.60
23465 - Laboratory/Shelter Mechanic 21.38
23470 - Laborer 11.58
23510 - Locksmith 21.38
23530 - Machinery Maintenance Mechanic 26.77
23550 - Machinist Maintenance 22.08
23580 - Maintenance Trades Helper 14.12
23591 - Metrology Technician I 22.60
23592 - Metrology Technician II 23.85
23593 - Metrology Technician III 25.05
23640 - Millwright 22.60
23710 - Office Appliance Repairer 21.73
23760 - Painter Maintenance 17.05
23790 - Pipefitter Maintenance 23.85
23810 - Plumber Maintenance 22.56
23820 - Pneudraulic Systems Mechanic 22.60
23850 - Rigger 22.60
23870 - Scale Mechanic 20.01
23890 - Sheet-Metal Worker Maintenance 20.24
23910 - Small Engine Mechanic 20.01
23931 - Telecommunications Mechanic I 23.46

23932 - Telecommunications Mechanic II	24.76
23950 - Telephone Lineman	22.60
23960 - Welder Combination Maintenance	22.36
23965 - Well Driller	22.60
23970 - Woodcraft Worker	22.60
23980 - Woodworker	17.37
24000 - Personal Needs Occupations	
24550 - Case Manager	14.39
24570 - Child Care Attendant	11.68
24580 - Child Care Center Clerk	14.58
24610 - Chore Aide	9.98
24620 - Family Readiness And Support Services Coordinator	14.39
24630 - Homemaker	16.20
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.60
25040 - Sewage Plant Operator	23.14
25070 - Stationary Engineer	22.60
25190 - Ventilation Equipment Tender	15.77
25210 - Water Treatment Plant Operator	23.14
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.98
27007 - Baggage Inspector	13.43
27008 - Corrections Officer	16.93
27010 - Court Security Officer	18.00
27030 - Detection Dog Handler	15.35
27040 - Detention Officer	16.93
27070 - Firefighter	15.64
27101 - Guard I	13.43
27102 - Guard II	15.35
27131 - Police Officer I	20.86
27132 - Police Officer II	23.18
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.28
28042 - Carnival Equipment Repairer	13.53
28043 - Carnival Worker	8.94
28210 - Gate Attendant/Gate Tender	16.94
28310 - Lifeguard	15.09
28350 - Park Attendant (Aide)	18.95
28510 - Recreation Aide/Health Facility Attendant	13.95
28515 - Recreation Specialist	19.95
28630 - Sports Official	15.09
28690 - Swimming Pool Operator	18.94
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.01
29020 - Hatch Tender	20.01
29030 - Line Handler	20.01
29041 - Stevedore I	18.72
29042 - Stevedore II	21.38
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 38.78
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 26.74
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 29.45
30021 - Archeological Technician I 16.85
30022 - Archeological Technician II 18.98
30023 - Archeological Technician III 23.35
30030 - Cartographic Technician 23.35
30040 - Civil Engineering Technician 22.63
30051 - Cryogenic Technician I 25.86
30052 - Cryogenic Technician II 28.56
30061 - Drafter/CAD Operator I 16.85
30062 - Drafter/CAD Operator II 18.85
30063 - Drafter/CAD Operator III 21.01
30064 - Drafter/CAD Operator IV 25.86
30081 - Engineering Technician I 15.00
30082 - Engineering Technician II 16.85
30083 - Engineering Technician III 18.85
30084 - Engineering Technician IV 23.35
30085 - Engineering Technician V 28.56
30086 - Engineering Technician VI 34.55
30090 - Environmental Technician 23.35
30095 - Evidence Control Specialist 23.35
30210 - Laboratory Technician 22.43
30221 - Latent Fingerprint Technician I 25.86
30222 - Latent Fingerprint Technician II 28.56
30240 - Mathematical Technician 23.35
30361 - Paralegal/Legal Assistant I 19.12
30362 - Paralegal/Legal Assistant II 23.68
30363 - Paralegal/Legal Assistant III 28.97
30364 - Paralegal/Legal Assistant IV 35.05
30375 - Petroleum Supply Specialist 28.56
30390 - Photo-Optics Technician 23.35
30395 - Radiation Control Technician 28.56
30461 - Technical Writer I 23.35
30462 - Technical Writer II 28.56
30463 - Technical Writer III 34.55
30491 - Unexploded Ordnance (UXO) Technician I 24.65
30492 - Unexploded Ordnance (UXO) Technician II 29.82
30493 - Unexploded Ordnance (UXO) Technician III 35.74
30494 - Unexploded (UXO) Safety Escort 24.65
30495 - Unexploded (UXO) Sweep Personnel 24.65
30501 - Weather Forecaster I 25.86
30502 - Weather Forecaster II 31.44
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.01
30621 - Weather Observer Senior (see 2) 23.35
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 29.82
31020 - Bus Aide 11.52
31030 - Bus Driver 16.70

31043 - Driver Courier	12.11
31260 - Parking and Lot Attendant	10.68
31290 - Shuttle Bus Driver	13.34
31310 - Taxi Driver	10.79
31361 - Truckdriver Light	13.34
31362 - Truckdriver Medium	14.80
31363 - Truckdriver Heavy	16.27
31364 - Truckdriver Tractor-Trailer	16.27
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.54
99030 - Cashier	9.42
99050 - Desk Clerk	9.83
99095 - Embalmer	24.65
99130 - Flight Follower	24.65
99251 - Laboratory Animal Caretaker I	12.19
99252 - Laboratory Animal Caretaker II	13.40
99260 - Marketing Analyst	26.80
99310 - Mortician	24.65
99410 - Pest Controller	14.96
99510 - Photofinishing Worker	12.95
99710 - Recycling Laborer	18.35
99711 - Recycling Specialist	22.34
99730 - Refuse Collector	16.31
99810 - Sales Clerk	11.08
99820 - School Crossing Guard	14.23
99830 - Survey Party Chief	22.95
99831 - Surveying Aide	13.59
99832 - Surveying Technician	18.62
99840 - Vending Machine Attendant	19.61
99841 - Vending Machine Repairer	24.06
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 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.: 2015-4385
Revision No.: 15
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Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: North Carolina

Area: North Carolina Counties of Burke Caldwell

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.38
01012 - Accounting Clerk II		16.15
01013 - Accounting Clerk III		18.06
01020 - Administrative Assistant		25.20
01035 - Court Reporter		17.56
01041 - Customer Service Representative I		12.60
01042 - Customer Service Representative II		13.75
01043 - Customer Service Representative III		15.45
01051 - Data Entry Operator I		12.96
01052 - Data Entry Operator II		14.14
01060 - Dispatcher Motor Vehicle		21.82
01070 - Document Preparation Clerk		13.98
01090 - Duplicating Machine Operator		13.98
01111 - General Clerk I		13.70
01112 - General Clerk II		14.94

01113 - General Clerk III	16.77
01120 - Housing Referral Assistant	19.57
01141 - Messenger Courier	12.55
01191 - Order Clerk I	16.13
01192 - Order Clerk II	17.59
01261 - Personnel Assistant (Employment) I	15.90
01262 - Personnel Assistant (Employment) II	17.79
01263 - Personnel Assistant (Employment) III	19.82
01270 - Production Control Clerk	19.41
01290 - Rental Clerk	12.69
01300 - Scheduler Maintenance	15.70
01311 - Secretary I	15.70
01312 - Secretary II	17.56
01313 - Secretary III	19.57
01320 - Service Order Dispatcher	19.50
01410 - Supply Technician	25.20
01420 - Survey Worker	17.56
01460 - Switchboard Operator/Receptionist	13.96
01531 - Travel Clerk I	13.75
01532 - Travel Clerk II	14.64
01533 - Travel Clerk III	15.61
01611 - Word Processor I	13.98
01612 - Word Processor II	15.70
01613 - Word Processor III	17.56
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	25.15
05010 - Automotive Electrician	18.23
05040 - Automotive Glass Installer	17.25
05070 - Automotive Worker	17.25
05110 - Mobile Equipment Servicer	15.36
05130 - Motor Equipment Metal Mechanic	19.30
05160 - Motor Equipment Metal Worker	17.25
05190 - Motor Vehicle Mechanic	19.30
05220 - Motor Vehicle Mechanic Helper	14.43
05250 - Motor Vehicle Upholstery Worker	16.32
05280 - Motor Vehicle Wrecker	17.25
05310 - Painter Automotive	18.23
05340 - Radiator Repair Specialist	17.25
05370 - Tire Repairer	15.47
05400 - Transmission Repair Specialist	19.30
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.47
07041 - Cook I	12.08
07042 - Cook II	12.96
07070 - Dishwasher	9.53
07130 - Food Service Worker	10.86
07210 - Meat Cutter	17.40
07260 - Waiter/Waitress	9.68
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.90

09040 - Furniture Handler 11.90
09080 - Furniture Refinisher 16.93
09090 - Furniture Refinisher Helper 13.48
09110 - Furniture Repairer Minor 15.22
09130 - Upholsterer 22.10
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.28
11060 - Elevator Operator 12.28
11090 - Gardener 17.86
11122 - Housekeeping Aide 11.56
11150 - Janitor 11.56
11210 - Laborer Grounds Maintenance 14.09
11240 - Maid or Houseman 9.78
11260 - Pruner 12.94
11270 - Tractor Operator 16.68
11330 - Trail Maintenance Worker 14.09
11360 - Window Cleaner 12.58
12000 - Health Occupations
12010 - Ambulance Driver 17.29
12011 - Breath Alcohol Technician 20.26
12012 - Certified Occupational Therapist Assistant 30.48
12015 - Certified Physical Therapist Assistant 30.46
12020 - Dental Assistant 17.70
12025 - Dental Hygienist 34.10
12030 - EKG Technician 32.97
12035 - Electroneurodiagnostic Technologist 32.97
12040 - Emergency Medical Technician 17.29
12071 - Licensed Practical Nurse I 18.10
12072 - Licensed Practical Nurse II 20.26
12073 - Licensed Practical Nurse III 22.58
12100 - Medical Assistant 15.87
12130 - Medical Laboratory Technician 23.61
12160 - Medical Record Clerk 15.07
12190 - Medical Record Technician 17.47
12195 - Medical Transcriptionist 18.10
12210 - Nuclear Medicine Technologist 44.51
12221 - Nursing Assistant I 12.31
12222 - Nursing Assistant II 13.83
12223 - Nursing Assistant III 15.09
12224 - Nursing Assistant IV 16.96
12235 - Optical Dispenser 19.78
12236 - Optical Technician 18.10
12250 - Pharmacy Technician 16.16
12280 - Phlebotomist 14.53
12305 - Radiologic Technologist 26.74
12311 - Registered Nurse I 24.24
12312 - Registered Nurse II 29.65
12313 - Registered Nurse II Specialist 29.65
12314 - Registered Nurse III 35.88
12315 - Registered Nurse III Anesthetist 35.88

12316 - Registered Nurse IV		43.00
12317 - Scheduler (Drug and Alcohol Testing)		25.09
12320 - Substance Abuse Treatment Counselor		23.22
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.09
13012 - Exhibits Specialist II		23.65
13013 - Exhibits Specialist III		28.93
13041 - Illustrator I		19.09
13042 - Illustrator II		23.65
13043 - Illustrator III		28.93
13047 - Librarian		26.19
13050 - Library Aide/Clerk		13.28
13054 - Library Information Technology Systems Administrator		23.65
13058 - Library Technician		15.62
13061 - Media Specialist I		17.07
13062 - Media Specialist II		19.09
13063 - Media Specialist III		21.28
13071 - Photographer I		17.40
13072 - Photographer II		19.47
13073 - Photographer III		24.12
13074 - Photographer IV		29.52
13075 - Photographer V		35.71
13090 - Technical Order Library Clerk		16.68
13110 - Video Teleconference Technician		17.21
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.56
14042 - Computer Operator II		17.41
14043 - Computer Operator III		19.42
14044 - Computer Operator IV		21.57
14045 - Computer Operator V		23.88
14071 - Computer Programmer I	(see 1)	20.56
14072 - Computer Programmer II	(see 1)	26.05
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.56
14160 - Personal Computer Support Technician		27.43
14170 - System Support Specialist		23.88
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.86
15020 - Aircrew Training Devices Instructor (Rated)		34.45
15030 - Air Crew Training Devices Instructor (Pilot)		40.44
15050 - Computer Based Training Specialist / Instructor		27.86
15060 - Educational Technologist		26.41
15070 - Flight Instructor (Pilot)		40.44
15080 - Graphic Artist		20.33
15085 - Maintenance Test Pilot Fixed Jet/Prop		40.11

15086 - Maintenance Test Pilot Rotary Wing 40.11
15088 - Non-Maintenance Test/Co-Pilot 40.11
15090 - Technical Instructor 22.28
15095 - Technical Instructor/Course Developer 27.25
15110 - Test Proctor 17.99
15120 - Tutor 17.99
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.06
16030 - Counter Attendant 10.06
16040 - Dry Cleaner 12.48
16070 - Finisher Flatwork Machine 10.06
16090 - Presser Hand 10.06
16110 - Presser Machine Drycleaning 10.06
16130 - Presser Machine Shirts 10.06
16160 - Presser Machine Wearing Apparel Laundry 10.06
16190 - Sewing Machine Operator 13.25
16220 - Tailor 13.98
16250 - Washer Machine 10.82
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.70
19040 - Tool And Die Maker 24.14
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.17
21030 - Material Coordinator 19.41
21040 - Material Expediter 19.41
21050 - Material Handling Laborer 14.82
21071 - Order Filler 12.91
21080 - Production Line Worker (Food Processing) 17.17
21110 - Shipping Packer 15.94
21130 - Shipping/Receiving Clerk 15.94
21140 - Store Worker I 12.53
21150 - Stock Clerk 16.34
21210 - Tools And Parts Attendant 17.17
21410 - Warehouse Specialist 17.17
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.44
23019 - Aircraft Logs and Records Technician 18.81
23021 - Aircraft Mechanic I 22.24
23022 - Aircraft Mechanic II 23.44
23023 - Aircraft Mechanic III 24.63
23040 - Aircraft Mechanic Helper 16.54
23050 - Aircraft Painter 21.01
23060 - Aircraft Servicer 18.81
23070 - Aircraft Survival Flight Equipment Technician 21.01
23080 - Aircraft Worker 19.88
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 19.88
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.24
23110 - Appliance Mechanic 19.26

23120 - Bicycle Repairer	17.70
23125 - Cable Splicer	31.85
23130 - Carpenter Maintenance	17.01
23140 - Carpet Layer	19.88
23160 - Electrician Maintenance	21.82
23181 - Electronics Technician Maintenance I	22.87
23182 - Electronics Technician Maintenance II	24.18
23183 - Electronics Technician Maintenance III	25.60
23260 - Fabric Worker	23.24
23290 - Fire Alarm System Mechanic	22.24
23310 - Fire Extinguisher Repairer	17.70
23311 - Fuel Distribution System Mechanic	22.48
23312 - Fuel Distribution System Operator	17.89
23370 - General Maintenance Worker	18.80
23380 - Ground Support Equipment Mechanic	22.24
23381 - Ground Support Equipment Servicer	18.81
23382 - Ground Support Equipment Worker	19.88
23391 - Gunsmith I	17.70
23392 - Gunsmith II	19.88
23393 - Gunsmith III	22.24
23410 - Heating Ventilation And Air-Conditioning Mechanic	20.75
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	21.87
23430 - Heavy Equipment Mechanic	25.76
23440 - Heavy Equipment Operator	20.36
23460 - Instrument Mechanic	22.24
23465 - Laboratory/Shelter Mechanic	21.01
23470 - Laborer	14.82
23510 - Locksmith	21.01
23530 - Machinery Maintenance Mechanic	23.16
23550 - Machinist Maintenance	20.47
23580 - Maintenance Trades Helper	18.40
23591 - Metrology Technician I	22.24
23592 - Metrology Technician II	23.44
23593 - Metrology Technician III	24.63
23640 - Millwright	22.48
23710 - Office Appliance Repairer	23.74
23760 - Painter Maintenance	18.34
23790 - Pipefitter Maintenance	22.63
23810 - Plumber Maintenance	21.37
23820 - Pneudraulic Systems Mechanic	22.24
23850 - Rigger	22.24
23870 - Scale Mechanic	19.88
23890 - Sheet-Metal Worker Maintenance	17.88
23910 - Small Engine Mechanic	18.22
23931 - Telecommunications Mechanic I	23.24
23932 - Telecommunications Mechanic II	24.50
23950 - Telephone Lineman	22.24
23960 - Welder Combination Maintenance	17.72

23965 - Well Driller	20.44
23970 - Woodcraft Worker	22.24
23980 - Woodworker	17.70
24000 - Personal Needs Occupations	
24550 - Case Manager	15.65
24570 - Child Care Attendant	11.59
24580 - Child Care Center Clerk	15.26
24610 - Chore Aide	10.91
24620 - Family Readiness And Support Services Coordinator	15.65
24630 - Homemaker	16.06
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.24
25040 - Sewage Plant Operator	18.93
25070 - Stationary Engineer	22.24
25190 - Ventilation Equipment Tender	15.19
25210 - Water Treatment Plant Operator	18.93
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.14
27007 - Baggage Inspector	14.74
27008 - Corrections Officer	19.64
27010 - Court Security Officer	17.76
27030 - Detection Dog Handler	16.34
27040 - Detention Officer	19.64
27070 - Firefighter	14.26
27101 - Guard I	14.74
27102 - Guard II	16.34
27131 - Police Officer I	20.12
27132 - Police Officer II	22.36
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.82
28042 - Carnival Equipment Repairer	12.65
28043 - Carnival Worker	9.17
28210 - Gate Attendant/Gate Tender	17.81
28310 - Lifeguard	15.62
28350 - Park Attendant (Aide)	19.92
28510 - Recreation Aide/Health Facility Attendant	14.53
28515 - Recreation Specialist	24.67
28630 - Sports Official	15.86
28690 - Swimming Pool Operator	17.06
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.22
29020 - Hatch Tender	18.22
29030 - Line Handler	18.22
29041 - Stevedore I	17.19
29042 - Stevedore II	19.26
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		18.06
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		27.72
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		22.53
30064 - Drafter/CAD Operator IV		27.72
30081 - Engineering Technician I		16.09
30082 - Engineering Technician II		18.06
30083 - Engineering Technician III		20.21
30084 - Engineering Technician IV		25.03
30085 - Engineering Technician V		30.62
30086 - Engineering Technician VI		37.05
30090 - Environmental Technician		25.03
30095 - Evidence Control Specialist		25.03
30210 - Laboratory Technician		21.42
30221 - Latent Fingerprint Technician I		27.72
30222 - Latent Fingerprint Technician II		30.62
30240 - Mathematical Technician		25.03
30361 - Paralegal/Legal Assistant I		19.58
30362 - Paralegal/Legal Assistant II		24.26
30363 - Paralegal/Legal Assistant III		29.67
30364 - Paralegal/Legal Assistant IV		35.91
30375 - Petroleum Supply Specialist		30.62
30390 - Photo-Optics Technician		22.60
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		25.60
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		27.72
30502 - Weather Forecaster II		33.73
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.53
30621 - Weather Observer Senior	(see 2)	25.03
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		13.28
31030 - Bus Driver		19.27
31043 - Driver Courier		14.37
31260 - Parking and Lot Attendant		13.18
31290 - Shuttle Bus Driver		15.24

31310 - Taxi Driver	13.18
31361 - Truckdriver Light	15.38
31362 - Truckdriver Medium	16.34
31363 - Truckdriver Heavy	23.74
31364 - Truckdriver Tractor-Trailer	23.74
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	9.99
99050 - Desk Clerk	12.77
99095 - Embalmer	30.83
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	17.07
99252 - Laboratory Animal Caretaker II	18.28
99260 - Marketing Analyst	32.37
99310 - Mortician	30.83
99410 - Pest Controller	18.54
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	15.66
99711 - Recycling Specialist	18.47
99730 - Refuse Collector	14.38
99810 - Sales Clerk	11.78
99820 - School Crossing Guard	13.78
99830 - Survey Party Chief	18.29
99831 - Surveying Aide	13.03
99832 - Surveying Technician	17.33
99840 - Vending Machine Attendant	12.59
99841 - Vending Machine Repairer	15.14
99842 - Vending Machine Repairer Helper	12.59

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years and 4 weeks after 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.: 2015-4386
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.

State: North Carolina

Area: North Carolina Counties of Burke Caldwell

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		23.74
01035 - Court Reporter		17.52
01041 - Customer Service Representative I		12.18
01042 - Customer Service Representative II		13.70
01043 - Customer Service Representative III		14.94
01051 - Data Entry Operator I		12.94
01052 - Data Entry Operator II		14.12
01060 - Dispatcher Motor Vehicle		21.82
01070 - Document Preparation Clerk		13.95

01090 - Duplicating Machine Operator 13.95
01111 - General Clerk I 13.70
01112 - General Clerk II 14.94
01113 - General Clerk III 16.77
01120 - Housing Referral Assistant 19.54
01141 - Messenger Courier 12.55
01191 - Order Clerk I 16.13
01192 - Order Clerk II 17.59
01261 - Personnel Assistant (Employment) I 15.90
01262 - Personnel Assistant (Employment) II 17.79
01263 - Personnel Assistant (Employment) III 19.82
01270 - Production Control Clerk 19.41
01290 - Rental Clerk 11.54
01300 - Scheduler Maintenance 15.66
01311 - Secretary I 15.66
01312 - Secretary II 17.52
01313 - Secretary III 19.54
01320 - Service Order Dispatcher 19.50
01410 - Supply Technician 23.74
01420 - Survey Worker 16.89
01460 - Switchboard Operator/Receptionist 13.64
01531 - Travel Clerk I 13.75
01532 - Travel Clerk II 14.64
01533 - Travel Clerk III 15.61
01611 - Word Processor I 13.45
01612 - Word Processor II 15.09
01613 - Word Processor III 16.89
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 25.15
05010 - Automotive Electrician 18.23
05040 - Automotive Glass Installer 17.25
05070 - Automotive Worker 17.25
05110 - Mobile Equipment Servicer 15.36
05130 - Motor Equipment Metal Mechanic 19.30
05160 - Motor Equipment Metal Worker 17.25
05190 - Motor Vehicle Mechanic 19.30
05220 - Motor Vehicle Mechanic Helper 14.43
05250 - Motor Vehicle Upholstery Worker 16.32
05280 - Motor Vehicle Wrecker 17.25
05310 - Painter Automotive 18.23
05340 - Radiator Repair Specialist 17.25
05370 - Tire Repairer 14.72
05400 - Transmission Repair Specialist 19.30
07000 - Food Preparation And Service Occupations
07010 - Baker 15.47
07041 - Cook I 12.08
07042 - Cook II 12.78
07070 - Dishwasher 9.18
07130 - Food Service Worker 9.87
07210 - Meat Cutter 17.40

07260 - Waiter/Waitress	9.68
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.90
09040 - Furniture Handler	11.90
09080 - Furniture Refinisher	16.93
09090 - Furniture Refinisher Helper	13.48
09110 - Furniture Repairer Minor	15.22
09130 - Upholsterer	21.05
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.62
11060 - Elevator Operator	11.62
11090 - Gardener	17.24
11122 - Housekeeping Aide	11.28
11150 - Janitor	11.28
11210 - Laborer Grounds Maintenance	13.60
11240 - Maid or Houseman	9.39
11260 - Pruner	12.49
11270 - Tractor Operator	16.10
11330 - Trail Maintenance Worker	13.60
11360 - Window Cleaner	12.28
12000 - Health Occupations	
12010 - Ambulance Driver	17.29
12011 - Breath Alcohol Technician	20.26
12012 - Certified Occupational Therapist Assistant	30.48
12015 - Certified Physical Therapist Assistant	30.46
12020 - Dental Assistant	17.15
12025 - Dental Hygienist	34.10
12030 - EKG Technician	32.97
12035 - Electroneurodiagnostic Technologist	32.97
12040 - Emergency Medical Technician	17.29
12071 - Licensed Practical Nurse I	18.10
12072 - Licensed Practical Nurse II	20.26
12073 - Licensed Practical Nurse III	22.58
12100 - Medical Assistant	14.65
12130 - Medical Laboratory Technician	22.48
12160 - Medical Record Clerk	13.70
12190 - Medical Record Technician	16.86
12195 - Medical Transcriptionist	18.10
12210 - Nuclear Medicine Technologist	44.51
12221 - Nursing Assistant I	11.24
12222 - Nursing Assistant II	12.63
12223 - Nursing Assistant III	13.78
12224 - Nursing Assistant IV	15.47
12235 - Optical Dispenser	19.78
12236 - Optical Technician	18.10
12250 - Pharmacy Technician	15.87
12280 - Phlebotomist	14.53
12305 - Radiologic Technologist	26.60
12311 - Registered Nurse I	23.93
12312 - Registered Nurse II	29.28

12313 - Registered Nurse II Specialist		29.28
12314 - Registered Nurse III		35.42
12315 - Registered Nurse III Anesthetist		35.42
12316 - Registered Nurse IV		42.46
12317 - Scheduler (Drug and Alcohol Testing)		25.09
12320 - Substance Abuse Treatment Counselor		23.22
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.03
13012 - Exhibits Specialist II		22.33
13013 - Exhibits Specialist III		27.31
13041 - Illustrator I		18.03
13042 - Illustrator II		22.33
13043 - Illustrator III		27.31
13047 - Librarian		24.73
13050 - Library Aide/Clerk		13.09
13054 - Library Information Technology Systems Administrator		22.33
13058 - Library Technician		15.39
13061 - Media Specialist I		16.11
13062 - Media Specialist II		18.03
13063 - Media Specialist III		20.09
13071 - Photographer I		15.82
13072 - Photographer II		17.70
13073 - Photographer III		21.93
13074 - Photographer IV		26.84
13075 - Photographer V		32.46
13090 - Technical Order Library Clerk		16.23
13110 - Video Teleconference Technician		17.21
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.56
14042 - Computer Operator II		17.41
14043 - Computer Operator III		19.42
14044 - Computer Operator IV		21.57
14045 - Computer Operator V		23.88
14071 - Computer Programmer I	(see 1)	20.56
14072 - Computer Programmer II	(see 1)	26.05
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.56
14160 - Personal Computer Support Technician		27.43
14170 - System Support Specialist		23.88
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.86
15020 - Aircrew Training Devices Instructor (Rated)		34.45
15030 - Air Crew Training Devices Instructor (Pilot)		40.44
15050 - Computer Based Training Specialist / Instructor		27.86
15060 - Educational Technologist		26.41

15070 - Flight Instructor (Pilot) 40.44
15080 - Graphic Artist 20.33
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.11
15086 - Maintenance Test Pilot Rotary Wing 40.11
15088 - Non-Maintenance Test/Co-Pilot 40.11
15090 - Technical Instructor 20.25
15095 - Technical Instructor/Course Developer 24.77
15110 - Test Proctor 16.35
15120 - Tutor 16.35
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.75
16030 - Counter Attendant 9.75
16040 - Dry Cleaner 12.09
16070 - Finisher Flatwork Machine 9.75
16090 - Presser Hand 9.75
16110 - Presser Machine Drycleaning 9.75
16130 - Presser Machine Shirts 9.75
16160 - Presser Machine Wearing Apparel Laundry 9.75
16190 - Sewing Machine Operator 12.84
16220 - Tailor 13.54
16250 - Washer Machine 10.48
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 18.61
19040 - Tool And Die Maker 22.80
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.61
21030 - Material Coordinator 19.41
21040 - Material Expediter 19.41
21050 - Material Handling Laborer 13.47
21071 - Order Filler 12.91
21080 - Production Line Worker (Food Processing) 15.61
21110 - Shipping Packer 15.05
21130 - Shipping/Receiving Clerk 15.05
21140 - Store Worker I 12.18
21150 - Stock Clerk 15.88
21210 - Tools And Parts Attendant 15.61
21410 - Warehouse Specialist 15.61
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 21.54
23019 - Aircraft Logs and Records Technician 17.29
23021 - Aircraft Mechanic I 20.44
23022 - Aircraft Mechanic II 21.54
23023 - Aircraft Mechanic III 22.63
23040 - Aircraft Mechanic Helper 15.19
23050 - Aircraft Painter 19.30
23060 - Aircraft Servicer 17.29
23070 - Aircraft Survival Flight Equipment Technician 19.30
23080 - Aircraft Worker 18.26
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 18.26

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 20.44
23110 - Appliance Mechanic 19.26
23120 - Bicycle Repairer 16.26
23125 - Cable Splicer 30.04
23130 - Carpenter Maintenance 17.01
23140 - Carpet Layer 18.26
23160 - Electrician Maintenance 21.82
23181 - Electronics Technician Maintenance I 22.87
23182 - Electronics Technician Maintenance II 24.18
23183 - Electronics Technician Maintenance III 25.60
23260 - Fabric Worker 22.24
23290 - Fire Alarm System Mechanic 20.44
23310 - Fire Extinguisher Repairer 16.26
23311 - Fuel Distribution System Mechanic 20.44
23312 - Fuel Distribution System Operator 16.26
23370 - General Maintenance Worker 18.38
23380 - Ground Support Equipment Mechanic 20.44
23381 - Ground Support Equipment Servicer 17.29
23382 - Ground Support Equipment Worker 18.26
23391 - Gunsmith I 16.26
23392 - Gunsmith II 18.26
23393 - Gunsmith III 20.44
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.54
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.65
23430 - Heavy Equipment Mechanic 23.42
23440 - Heavy Equipment Operator 20.36
23460 - Instrument Mechanic 20.44
23465 - Laboratory/Shelter Mechanic 19.30
23470 - Laborer 13.47
23510 - Locksmith 19.30
23530 - Machinery Maintenance Mechanic 23.16
23550 - Machinist Maintenance 20.47
23580 - Maintenance Trades Helper 16.73
23591 - Metrology Technician I 20.44
23592 - Metrology Technician II 21.54
23593 - Metrology Technician III 22.63
23640 - Millwright 20.44
23710 - Office Appliance Repairer 21.58
23760 - Painter Maintenance 17.39
23790 - Pipefitter Maintenance 20.57
23810 - Plumber Maintenance 19.43
23820 - Pneudraulic Systems Mechanic 20.44
23850 - Rigger 20.44
23870 - Scale Mechanic 18.26
23890 - Sheet-Metal Worker Maintenance 17.88
23910 - Small Engine Mechanic 18.22
23931 - Telecommunications Mechanic I 23.24

23932 - Telecommunications Mechanic II 24.50
23950 - Telephone Lineman 20.44
23960 - Welder Combination Maintenance 17.72
23965 - Well Driller 20.44
23970 - Woodcraft Worker 20.44
23980 - Woodworker 16.26
24000 - Personal Needs Occupations
24550 - Case Manager 15.28
24570 - Child Care Attendant 11.59
24580 - Child Care Center Clerk 15.26
24610 - Chore Aide 10.86
24620 - Family Readiness And Support Services Coordinator 15.28
24630 - Homemaker 16.06
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 20.44
25040 - Sewage Plant Operator 18.93
25070 - Stationary Engineer 20.44
25190 - Ventilation Equipment Tender 15.19
25210 - Water Treatment Plant Operator 18.93
27000 - Protective Service Occupations
27004 - Alarm Monitor 15.50
27007 - Baggage Inspector 13.40
27008 - Corrections Officer 19.22
27010 - Court Security Officer 17.00
27030 - Detection Dog Handler 14.85
27040 - Detention Officer 19.22
27070 - Firefighter 14.26
27101 - Guard I 13.40
27102 - Guard II 14.85
27131 - Police Officer I 19.44
27132 - Police Officer II 21.60
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 11.64
28042 - Carnival Equipment Repairer 12.46
28043 - Carnival Worker 9.03
28210 - Gate Attendant/Gate Tender 16.76
28310 - Lifeguard 14.20
28350 - Park Attendant (Aide) 18.75
28510 - Recreation Aide/Health Facility Attendant 13.69
28515 - Recreation Specialist 23.23
28630 - Sports Official 14.93
28690 - Swimming Pool Operator 17.06
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 18.22
29020 - Hatch Tender 18.22
29030 - Line Handler 18.22
29041 - Stevedore I 17.19
29042 - Stevedore II 19.26
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 18.06
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 27.72
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 22.53
30064 - Drafter/CAD Operator IV 27.72
30081 - Engineering Technician I 16.09
30082 - Engineering Technician II 18.06
30083 - Engineering Technician III 20.21
30084 - Engineering Technician IV 25.03
30085 - Engineering Technician V 30.62
30086 - Engineering Technician VI 37.05
30090 - Environmental Technician 25.03
30095 - Evidence Control Specialist 25.03
30210 - Laboratory Technician 21.42
30221 - Latent Fingerprint Technician I 27.72
30222 - Latent Fingerprint Technician II 30.62
30240 - Mathematical Technician 25.03
30361 - Paralegal/Legal Assistant I 18.85
30362 - Paralegal/Legal Assistant II 23.36
30363 - Paralegal/Legal Assistant III 28.58
30364 - Paralegal/Legal Assistant IV 34.57
30375 - Petroleum Supply Specialist 30.62
30390 - Photo-Optics Technician 22.60
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 27.72
30502 - Weather Forecaster II 33.73
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.53
30621 - Weather Observer Senior (see 2) 25.03
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 13.28
31030 - Bus Driver 17.52

31043 - Driver Courier	14.23
31260 - Parking and Lot Attendant	13.18
31290 - Shuttle Bus Driver	15.24
31310 - Taxi Driver	11.98
31361 - Truckdriver Light	15.24
31362 - Truckdriver Medium	16.26
31363 - Truckdriver Heavy	22.22
31364 - Truckdriver Tractor-Trailer	22.22
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.42
99050 - Desk Clerk	12.77
99095 - Embalmer	30.83
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	15.52
99252 - Laboratory Animal Caretaker II	16.62
99260 - Marketing Analyst	32.37
99310 - Mortician	30.83
99410 - Pest Controller	18.13
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	15.66
99711 - Recycling Specialist	18.47
99730 - Refuse Collector	14.38
99810 - Sales Clerk	11.54
99820 - School Crossing Guard	13.39
99830 - Survey Party Chief	18.29
99831 - Surveying Aide	13.03
99832 - Surveying Technician	17.33
99840 - Vending Machine Attendant	12.59
99841 - Vending Machine Repairer	15.14
99842 - Vending Machine Repairer Helper	12.59

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

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years and 4 weeks after 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.: 2015-4387
Revision No.: 15
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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: North Carolina

Area: North Carolina Counties of Alexander Catawba

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.38
01012 - Accounting Clerk II		16.15
01013 - Accounting Clerk III		18.06
01020 - Administrative Assistant		26.85
01035 - Court Reporter		19.88
01041 - Customer Service Representative I		12.60
01042 - Customer Service Representative II		13.75
01043 - Customer Service Representative III		15.45
01051 - Data Entry Operator I		12.96
01052 - Data Entry Operator II		14.14
01060 - Dispatcher Motor Vehicle		21.82
01070 - Document Preparation Clerk		13.98
01090 - Duplicating Machine Operator		13.98
01111 - General Clerk I		13.70
01112 - General Clerk II		14.94

01113 - General Clerk III 16.77
01120 - Housing Referral Assistant 22.66
01141 - Messenger Courier 13.31
01191 - Order Clerk I 16.09
01192 - Order Clerk II 17.55
01261 - Personnel Assistant (Employment) I 15.90
01262 - Personnel Assistant (Employment) II 17.79
01263 - Personnel Assistant (Employment) III 19.82
01270 - Production Control Clerk 18.80
01290 - Rental Clerk 15.24
01300 - Scheduler Maintenance 17.63
01311 - Secretary I 17.63
01312 - Secretary II 19.88
01313 - Secretary III 22.66
01320 - Service Order Dispatcher 19.50
01410 - Supply Technician 26.85
01420 - Survey Worker 19.88
01460 - Switchboard Operator/Receptionist 13.96
01531 - Travel Clerk I 13.71
01532 - Travel Clerk II 14.61
01533 - Travel Clerk III 15.57
01611 - Word Processor I 14.61
01612 - Word Processor II 17.63
01613 - Word Processor III 19.88
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 25.72
05010 - Automotive Electrician 20.99
05040 - Automotive Glass Installer 19.38
05070 - Automotive Worker 19.87
05110 - Mobile Equipment Servicer 17.29
05130 - Motor Equipment Metal Mechanic 22.06
05160 - Motor Equipment Metal Worker 19.87
05190 - Motor Vehicle Mechanic 22.06
05220 - Motor Vehicle Mechanic Helper 16.29
05250 - Motor Vehicle Upholstery Worker 18.92
05280 - Motor Vehicle Wrecker 19.87
05310 - Painter Automotive 20.99
05340 - Radiator Repair Specialist 19.87
05370 - Tire Repairer 15.47
05400 - Transmission Repair Specialist 22.06
07000 - Food Preparation And Service Occupations
07010 - Baker 15.18
07041 - Cook I 11.54
07042 - Cook II 12.96
07070 - Dishwasher 9.53
07130 - Food Service Worker 10.86
07210 - Meat Cutter 17.40
07260 - Waiter/Waitress 9.54
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 17.90

09040 - Furniture Handler	10.92
09080 - Furniture Refinisher	15.16
09090 - Furniture Refinisher Helper	11.93
09110 - Furniture Repairer Minor	13.57
09130 - Upholsterer	22.10
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.28
11060 - Elevator Operator	12.28
11090 - Gardener	17.86
11122 - Housekeeping Aide	11.62
11150 - Janitor	11.62
11210 - Laborer Grounds Maintenance	14.09
11240 - Maid or Houseman	9.78
11260 - Pruner	12.94
11270 - Tractor Operator	16.68
11330 - Trail Maintenance Worker	14.09
11360 - Window Cleaner	13.11
12000 - Health Occupations	
12010 - Ambulance Driver	18.24
12011 - Breath Alcohol Technician	20.26
12012 - Certified Occupational Therapist Assistant	30.48
12015 - Certified Physical Therapist Assistant	30.46
12020 - Dental Assistant	19.04
12025 - Dental Hygienist	35.52
12030 - EKG Technician	32.97
12035 - Electroneurodiagnostic Technologist	32.97
12040 - Emergency Medical Technician	18.24
12071 - Licensed Practical Nurse I	18.10
12072 - Licensed Practical Nurse II	20.26
12073 - Licensed Practical Nurse III	22.58
12100 - Medical Assistant	15.87
12130 - Medical Laboratory Technician	23.61
12160 - Medical Record Clerk	15.07
12190 - Medical Record Technician	17.47
12195 - Medical Transcriptionist	18.10
12210 - Nuclear Medicine Technologist	44.51
12221 - Nursing Assistant I	12.31
12222 - Nursing Assistant II	13.83
12223 - Nursing Assistant III	15.09
12224 - Nursing Assistant IV	16.96
12235 - Optical Dispenser	19.78
12236 - Optical Technician	18.10
12250 - Pharmacy Technician	16.16
12280 - Phlebotomist	14.53
12305 - Radiologic Technologist	26.74
12311 - Registered Nurse I	24.24
12312 - Registered Nurse II	29.65
12313 - Registered Nurse II Specialist	29.65
12314 - Registered Nurse III	35.88
12315 - Registered Nurse III Anesthetist	35.88

12316 - Registered Nurse IV		43.00
12317 - Scheduler (Drug and Alcohol Testing)		25.09
12320 - Substance Abuse Treatment Counselor		23.22
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.09
13012 - Exhibits Specialist II		23.65
13013 - Exhibits Specialist III		28.93
13041 - Illustrator I		19.09
13042 - Illustrator II		23.65
13043 - Illustrator III		28.93
13047 - Librarian		26.19
13050 - Library Aide/Clerk		13.28
13054 - Library Information Technology Systems Administrator		23.65
13058 - Library Technician		15.62
13061 - Media Specialist I		17.07
13062 - Media Specialist II		19.09
13063 - Media Specialist III		21.28
13071 - Photographer I		17.82
13072 - Photographer II		19.94
13073 - Photographer III		24.70
13074 - Photographer IV		30.22
13075 - Photographer V		36.55
13090 - Technical Order Library Clerk		16.68
13110 - Video Teleconference Technician		18.01
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.93
14042 - Computer Operator II		17.81
14043 - Computer Operator III		19.86
14044 - Computer Operator IV		22.06
14045 - Computer Operator V		24.44
14071 - Computer Programmer I	(see 1)	21.83
14072 - Computer Programmer II	(see 1)	27.03
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.93
14160 - Personal Computer Support Technician		22.06
14170 - System Support Specialist		24.44
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.22
15020 - Aircrew Training Devices Instructor (Rated)		35.36
15030 - Air Crew Training Devices Instructor (Pilot)		42.38
15050 - Computer Based Training Specialist / Instructor		29.22
15060 - Educational Technologist		26.41
15070 - Flight Instructor (Pilot)		42.38
15080 - Graphic Artist		24.05
15085 - Maintenance Test Pilot Fixed Jet/Prop		40.11

15086 - Maintenance Test Pilot Rotary Wing 40.11
15088 - Non-Maintenance Test/Co-Pilot 40.11
15090 - Technical Instructor 24.46
15095 - Technical Instructor/Course Developer 29.92
15110 - Test Proctor 19.74
15120 - Tutor 19.74
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.06
16030 - Counter Attendant 10.06
16040 - Dry Cleaner 12.48
16070 - Finisher Flatwork Machine 10.06
16090 - Presser Hand 10.06
16110 - Presser Machine Drycleaning 10.06
16130 - Presser Machine Shirts 10.06
16160 - Presser Machine Wearing Apparel Laundry 10.06
16190 - Sewing Machine Operator 13.25
16220 - Tailor 13.98
16250 - Washer Machine 10.82
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.70
19040 - Tool And Die Maker 24.14
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.17
21030 - Material Coordinator 18.80
21040 - Material Expediter 18.80
21050 - Material Handling Laborer 14.82
21071 - Order Filler 13.02
21080 - Production Line Worker (Food Processing) 17.17
21110 - Shipping Packer 15.94
21130 - Shipping/Receiving Clerk 15.94
21140 - Store Worker I 12.53
21150 - Stock Clerk 16.34
21210 - Tools And Parts Attendant 17.17
21410 - Warehouse Specialist 17.17
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.39
23019 - Aircraft Logs and Records Technician 19.73
23021 - Aircraft Mechanic I 23.22
23022 - Aircraft Mechanic II 24.39
23023 - Aircraft Mechanic III 25.61
23040 - Aircraft Mechanic Helper 17.66
23050 - Aircraft Painter 22.57
23060 - Aircraft Servicer 19.73
23070 - Aircraft Survival Flight Equipment Technician 22.57
23080 - Aircraft Worker 20.90
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.90
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.22
23110 - Appliance Mechanic 19.26

23120 - Bicycle Repairer 17.70
23125 - Cable Splicer 31.85
23130 - Carpenter Maintenance 17.07
23140 - Carpet Layer 19.88
23160 - Electrician Maintenance 22.33
23181 - Electronics Technician Maintenance I 22.87
23182 - Electronics Technician Maintenance II 24.18
23183 - Electronics Technician Maintenance III 27.20
23260 - Fabric Worker 23.24
23290 - Fire Alarm System Mechanic 22.24
23310 - Fire Extinguisher Repairer 17.70
23311 - Fuel Distribution System Mechanic 23.71
23312 - Fuel Distribution System Operator 20.38
23370 - General Maintenance Worker 18.80
23380 - Ground Support Equipment Mechanic 23.22
23381 - Ground Support Equipment Servicer 19.73
23382 - Ground Support Equipment Worker 20.90
23391 - Gunsmith I 17.70
23392 - Gunsmith II 19.88
23393 - Gunsmith III 22.24
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.75
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.87
23430 - Heavy Equipment Mechanic 25.76
23440 - Heavy Equipment Operator 20.36
23460 - Instrument Mechanic 23.15
23465 - Laboratory/Shelter Mechanic 21.01
23470 - Laborer 14.82
23510 - Locksmith 21.01
23530 - Machinery Maintenance Mechanic 24.21
23550 - Machinist Maintenance 20.47
23580 - Maintenance Trades Helper 18.74
23591 - Metrology Technician I 23.15
23592 - Metrology Technician II 24.40
23593 - Metrology Technician III 25.63
23640 - Millwright 22.85
23710 - Office Appliance Repairer 23.97
23760 - Painter Maintenance 18.34
23790 - Pipefitter Maintenance 22.86
23810 - Plumber Maintenance 21.37
23820 - Pneudraulic Systems Mechanic 22.24
23850 - Rigger 22.24
23870 - Scale Mechanic 19.88
23890 - Sheet-Metal Worker Maintenance 17.88
23910 - Small Engine Mechanic 18.01
23931 - Telecommunications Mechanic I 26.71
23932 - Telecommunications Mechanic II 28.15
23950 - Telephone Lineman 22.24
23960 - Welder Combination Maintenance 17.72

23965 - Well Driller	20.44
23970 - Woodcraft Worker	22.24
23980 - Woodworker	17.70
24000 - Personal Needs Occupations	
24550 - Case Manager	15.65
24570 - Child Care Attendant	10.43
24580 - Child Care Center Clerk	13.00
24610 - Chore Aide	10.91
24620 - Family Readiness And Support Services Coordinator	15.65
24630 - Homemaker	15.65
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.24
25040 - Sewage Plant Operator	18.93
25070 - Stationary Engineer	22.24
25190 - Ventilation Equipment Tender	15.19
25210 - Water Treatment Plant Operator	18.93
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.14
27007 - Baggage Inspector	14.44
27008 - Corrections Officer	19.64
27010 - Court Security Officer	18.30
27030 - Detection Dog Handler	16.67
27040 - Detention Officer	19.64
27070 - Firefighter	18.54
27101 - Guard I	14.44
27102 - Guard II	16.67
27131 - Police Officer I	20.12
27132 - Police Officer II	22.36
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.82
28042 - Carnival Equipment Repairer	12.65
28043 - Carnival Worker	9.17
28210 - Gate Attendant/Gate Tender	17.81
28310 - Lifeguard	15.86
28350 - Park Attendant (Aide)	19.92
28510 - Recreation Aide/Health Facility Attendant	14.53
28515 - Recreation Specialist	24.67
28630 - Sports Official	15.86
28690 - Swimming Pool Operator	17.14
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.68
29020 - Hatch Tender	18.68
29030 - Line Handler	18.68
29041 - Stevedore I	17.72
29042 - Stevedore II	19.77
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		18.06
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		27.72
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		22.53
30064 - Drafter/CAD Operator IV		27.72
30081 - Engineering Technician I		16.09
30082 - Engineering Technician II		18.06
30083 - Engineering Technician III		20.21
30084 - Engineering Technician IV		25.03
30085 - Engineering Technician V		30.62
30086 - Engineering Technician VI		37.05
30090 - Environmental Technician		25.03
30095 - Evidence Control Specialist		25.03
30210 - Laboratory Technician		21.42
30221 - Latent Fingerprint Technician I		27.72
30222 - Latent Fingerprint Technician II		30.62
30240 - Mathematical Technician		25.03
30361 - Paralegal/Legal Assistant I		19.58
30362 - Paralegal/Legal Assistant II		24.26
30363 - Paralegal/Legal Assistant III		29.67
30364 - Paralegal/Legal Assistant IV		35.91
30375 - Petroleum Supply Specialist		30.62
30390 - Photo-Optics Technician		23.44
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		25.60
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		27.72
30502 - Weather Forecaster II		33.73
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.53
30621 - Weather Observer Senior	(see 2)	25.03
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		15.61
31030 - Bus Driver		22.46
31043 - Driver Courier		15.70
31260 - Parking and Lot Attendant		13.18
31290 - Shuttle Bus Driver		16.78

31310 - Taxi Driver	13.18
31361 - Truckdriver Light	16.78
31362 - Truckdriver Medium	18.59
31363 - Truckdriver Heavy	23.74
31364 - Truckdriver Tractor-Trailer	23.74
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	9.99
99050 - Desk Clerk	10.24
99095 - Embalmer	30.83
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	17.07
99252 - Laboratory Animal Caretaker II	18.28
99260 - Marketing Analyst	32.37
99310 - Mortician	30.83
99410 - Pest Controller	18.54
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	15.66
99711 - Recycling Specialist	18.47
99730 - Refuse Collector	14.38
99810 - Sales Clerk	11.78
99820 - School Crossing Guard	13.78
99830 - Survey Party Chief	18.29
99831 - Surveying Aide	12.34
99832 - Surveying Technician	16.90
99840 - Vending Machine Attendant	12.59
99841 - Vending Machine Repairer	15.14
99842 - Vending Machine Repairer Helper	12.59

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

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

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

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

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

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

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

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

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

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4388
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.

State: North Carolina

Area: North Carolina Counties of Alexander Catawba

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		26.85
01035 - Court Reporter		19.88
01041 - Customer Service Representative I		12.18
01042 - Customer Service Representative II		13.70
01043 - Customer Service Representative III		14.94
01051 - Data Entry Operator I		12.94
01052 - Data Entry Operator II		14.12
01060 - Dispatcher Motor Vehicle		21.82
01070 - Document Preparation Clerk		13.95

01090 - Duplicating Machine Operator 13.95
01111 - General Clerk I 13.70
01112 - General Clerk II 14.94
01113 - General Clerk III 16.77
01120 - Housing Referral Assistant 22.66
01141 - Messenger Courier 13.31
01191 - Order Clerk I 16.09
01192 - Order Clerk II 17.55
01261 - Personnel Assistant (Employment) I 15.90
01262 - Personnel Assistant (Employment) II 17.79
01263 - Personnel Assistant (Employment) III 19.82
01270 - Production Control Clerk 18.80
01290 - Rental Clerk 15.24
01300 - Scheduler Maintenance 17.63
01311 - Secretary I 17.63
01312 - Secretary II 19.88
01313 - Secretary III 22.66
01320 - Service Order Dispatcher 19.50
01410 - Supply Technician 26.85
01420 - Survey Worker 19.88
01460 - Switchboard Operator/Receptionist 13.87
01531 - Travel Clerk I 13.71
01532 - Travel Clerk II 14.61
01533 - Travel Clerk III 15.57
01611 - Word Processor I 14.61
01612 - Word Processor II 17.63
01613 - Word Processor III 19.88
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 25.72
05010 - Automotive Electrician 20.99
05040 - Automotive Glass Installer 19.38
05070 - Automotive Worker 19.87
05110 - Mobile Equipment Servicer 17.29
05130 - Motor Equipment Metal Mechanic 22.06
05160 - Motor Equipment Metal Worker 19.87
05190 - Motor Vehicle Mechanic 22.06
05220 - Motor Vehicle Mechanic Helper 16.29
05250 - Motor Vehicle Upholstery Worker 18.92
05280 - Motor Vehicle Wrecker 19.87
05310 - Painter Automotive 20.99
05340 - Radiator Repair Specialist 19.87
05370 - Tire Repairer 14.72
05400 - Transmission Repair Specialist 22.06
07000 - Food Preparation And Service Occupations
07010 - Baker 15.18
07041 - Cook I 11.37
07042 - Cook II 12.77
07070 - Dishwasher 9.24
07130 - Food Service Worker 9.87
07210 - Meat Cutter 17.40

07260 - Waiter/Waitress	9.54
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.90
09040 - Furniture Handler	10.92
09080 - Furniture Refinisher	14.74
09090 - Furniture Refinisher Helper	11.60
09110 - Furniture Repairer Minor	13.20
09130 - Upholsterer	21.05
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.62
11060 - Elevator Operator	11.62
11090 - Gardener	17.24
11122 - Housekeeping Aide	11.62
11150 - Janitor	11.62
11210 - Laborer Grounds Maintenance	13.60
11240 - Maid or Houseman	9.39
11260 - Pruner	12.49
11270 - Tractor Operator	16.10
11330 - Trail Maintenance Worker	13.60
11360 - Window Cleaner	13.11
12000 - Health Occupations	
12010 - Ambulance Driver	18.24
12011 - Breath Alcohol Technician	20.26
12012 - Certified Occupational Therapist Assistant	30.48
12015 - Certified Physical Therapist Assistant	30.46
12020 - Dental Assistant	19.04
12025 - Dental Hygienist	35.52
12030 - EKG Technician	32.97
12035 - Electroneurodiagnostic Technologist	32.97
12040 - Emergency Medical Technician	18.24
12071 - Licensed Practical Nurse I	18.10
12072 - Licensed Practical Nurse II	20.26
12073 - Licensed Practical Nurse III	22.58
12100 - Medical Assistant	14.65
12130 - Medical Laboratory Technician	22.48
12160 - Medical Record Clerk	13.70
12190 - Medical Record Technician	16.86
12195 - Medical Transcriptionist	18.10
12210 - Nuclear Medicine Technologist	44.51
12221 - Nursing Assistant I	11.24
12222 - Nursing Assistant II	12.63
12223 - Nursing Assistant III	13.78
12224 - Nursing Assistant IV	15.47
12235 - Optical Dispenser	19.78
12236 - Optical Technician	18.10
12250 - Pharmacy Technician	15.87
12280 - Phlebotomist	14.53
12305 - Radiologic Technologist	26.60
12311 - Registered Nurse I	23.93
12312 - Registered Nurse II	29.28

12313 - Registered Nurse II Specialist		29.28
12314 - Registered Nurse III		35.42
12315 - Registered Nurse III Anesthetist		35.42
12316 - Registered Nurse IV		42.46
12317 - Scheduler (Drug and Alcohol Testing)		25.09
12320 - Substance Abuse Treatment Counselor		23.22
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.14
13012 - Exhibits Specialist II		22.48
13013 - Exhibits Specialist III		27.50
13041 - Illustrator I		18.14
13042 - Illustrator II		22.48
13043 - Illustrator III		27.50
13047 - Librarian		24.89
13050 - Library Aide/Clerk		12.92
13054 - Library Information Technology Systems Administrator		22.48
13058 - Library Technician		14.96
13061 - Media Specialist I		16.22
13062 - Media Specialist II		18.14
13063 - Media Specialist III		20.23
13071 - Photographer I		16.20
13072 - Photographer II		18.13
13073 - Photographer III		22.45
13074 - Photographer IV		27.47
13075 - Photographer V		33.23
13090 - Technical Order Library Clerk		16.23
13110 - Video Teleconference Technician		18.01
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.93
14042 - Computer Operator II		17.81
14043 - Computer Operator III		19.86
14044 - Computer Operator IV		22.06
14045 - Computer Operator V		24.44
14071 - Computer Programmer I	(see 1)	21.83
14072 - Computer Programmer II	(see 1)	27.03
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.93
14160 - Personal Computer Support Technician		22.06
14170 - System Support Specialist		24.44
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.22
15020 - Aircrew Training Devices Instructor (Rated)		35.36
15030 - Air Crew Training Devices Instructor (Pilot)		42.38
15050 - Computer Based Training Specialist / Instructor		29.22
15060 - Educational Technologist		26.41

15070 - Flight Instructor (Pilot) 42.38
15080 - Graphic Artist 24.05
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.11
15086 - Maintenance Test Pilot Rotary Wing 40.11
15088 - Non-Maintenance Test/Co-Pilot 40.11
15090 - Technical Instructor 24.46
15095 - Technical Instructor/Course Developer 29.92
15110 - Test Proctor 19.74
15120 - Tutor 19.74
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.75
16030 - Counter Attendant 9.75
16040 - Dry Cleaner 12.09
16070 - Finisher Flatwork Machine 9.75
16090 - Presser Hand 9.75
16110 - Presser Machine Drycleaning 9.75
16130 - Presser Machine Shirts 9.75
16160 - Presser Machine Wearing Apparel Laundry 9.75
16190 - Sewing Machine Operator 12.84
16220 - Tailor 13.54
16250 - Washer Machine 10.48
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 18.61
19040 - Tool And Die Maker 22.80
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.61
21030 - Material Coordinator 18.80
21040 - Material Expediter 18.80
21050 - Material Handling Laborer 13.47
21071 - Order Filler 13.02
21080 - Production Line Worker (Food Processing) 15.61
21110 - Shipping Packer 15.05
21130 - Shipping/Receiving Clerk 15.05
21140 - Store Worker I 12.18
21150 - Stock Clerk 15.88
21210 - Tools And Parts Attendant 15.61
21410 - Warehouse Specialist 15.61
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.39
23019 - Aircraft Logs and Records Technician 19.73
23021 - Aircraft Mechanic I 23.22
23022 - Aircraft Mechanic II 24.39
23023 - Aircraft Mechanic III 25.61
23040 - Aircraft Mechanic Helper 17.66
23050 - Aircraft Painter 22.57
23060 - Aircraft Servicer 19.73
23070 - Aircraft Survival Flight Equipment Technician 22.57
23080 - Aircraft Worker 20.90
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.90

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.22
23110 - Appliance Mechanic 19.26
23120 - Bicycle Repairer 16.26
23125 - Cable Splicer 30.04
23130 - Carpenter Maintenance 17.07
23140 - Carpet Layer 18.26
23160 - Electrician Maintenance 22.33
23181 - Electronics Technician Maintenance I 22.87
23182 - Electronics Technician Maintenance II 24.18
23183 - Electronics Technician Maintenance III 27.20
23260 - Fabric Worker 22.24
23290 - Fire Alarm System Mechanic 21.65
23310 - Fire Extinguisher Repairer 16.26
23311 - Fuel Distribution System Mechanic 21.55
23312 - Fuel Distribution System Operator 18.53
23370 - General Maintenance Worker 18.38
23380 - Ground Support Equipment Mechanic 23.22
23381 - Ground Support Equipment Servicer 19.73
23382 - Ground Support Equipment Worker 20.90
23391 - Gunsmith I 16.26
23392 - Gunsmith II 18.26
23393 - Gunsmith III 20.44
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.75
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.87
23430 - Heavy Equipment Mechanic 23.42
23440 - Heavy Equipment Operator 20.36
23460 - Instrument Mechanic 23.15
23465 - Laboratory/Shelter Mechanic 19.30
23470 - Laborer 13.47
23510 - Locksmith 19.30
23530 - Machinery Maintenance Mechanic 24.21
23550 - Machinist Maintenance 20.47
23580 - Maintenance Trades Helper 17.04
23591 - Metrology Technician I 23.15
23592 - Metrology Technician II 24.40
23593 - Metrology Technician III 25.63
23640 - Millwright 21.55
23710 - Office Appliance Repairer 22.44
23760 - Painter Maintenance 17.39
23790 - Pipefitter Maintenance 22.68
23810 - Plumber Maintenance 19.43
23820 - Pneudraulic Systems Mechanic 20.44
23850 - Rigger 21.59
23870 - Scale Mechanic 18.26
23890 - Sheet-Metal Worker Maintenance 17.88
23910 - Small Engine Mechanic 18.01
23931 - Telecommunications Mechanic I 26.71

23932 - Telecommunications Mechanic II 28.15
23950 - Telephone Lineman 21.89
23960 - Welder Combination Maintenance 17.72
23965 - Well Driller 20.44
23970 - Woodcraft Worker 20.44
23980 - Woodworker 16.26
24000 - Personal Needs Occupations
24550 - Case Manager 15.28
24570 - Child Care Attendant 9.87
24580 - Child Care Center Clerk 12.31
24610 - Chore Aide 10.86
24620 - Family Readiness And Support Services Coordinator 15.28
24630 - Homemaker 15.28
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 20.44
25040 - Sewage Plant Operator 18.93
25070 - Stationary Engineer 20.44
25190 - Ventilation Equipment Tender 15.19
25210 - Water Treatment Plant Operator 18.93
27000 - Protective Service Occupations
27004 - Alarm Monitor 15.98
27007 - Baggage Inspector 13.13
27008 - Corrections Officer 19.22
27010 - Court Security Officer 18.30
27030 - Detection Dog Handler 15.20
27040 - Detention Officer 19.22
27070 - Firefighter 18.54
27101 - Guard I 13.13
27102 - Guard II 15.20
27131 - Police Officer I 19.63
27132 - Police Officer II 21.81
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 11.64
28042 - Carnival Equipment Repairer 12.46
28043 - Carnival Worker 9.03
28210 - Gate Attendant/Gate Tender 16.76
28310 - Lifeguard 14.89
28350 - Park Attendant (Aide) 18.75
28510 - Recreation Aide/Health Facility Attendant 13.69
28515 - Recreation Specialist 23.23
28630 - Sports Official 14.93
28690 - Swimming Pool Operator 17.14
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 18.68
29020 - Hatch Tender 18.68
29030 - Line Handler 18.68
29041 - Stevedore I 17.72
29042 - Stevedore II 19.77
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 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 27.72
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 22.53
30064 - Drafter/CAD Operator IV 27.72
30081 - Engineering Technician I 16.09
30082 - Engineering Technician II 18.06
30083 - Engineering Technician III 20.21
30084 - Engineering Technician IV 25.03
30085 - Engineering Technician V 30.62
30086 - Engineering Technician VI 37.05
30090 - Environmental Technician 25.03
30095 - Evidence Control Specialist 25.03
30210 - Laboratory Technician 21.42
30221 - Latent Fingerprint Technician I 27.72
30222 - Latent Fingerprint Technician II 30.62
30240 - Mathematical Technician 25.03
30361 - Paralegal/Legal Assistant I 18.79
30362 - Paralegal/Legal Assistant II 23.29
30363 - Paralegal/Legal Assistant III 28.49
30364 - Paralegal/Legal Assistant IV 34.46
30375 - Petroleum Supply Specialist 30.62
30390 - Photo-Optics Technician 23.44
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 27.72
30502 - Weather Forecaster II 33.73
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.53
30621 - Weather Observer Senior (see 2) 25.03
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 15.61
31030 - Bus Driver 21.03

31043 - Driver Courier	15.70
31260 - Parking and Lot Attendant	13.18
31290 - Shuttle Bus Driver	16.78
31310 - Taxi Driver	11.98
31361 - Truckdriver Light	16.78
31362 - Truckdriver Medium	18.59
31363 - Truckdriver Heavy	22.22
31364 - Truckdriver Tractor-Trailer	22.22
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.50
99050 - Desk Clerk	10.24
99095 - Embalmer	30.83
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	15.52
99252 - Laboratory Animal Caretaker II	16.62
99260 - Marketing Analyst	32.37
99310 - Mortician	30.83
99410 - Pest Controller	17.19
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	15.66
99711 - Recycling Specialist	18.47
99730 - Refuse Collector	14.38
99810 - Sales Clerk	11.51
99820 - School Crossing Guard	13.39
99830 - Survey Party Chief	18.25
99831 - Surveying Aide	12.31
99832 - Surveying Technician	16.86
99840 - Vending Machine Attendant	12.59
99841 - Vending Machine Repairer	15.14
99842 - Vending Machine Repairer Helper	12.59

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 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.: 2015-4389
Revision No.: 16
Date Of Last Revision: 05/04/2021

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: North Carolina

Area: North Carolina County of Onslow

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.53
01012 - Accounting Clerk II		16.32
01013 - Accounting Clerk III		18.25
01020 - Administrative Assistant		25.82
01035 - Court Reporter		17.88
01041 - Customer Service Representative I		12.86
01042 - Customer Service Representative II		14.45
01043 - Customer Service Representative III		15.77
01051 - Data Entry Operator I		15.27
01052 - Data Entry Operator II		16.66
01060 - Dispatcher Motor Vehicle		17.19
01070 - Document Preparation Clerk		14.24
01090 - Duplicating Machine Operator		14.24
01111 - General Clerk I		12.88
01112 - General Clerk II		14.06

01113 - General Clerk III 15.79
01120 - Housing Referral Assistant 19.93
01141 - Messenger Courier 11.61
01191 - Order Clerk I 13.05
01192 - Order Clerk II 14.24
01261 - Personnel Assistant (Employment) I 16.52
01262 - Personnel Assistant (Employment) II 18.49
01263 - Personnel Assistant (Employment) III 20.60
01270 - Production Control Clerk 20.71
01290 - Rental Clerk 12.65
01300 - Scheduler Maintenance 15.98
01311 - Secretary I 15.98
01312 - Secretary II 17.88
01313 - Secretary III 19.93
01320 - Service Order Dispatcher 15.13
01410 - Supply Technician 25.82
01420 - Survey Worker 17.37
01460 - Switchboard Operator/Receptionist 12.24
01531 - Travel Clerk I 14.18
01532 - Travel Clerk II 15.16
01533 - Travel Clerk III 16.19
01611 - Word Processor I 14.60
01612 - Word Processor II 16.39
01613 - Word Processor III 18.34
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.18
05010 - Automotive Electrician 19.33
05040 - Automotive Glass Installer 17.76
05070 - Automotive Worker 17.76
05110 - Mobile Equipment Servicer 15.82
05130 - Motor Equipment Metal Mechanic 19.71
05160 - Motor Equipment Metal Worker 17.76
05190 - Motor Vehicle Mechanic 19.71
05220 - Motor Vehicle Mechanic Helper 14.83
05250 - Motor Vehicle Upholstery Worker 16.21
05280 - Motor Vehicle Wrecker 17.76
05310 - Painter Automotive 18.99
05340 - Radiator Repair Specialist 17.76
05370 - Tire Repairer 15.04
05400 - Transmission Repair Specialist 19.71
07000 - Food Preparation And Service Occupations
07010 - Baker 13.08
07041 - Cook I 14.01
07042 - Cook II 15.83
07070 - Dishwasher 9.26
07130 - Food Service Worker 10.84
07210 - Meat Cutter 19.02
07260 - Waiter/Waitress 9.32
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 22.19

09040 - Furniture Handler 13.31
09080 - Furniture Refinisher 22.19
09090 - Furniture Refinisher Helper 16.36
09110 - Furniture Repairer Minor 19.43
09130 - Upholsterer 22.19
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 10.80
11060 - Elevator Operator 11.43
11090 - Gardener 18.57
11122 - Housekeeping Aide 11.43
11150 - Janitor 11.43
11210 - Laborer Grounds Maintenance 13.72
11240 - Maid or Houseman 9.93
11260 - Pruner 12.19
11270 - Tractor Operator 16.85
11330 - Trail Maintenance Worker 13.72
11360 - Window Cleaner 12.86
12000 - Health Occupations
12010 - Ambulance Driver 18.61
12011 - Breath Alcohol Technician 18.61
12012 - Certified Occupational Therapist Assistant 25.53
12015 - Certified Physical Therapist Assistant 25.50
12020 - Dental Assistant 21.49
12025 - Dental Hygienist 35.45
12030 - EKG Technician 28.20
12035 - Electroneurodiagnostic Technologist 28.20
12040 - Emergency Medical Technician 18.61
12071 - Licensed Practical Nurse I 16.63
12072 - Licensed Practical Nurse II 18.61
12073 - Licensed Practical Nurse III 20.75
12100 - Medical Assistant 14.61
12130 - Medical Laboratory Technician 22.87
12160 - Medical Record Clerk 17.47
12190 - Medical Record Technician 19.55
12195 - Medical Transcriptionist 16.63
12210 - Nuclear Medicine Technologist 40.90
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 21.58
12236 - Optical Technician 16.63
12250 - Pharmacy Technician 17.03
12280 - Phlebotomist 17.53
12305 - Radiologic Technologist 27.98
12311 - Registered Nurse I 24.84
12312 - Registered Nurse II 30.39
12313 - Registered Nurse II Specialist 30.39
12314 - Registered Nurse III 36.77
12315 - Registered Nurse III Anesthetist 36.77

12316 - Registered Nurse IV		44.07
12317 - Scheduler (Drug and Alcohol Testing)		23.05
12320 - Substance Abuse Treatment Counselor		22.09
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.28
13012 - Exhibits Specialist II		22.64
13013 - Exhibits Specialist III		27.69
13041 - Illustrator I		18.28
13042 - Illustrator II		22.64
13043 - Illustrator III		27.69
13047 - Librarian		25.07
13050 - Library Aide/Clerk		14.55
13054 - Library Information Technology Systems Administrator		22.64
13058 - Library Technician		18.28
13061 - Media Specialist I		16.34
13062 - Media Specialist II		18.28
13063 - Media Specialist III		20.38
13071 - Photographer I		16.33
13072 - Photographer II		18.28
13073 - Photographer III		22.64
13074 - Photographer IV		27.69
13075 - Photographer V		33.51
13090 - Technical Order Library Clerk		18.28
13110 - Video Teleconference Technician		16.35
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.62
14042 - Computer Operator II		17.47
14043 - Computer Operator III		20.63
14044 - Computer Operator IV		21.65
14045 - Computer Operator V		23.97
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		15.62
14160 - Personal Computer Support Technician		21.65
14170 - System Support Specialist		26.81
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.58
15020 - Aircrew Training Devices Instructor (Rated)		36.99
15030 - Air Crew Training Devices Instructor (Pilot)		41.92
15050 - Computer Based Training Specialist / Instructor		30.58
15060 - Educational Technologist		32.76
15070 - Flight Instructor (Pilot)		41.92
15080 - Graphic Artist		28.64
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.92

15086 - Maintenance Test Pilot Rotary Wing 41.92
15088 - Non-Maintenance Test/Co-Pilot 41.92
15090 - Technical Instructor 24.56
15095 - Technical Instructor/Course Developer 30.04
15110 - Test Proctor 19.82
15120 - Tutor 19.82
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.39
16030 - Counter Attendant 9.39
16040 - Dry Cleaner 11.69
16070 - Finisher Flatwork Machine 9.39
16090 - Presser Hand 9.39
16110 - Presser Machine Drycleaning 9.39
16130 - Presser Machine Shirts 9.39
16160 - Presser Machine Wearing Apparel Laundry 9.39
16190 - Sewing Machine Operator 12.47
16220 - Tailor 13.27
16250 - Washer Machine 10.13
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.19
19040 - Tool And Die Maker 27.20
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 14.84
21030 - Material Coordinator 21.48
21040 - Material Expediter 21.48
21050 - Material Handling Laborer 14.09
21071 - Order Filler 12.19
21080 - Production Line Worker (Food Processing) 14.84
21110 - Shipping Packer 16.67
21130 - Shipping/Receiving Clerk 16.67
21140 - Store Worker I 12.92
21150 - Stock Clerk 18.37
21210 - Tools And Parts Attendant 14.84
21410 - Warehouse Specialist 14.84
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 32.02
23019 - Aircraft Logs and Records Technician 25.14
23021 - Aircraft Mechanic I 30.35
23022 - Aircraft Mechanic II 32.02
23023 - Aircraft Mechanic III 33.64
23040 - Aircraft Mechanic Helper 21.17
23050 - Aircraft Painter 28.71
23060 - Aircraft Servicer 25.14
23070 - Aircraft Survival Flight Equipment Technician 28.71
23080 - Aircraft Worker 26.87
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 26.87
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 30.35
23110 - Appliance Mechanic 22.19

23120 - Bicycle Repairer 18.02
23125 - Cable Splicer 25.30
23130 - Carpenter Maintenance 17.39
23140 - Carpet Layer 20.76
23160 - Electrician Maintenance 24.13
23181 - Electronics Technician Maintenance I 26.06
23182 - Electronics Technician Maintenance II 27.85
23183 - Electronics Technician Maintenance III 29.44
23260 - Fabric Worker 19.43
23290 - Fire Alarm System Mechanic 23.46
23310 - Fire Extinguisher Repairer 18.02
23311 - Fuel Distribution System Mechanic 23.46
23312 - Fuel Distribution System Operator 18.02
23370 - General Maintenance Worker 17.32
23380 - Ground Support Equipment Mechanic 30.35
23381 - Ground Support Equipment Servicer 25.14
23382 - Ground Support Equipment Worker 26.87
23391 - Gunsmith I 18.02
23392 - Gunsmith II 20.76
23393 - Gunsmith III 23.46
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.06
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.28
23430 - Heavy Equipment Mechanic 23.20
23440 - Heavy Equipment Operator 20.48
23460 - Instrument Mechanic 23.46
23465 - Laboratory/Shelter Mechanic 22.19
23470 - Laborer 14.09
23510 - Locksmith 22.19
23530 - Machinery Maintenance Mechanic 24.43
23550 - Machinist Maintenance 22.71
23580 - Maintenance Trades Helper 14.67
23591 - Metrology Technician I 23.46
23592 - Metrology Technician II 24.75
23593 - Metrology Technician III 26.00
23640 - Millwright 23.46
23710 - Office Appliance Repairer 22.16
23760 - Painter Maintenance 20.57
23790 - Pipefitter Maintenance 24.20
23810 - Plumber Maintenance 22.89
23820 - Pneudraulic Systems Mechanic 23.46
23850 - Rigger 23.46
23870 - Scale Mechanic 20.76
23890 - Sheet-Metal Worker Maintenance 23.16
23910 - Small Engine Mechanic 20.76
23931 - Telecommunications Mechanic I 29.12
23932 - Telecommunications Mechanic II 30.73
23950 - Telephone Lineman 26.42
23960 - Welder Combination Maintenance 22.26

23965 - Well Driller	23.46
23970 - Woodcraft Worker	23.46
23980 - Woodworker	18.02
24000 - Personal Needs Occupations	
24550 - Case Manager	18.96
24570 - Child Care Attendant	11.68
24580 - Child Care Center Clerk	14.58
24610 - Chore Aide	10.26
24620 - Family Readiness And Support Services Coordinator	17.01
24630 - Homemaker	17.01
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.46
25040 - Sewage Plant Operator	23.98
25070 - Stationary Engineer	23.46
25190 - Ventilation Equipment Tender	16.36
25210 - Water Treatment Plant Operator	23.98
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.91
27007 - Baggage Inspector	14.77
27008 - Corrections Officer	18.62
27010 - Court Security Officer	20.04
27030 - Detection Dog Handler	17.06
27040 - Detention Officer	18.62
27070 - Firefighter	21.66
27101 - Guard I	14.77
27102 - Guard II	17.06
27131 - Police Officer I	20.72
27132 - Police Officer II	22.70
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.85
28042 - Carnival Equipment Repairer	15.27
28043 - Carnival Worker	10.02
28210 - Gate Attendant/Gate Tender	16.89
28310 - Lifeguard	15.04
28350 - Park Attendant (Aide)	18.90
28510 - Recreation Aide/Health Facility Attendant	13.79
28515 - Recreation Specialist	23.41
28630 - Sports Official	15.04
28690 - Swimming Pool Operator	20.83
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.76
29020 - Hatch Tender	20.76
29030 - Line Handler	20.76
29041 - Stevedore I	19.43
29042 - Stevedore II	22.19
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		15.56
30022 - Archeological Technician II		18.98
30023 - Archeological Technician III		23.50
30030 - Cartographic Technician		23.62
30040 - Civil Engineering Technician		21.02
30051 - Cryogenic Technician I		23.89
30052 - Cryogenic Technician II		26.38
30061 - Drafter/CAD Operator I		15.56
30062 - Drafter/CAD Operator II		17.41
30063 - Drafter/CAD Operator III		19.41
30064 - Drafter/CAD Operator IV		23.89
30081 - Engineering Technician I		14.39
30082 - Engineering Technician II		16.14
30083 - Engineering Technician III		18.06
30084 - Engineering Technician IV		22.38
30085 - Engineering Technician V		27.38
30086 - Engineering Technician VI		33.12
30090 - Environmental Technician		23.44
30095 - Evidence Control Specialist		20.86
30210 - Laboratory Technician		22.43
30221 - Latent Fingerprint Technician I		23.89
30222 - Latent Fingerprint Technician II		26.38
30240 - Mathematical Technician		22.25
30361 - Paralegal/Legal Assistant I		19.00
30362 - Paralegal/Legal Assistant II		23.53
30363 - Paralegal/Legal Assistant III		28.79
30364 - Paralegal/Legal Assistant IV		34.83
30375 - Petroleum Supply Specialist		25.51
30390 - Photo-Optics Technician		21.48
30395 - Radiation Control Technician		25.51
30461 - Technical Writer I		21.77
30462 - Technical Writer II		26.63
30463 - Technical Writer III		32.22
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		23.89
30502 - Weather Forecaster II		29.06
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	19.41
30621 - Weather Observer Senior	(see 2)	21.56
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		11.55
31030 - Bus Driver		16.85
31043 - Driver Courier		12.27
31260 - Parking and Lot Attendant		10.26
31290 - Shuttle Bus Driver		13.51

31310 - Taxi Driver	11.92
31361 - Truckdriver Light	13.51
31362 - Truckdriver Medium	14.80
31363 - Truckdriver Heavy	18.01
31364 - Truckdriver Tractor-Trailer	18.01
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	10.74
99050 - Desk Clerk	9.83
99095 - Embalmer	25.60
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	14.22
99252 - Laboratory Animal Caretaker II	15.65
99260 - Marketing Analyst	23.10
99310 - Mortician	25.60
99410 - Pest Controller	19.47
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	17.72
99711 - Recycling Specialist	21.77
99730 - Refuse Collector	15.75
99810 - Sales Clerk	12.19
99820 - School Crossing Guard	14.64
99830 - Survey Party Chief	22.48
99831 - Surveying Aide	13.30
99832 - Surveying Technician	18.23
99840 - Vending Machine Attendant	20.24
99841 - Vending Machine Repairer	25.69
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: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

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

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

paid sick 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.: 2015-4390
Revision No.: 16
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: North Carolina

Area: North Carolina County of Onslow

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.83
01012 - Accounting Clerk II		15.52
01013 - Accounting Clerk III		17.37
01020 - Administrative Assistant		23.47
01035 - Court Reporter		17.88
01041 - Customer Service Representative I		11.69
01042 - Customer Service Representative II		13.14
01043 - Customer Service Representative III		14.34
01051 - Data Entry Operator I		14.09
01052 - Data Entry Operator II		15.37
01060 - Dispatcher Motor Vehicle		17.19
01070 - Document Preparation Clerk		14.24

01090 - Duplicating Machine Operator 14.24
01111 - General Clerk I 12.22
01112 - General Clerk II 13.33
01113 - General Clerk III 14.97
01120 - Housing Referral Assistant 19.93
01141 - Messenger Courier 11.61
01191 - Order Clerk I 13.05
01192 - Order Clerk II 14.24
01261 - Personnel Assistant (Employment) I 15.02
01262 - Personnel Assistant (Employment) II 16.81
01263 - Personnel Assistant (Employment) III 18.73
01270 - Production Control Clerk 18.83
01290 - Rental Clerk 12.13
01300 - Scheduler Maintenance 15.98
01311 - Secretary I 15.98
01312 - Secretary II 17.88
01313 - Secretary III 19.93
01320 - Service Order Dispatcher 15.13
01410 - Supply Technician 23.47
01420 - Survey Worker 17.37
01460 - Switchboard Operator/Receptionist 11.49
01531 - Travel Clerk I 14.18
01532 - Travel Clerk II 15.16
01533 - Travel Clerk III 16.19
01611 - Word Processor I 14.60
01612 - Word Processor II 16.39
01613 - Word Processor III 18.34
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.18
05010 - Automotive Electrician 19.33
05040 - Automotive Glass Installer 17.76
05070 - Automotive Worker 17.76
05110 - Mobile Equipment Servicer 15.82
05130 - Motor Equipment Metal Mechanic 19.71
05160 - Motor Equipment Metal Worker 17.76
05190 - Motor Vehicle Mechanic 19.71
05220 - Motor Vehicle Mechanic Helper 14.83
05250 - Motor Vehicle Upholstery Worker 16.17
05280 - Motor Vehicle Wrecker 17.76
05310 - Painter Automotive 18.99
05340 - Radiator Repair Specialist 17.76
05370 - Tire Repairer 14.05
05400 - Transmission Repair Specialist 19.71
07000 - Food Preparation And Service Occupations
07010 - Baker 13.08
07041 - Cook I 12.74
07042 - Cook II 14.39
07070 - Dishwasher 9.04
07130 - Food Service Worker 10.39
07210 - Meat Cutter 18.82

07260 - Waiter/Waitress	9.32
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.52
09040 - Furniture Handler	12.94
09080 - Furniture Refinisher	21.52
09090 - Furniture Refinisher Helper	15.87
09110 - Furniture Repairer Minor	18.85
09130 - Upholsterer	21.52
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	9.82
11060 - Elevator Operator	10.92
11090 - Gardener	16.88
11122 - Housekeeping Aide	10.92
11150 - Janitor	10.92
11210 - Laborer Grounds Maintenance	12.47
11240 - Maid or Houseman	9.93
11260 - Pruner	11.08
11270 - Tractor Operator	15.32
11330 - Trail Maintenance Worker	12.47
11360 - Window Cleaner	12.29
12000 - Health Occupations	
12010 - Ambulance Driver	18.59
12011 - Breath Alcohol Technician	18.59
12012 - Certified Occupational Therapist Assistant	25.50
12015 - Certified Physical Therapist Assistant	25.50
12020 - Dental Assistant	19.96
12025 - Dental Hygienist	33.39
12030 - EKG Technician	28.16
12035 - Electroneurodiagnostic Technologist	28.16
12040 - Emergency Medical Technician	18.59
12071 - Licensed Practical Nurse I	16.61
12072 - Licensed Practical Nurse II	18.59
12073 - Licensed Practical Nurse III	20.72
12100 - Medical Assistant	14.61
12130 - Medical Laboratory Technician	22.74
12160 - Medical Record Clerk	16.55
12190 - Medical Record Technician	18.52
12195 - Medical Transcriptionist	15.43
12210 - Nuclear Medicine Technologist	40.84
12221 - Nursing Assistant I	11.16
12222 - Nursing Assistant II	12.55
12223 - Nursing Assistant III	13.69
12224 - Nursing Assistant IV	15.36
12235 - Optical Dispenser	19.62
12236 - Optical Technician	16.61
12250 - Pharmacy Technician	17.03
12280 - Phlebotomist	16.20
12305 - Radiologic Technologist	25.95
12311 - Registered Nurse I	24.84
12312 - Registered Nurse II	30.39

12313 - Registered Nurse II Specialist		30.39
12314 - Registered Nurse III		36.77
12315 - Registered Nurse III Anesthetist		36.77
12316 - Registered Nurse IV		44.07
12317 - Scheduler (Drug and Alcohol Testing)		23.02
12320 - Substance Abuse Treatment Counselor		22.09
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.20
13012 - Exhibits Specialist II		22.53
13013 - Exhibits Specialist III		27.57
13041 - Illustrator I		18.20
13042 - Illustrator II		22.53
13043 - Illustrator III		27.57
13047 - Librarian		24.96
13050 - Library Aide/Clerk		14.49
13054 - Library Information Technology Systems Administrator		22.53
13058 - Library Technician		18.20
13061 - Media Specialist I		16.26
13062 - Media Specialist II		18.20
13063 - Media Specialist III		20.28
13071 - Photographer I		16.26
13072 - Photographer II		18.20
13073 - Photographer III		22.53
13074 - Photographer IV		27.57
13075 - Photographer V		33.36
13090 - Technical Order Library Clerk		18.20
13110 - Video Teleconference Technician		16.35
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.62
14042 - Computer Operator II		17.47
14043 - Computer Operator III		20.63
14044 - Computer Operator IV		21.65
14045 - Computer Operator V		23.97
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		15.62
14160 - Personal Computer Support Technician		21.65
14170 - System Support Specialist		26.81
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.58
15020 - Aircrew Training Devices Instructor (Rated)		36.99
15030 - Air Crew Training Devices Instructor (Pilot)		41.77
15050 - Computer Based Training Specialist / Instructor		30.58
15060 - Educational Technologist		30.69

15070 - Flight Instructor (Pilot) 41.77
15080 - Graphic Artist 26.04
15085 - Maintenance Test Pilot Fixed Jet/Prop 38.20
15086 - Maintenance Test Pilot Rotary Wing 38.20
15088 - Non-Maintenance Test/Co-Pilot 38.20
15090 - Technical Instructor 24.56
15095 - Technical Instructor/Course Developer 30.04
15110 - Test Proctor 19.82
15120 - Tutor 19.82
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.39
16030 - Counter Attendant 9.39
16040 - Dry Cleaner 11.69
16070 - Finisher Flatwork Machine 9.39
16090 - Presser Hand 9.39
16110 - Presser Machine Drycleaning 9.39
16130 - Presser Machine Shirts 9.39
16160 - Presser Machine Wearing Apparel Laundry 9.39
16190 - Sewing Machine Operator 12.47
16220 - Tailor 13.27
16250 - Washer Machine 10.13
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.52
19040 - Tool And Die Maker 26.39
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 14.84
21030 - Material Coordinator 19.62
21040 - Material Expediter 19.62
21050 - Material Handling Laborer 13.23
21071 - Order Filler 11.71
21080 - Production Line Worker (Food Processing) 14.84
21110 - Shipping Packer 16.67
21130 - Shipping/Receiving Clerk 16.67
21140 - Store Worker I 12.92
21150 - Stock Clerk 18.37
21210 - Tools And Parts Attendant 14.84
21410 - Warehouse Specialist 14.84
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 31.26
23019 - Aircraft Logs and Records Technician 24.75
23021 - Aircraft Mechanic I 29.78
23022 - Aircraft Mechanic II 31.26
23023 - Aircraft Mechanic III 33.11
23040 - Aircraft Mechanic Helper 20.84
23050 - Aircraft Painter 28.25
23060 - Aircraft Servicer 24.75
23070 - Aircraft Survival Flight Equipment Technician 28.25
23080 - Aircraft Worker 26.45
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 26.45

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 29.78
23110 - Appliance Mechanic 21.52
23120 - Bicycle Repairer 17.49
23125 - Cable Splicer 25.30
23130 - Carpenter Maintenance 17.39
23140 - Carpet Layer 20.14
23160 - Electrician Maintenance 23.71
23181 - Electronics Technician Maintenance I 26.06
23182 - Electronics Technician Maintenance II 27.85
23183 - Electronics Technician Maintenance III 29.44
23260 - Fabric Worker 18.85
23290 - Fire Alarm System Mechanic 22.76
23310 - Fire Extinguisher Repairer 17.49
23311 - Fuel Distribution System Mechanic 22.76
23312 - Fuel Distribution System Operator 17.49
23370 - General Maintenance Worker 16.30
23380 - Ground Support Equipment Mechanic 29.78
23381 - Ground Support Equipment Servicer 24.75
23382 - Ground Support Equipment Worker 26.45
23391 - Gunsmith I 17.49
23392 - Gunsmith II 20.14
23393 - Gunsmith III 22.76
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.05
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.16
23430 - Heavy Equipment Mechanic 23.20
23440 - Heavy Equipment Operator 20.48
23460 - Instrument Mechanic 22.76
23465 - Laboratory/Shelter Mechanic 21.52
23470 - Laborer 13.23
23510 - Locksmith 21.52
23530 - Machinery Maintenance Mechanic 24.43
23550 - Machinist Maintenance 22.71
23580 - Maintenance Trades Helper 14.67
23591 - Metrology Technician I 22.76
23592 - Metrology Technician II 24.01
23593 - Metrology Technician III 25.22
23640 - Millwright 22.76
23710 - Office Appliance Repairer 21.52
23760 - Painter Maintenance 18.70
23790 - Pipefitter Maintenance 23.00
23810 - Plumber Maintenance 21.76
23820 - Pneudraulic Systems Mechanic 22.76
23850 - Rigger 22.76
23870 - Scale Mechanic 20.14
23890 - Sheet-Metal Worker Maintenance 21.10
23910 - Small Engine Mechanic 20.14
23931 - Telecommunications Mechanic I 27.64

23932 - Telecommunications Mechanic II 29.16
23950 - Telephone Lineman 26.42
23960 - Welder Combination Maintenance 22.26
23965 - Well Driller 22.76
23970 - Woodcraft Worker 22.76
23980 - Woodworker 17.49
24000 - Personal Needs Occupations
24550 - Case Manager 18.96
24570 - Child Care Attendant 11.68
24580 - Child Care Center Clerk 14.58
24610 - Chore Aide 10.26
24620 - Family Readiness And Support Services Coordinator 17.01
24630 - Homemaker 17.01
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 22.76
25040 - Sewage Plant Operator 23.98
25070 - Stationary Engineer 22.76
25190 - Ventilation Equipment Tender 15.87
25210 - Water Treatment Plant Operator 23.98
27000 - Protective Service Occupations
27004 - Alarm Monitor 15.91
27007 - Baggage Inspector 14.77
27008 - Corrections Officer 18.62
27010 - Court Security Officer 20.04
27030 - Detection Dog Handler 17.06
27040 - Detention Officer 18.62
27070 - Firefighter 21.66
27101 - Guard I 14.77
27102 - Guard II 17.06
27131 - Police Officer I 20.72
27132 - Police Officer II 22.47
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.59
28042 - Carnival Equipment Repairer 13.88
28043 - Carnival Worker 9.11
28210 - Gate Attendant/Gate Tender 16.55
28310 - Lifeguard 14.74
28350 - Park Attendant (Aide) 18.52
28510 - Recreation Aide/Health Facility Attendant 13.51
28515 - Recreation Specialist 21.95
28630 - Sports Official 14.74
28690 - Swimming Pool Operator 18.94
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 20.14
29020 - Hatch Tender 20.14
29030 - Line Handler 20.14
29041 - Stevedore I 18.85
29042 - Stevedore II 21.52
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 15.56
30022 - Archeological Technician II 18.98
30023 - Archeological Technician III 23.50
30030 - Cartographic Technician 23.62
30040 - Civil Engineering Technician 21.02
30051 - Cryogenic Technician I 23.89
30052 - Cryogenic Technician II 26.38
30061 - Drafter/CAD Operator I 15.56
30062 - Drafter/CAD Operator II 17.41
30063 - Drafter/CAD Operator III 19.41
30064 - Drafter/CAD Operator IV 23.89
30081 - Engineering Technician I 14.39
30082 - Engineering Technician II 16.14
30083 - Engineering Technician III 18.06
30084 - Engineering Technician IV 22.38
30085 - Engineering Technician V 27.38
30086 - Engineering Technician VI 33.12
30090 - Environmental Technician 23.44
30095 - Evidence Control Specialist 20.86
30210 - Laboratory Technician 22.43
30221 - Latent Fingerprint Technician I 23.89
30222 - Latent Fingerprint Technician II 26.38
30240 - Mathematical Technician 22.25
30361 - Paralegal/Legal Assistant I 17.55
30362 - Paralegal/Legal Assistant II 21.75
30363 - Paralegal/Legal Assistant III 26.60
30364 - Paralegal/Legal Assistant IV 32.18
30375 - Petroleum Supply Specialist 25.51
30390 - Photo-Optics Technician 21.48
30395 - Radiation Control Technician 25.51
30461 - Technical Writer I 21.77
30462 - Technical Writer II 26.63
30463 - Technical Writer III 32.22
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 23.89
30502 - Weather Forecaster II 29.06
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 19.41
30621 - Weather Observer Senior (see 2) 21.56
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 11.08
31030 - Bus Driver 16.17

31043 - Driver Courier	12.27
31260 - Parking and Lot Attendant	9.85
31290 - Shuttle Bus Driver	13.51
31310 - Taxi Driver	11.92
31361 - Truckdriver Light	13.51
31362 - Truckdriver Medium	14.80
31363 - Truckdriver Heavy	17.28
31364 - Truckdriver Tractor-Trailer	17.28
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.11
99050 - Desk Clerk	9.83
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.22
99252 - Laboratory Animal Caretaker II	15.65
99260 - Marketing Analyst	23.10
99310 - Mortician	25.35
99410 - Pest Controller	17.70
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	16.47
99711 - Recycling Specialist	20.24
99730 - Refuse Collector	14.64
99810 - Sales Clerk	11.50
99820 - School Crossing Guard	14.64
99830 - Survey Party Chief	21.79
99831 - Surveying Aide	12.89
99832 - Surveying Technician	17.67
99840 - Vending Machine Attendant	20.24
99841 - Vending Machine Repairer	25.69
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 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.: 2015-4391
Revision No.: 15
Date Of Last Revision: 04/20/2021

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: North Carolina

Area: North Carolina County of Johnston

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.06
01012 - Accounting Clerk II		18.04
01013 - Accounting Clerk III		20.17
01020 - Administrative Assistant		28.46
01035 - Court Reporter		20.04
01041 - Customer Service Representative I		14.11
01042 - Customer Service Representative II		15.40
01043 - Customer Service Representative III		17.30
01051 - Data Entry Operator I		16.09
01052 - Data Entry Operator II		17.56
01060 - Dispatcher Motor Vehicle		17.70
01070 - Document Preparation Clerk		16.49
01090 - Duplicating Machine Operator		16.49
01111 - General Clerk I		13.78
01112 - General Clerk II		15.05

01113 - General Clerk III	16.89
01120 - Housing Referral Assistant	20.55
01141 - Messenger Courier	15.05
01191 - Order Clerk I	17.17
01192 - Order Clerk II	18.74
01261 - Personnel Assistant (Employment) I	16.33
01262 - Personnel Assistant (Employment) II	18.26
01263 - Personnel Assistant (Employment) III	20.35
01270 - Production Control Clerk	22.88
01290 - Rental Clerk	13.30
01300 - Scheduler Maintenance	16.49
01311 - Secretary I	16.49
01312 - Secretary II	18.44
01313 - Secretary III	20.55
01320 - Service Order Dispatcher	15.82
01410 - Supply Technician	28.46
01420 - Survey Worker	16.15
01460 - Switchboard Operator/Receptionist	15.20
01531 - Travel Clerk I	15.57
01532 - Travel Clerk II	16.49
01533 - Travel Clerk III	17.40
01611 - Word Processor I	15.89
01612 - Word Processor II	17.83
01613 - Word Processor III	19.95
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	26.26
05010 - Automotive Electrician	22.50
05040 - Automotive Glass Installer	21.17
05070 - Automotive Worker	21.17
05110 - Mobile Equipment Servicer	18.69
05130 - Motor Equipment Metal Mechanic	23.77
05160 - Motor Equipment Metal Worker	21.17
05190 - Motor Vehicle Mechanic	23.77
05220 - Motor Vehicle Mechanic Helper	17.40
05250 - Motor Vehicle Upholstery Worker	19.95
05280 - Motor Vehicle Wrecker	21.17
05310 - Painter Automotive	22.50
05340 - Radiator Repair Specialist	21.17
05370 - Tire Repairer	13.43
05400 - Transmission Repair Specialist	23.77
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.67
07041 - Cook I	14.22
07042 - Cook II	16.11
07070 - Dishwasher	10.79
07130 - Food Service Worker	12.52
07210 - Meat Cutter	17.24
07260 - Waiter/Waitress	10.97
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.76

09040 - Furniture Handler 12.62
09080 - Furniture Refinisher 18.76
09090 - Furniture Refinisher Helper 14.67
09110 - Furniture Repairer Minor 16.69
09130 - Upholsterer 18.76
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 10.29
11060 - Elevator Operator 11.62
11090 - Gardener 18.79
11122 - Housekeeping Aide 11.62
11150 - Janitor 11.62
11210 - Laborer Grounds Maintenance 14.95
11240 - Maid or Houseman 11.75
11260 - Pruner 13.76
11270 - Tractor Operator 17.50
11330 - Trail Maintenance Worker 14.95
11360 - Window Cleaner 12.63
12000 - Health Occupations
12010 - Ambulance Driver 19.18
12011 - Breath Alcohol Technician 20.80
12012 - Certified Occupational Therapist Assistant 32.79
12015 - Certified Physical Therapist Assistant 29.66
12020 - Dental Assistant 22.23
12025 - Dental Hygienist 38.49
12030 - EKG Technician 35.18
12035 - Electroneurodiagnostic Technologist 35.18
12040 - Emergency Medical Technician 19.18
12071 - Licensed Practical Nurse I 18.60
12072 - Licensed Practical Nurse II 20.80
12073 - Licensed Practical Nurse III 23.18
12100 - Medical Assistant 17.16
12130 - Medical Laboratory Technician 25.17
12160 - Medical Record Clerk 16.54
12190 - Medical Record Technician 18.74
12195 - Medical Transcriptionist 18.78
12210 - Nuclear Medicine Technologist 34.23
12221 - Nursing Assistant I 11.94
12222 - Nursing Assistant II 13.42
12223 - Nursing Assistant III 14.66
12224 - Nursing Assistant IV 16.44
12235 - Optical Dispenser 27.04
12236 - Optical Technician 20.58
12250 - Pharmacy Technician 17.03
12280 - Phlebotomist 17.13
12305 - Radiologic Technologist 30.51
12311 - Registered Nurse I 25.16
12312 - Registered Nurse II 30.78
12313 - Registered Nurse II Specialist 30.78
12314 - Registered Nurse III 37.23
12315 - Registered Nurse III Anesthetist 37.23

12316 - Registered Nurse IV		44.64
12317 - Scheduler (Drug and Alcohol Testing)		25.76
12320 - Substance Abuse Treatment Counselor		23.62
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.62
13012 - Exhibits Specialist II		26.78
13013 - Exhibits Specialist III		32.76
13041 - Illustrator I		21.62
13042 - Illustrator II		26.78
13043 - Illustrator III		32.76
13047 - Librarian		29.66
13050 - Library Aide/Clerk		11.32
13054 - Library Information Technology Systems Administrator		26.78
13058 - Library Technician		17.84
13061 - Media Specialist I		19.33
13062 - Media Specialist II		21.62
13063 - Media Specialist III		24.10
13071 - Photographer I		18.29
13072 - Photographer II		20.45
13073 - Photographer III		25.34
13074 - Photographer IV		31.00
13075 - Photographer V		37.51
13090 - Technical Order Library Clerk		15.97
13110 - Video Teleconference Technician		21.77
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.85
14042 - Computer Operator II		19.96
14043 - Computer Operator III		22.26
14044 - Computer Operator IV		24.74
14045 - Computer Operator V		26.55
14071 - Computer Programmer I	(see 1)	27.04
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.85
14160 - Personal Computer Support Technician		24.74
14170 - System Support Specialist		36.77
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.33
15020 - Aircrew Training Devices Instructor (Rated)		39.12
15030 - Air Crew Training Devices Instructor (Pilot)		46.88
15050 - Computer Based Training Specialist / Instructor		32.33
15060 - Educational Technologist		30.30
15070 - Flight Instructor (Pilot)		46.88
15080 - Graphic Artist		25.65
15085 - Maintenance Test Pilot Fixed Jet/Prop		46.88

15086 - Maintenance Test Pilot Rotary Wing 46.88
15088 - Non-Maintenance Test/Co-Pilot 46.88
15090 - Technical Instructor 26.52
15095 - Technical Instructor/Course Developer 32.44
15110 - Test Proctor 21.41
15120 - Tutor 21.41
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.99
16030 - Counter Attendant 9.99
16040 - Dry Cleaner 11.80
16070 - Finisher Flatwork Machine 9.99
16090 - Presser Hand 9.99
16110 - Presser Machine Drycleaning 9.99
16130 - Presser Machine Shirts 9.99
16160 - Presser Machine Wearing Apparel Laundry 9.99
16190 - Sewing Machine Operator 12.33
16220 - Tailor 12.91
16250 - Washer Machine 10.59
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.12
19040 - Tool And Die Maker 26.86
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.03
21030 - Material Coordinator 22.88
21040 - Material Expediter 22.88
21050 - Material Handling Laborer 13.92
21071 - Order Filler 13.42
21080 - Production Line Worker (Food Processing) 17.03
21110 - Shipping Packer 15.62
21130 - Shipping/Receiving Clerk 15.62
21140 - Store Worker I 13.01
21150 - Stock Clerk 17.10
21210 - Tools And Parts Attendant 17.03
21410 - Warehouse Specialist 17.03
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.70
23019 - Aircraft Logs and Records Technician 24.49
23021 - Aircraft Mechanic I 29.18
23022 - Aircraft Mechanic II 30.70
23023 - Aircraft Mechanic III 32.21
23040 - Aircraft Mechanic Helper 21.36
23050 - Aircraft Painter 27.63
23060 - Aircraft Servicer 24.49
23070 - Aircraft Survival Flight Equipment Technician 27.63
23080 - Aircraft Worker 25.99
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.99
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 29.18
23110 - Appliance Mechanic 20.65

23120 - Bicycle Repairer	19.46
23125 - Cable Splicer	30.10
23130 - Carpenter Maintenance	19.99
23140 - Carpet Layer	22.04
23160 - Electrician Maintenance	21.50
23181 - Electronics Technician Maintenance I	23.42
23182 - Electronics Technician Maintenance II	24.89
23183 - Electronics Technician Maintenance III	26.29
23260 - Fabric Worker	20.78
23290 - Fire Alarm System Mechanic	23.07
23310 - Fire Extinguisher Repairer	19.46
23311 - Fuel Distribution System Mechanic	28.99
23312 - Fuel Distribution System Operator	22.84
23370 - General Maintenance Worker	19.56
23380 - Ground Support Equipment Mechanic	29.18
23381 - Ground Support Equipment Servicer	24.49
23382 - Ground Support Equipment Worker	25.99
23391 - Gunsmith I	19.46
23392 - Gunsmith II	22.05
23393 - Gunsmith III	24.75
23410 - Heating Ventilation And Air-Conditioning Mechanic	23.98
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	25.23
23430 - Heavy Equipment Mechanic	24.98
23440 - Heavy Equipment Operator	20.25
23460 - Instrument Mechanic	29.11
23465 - Laboratory/Shelter Mechanic	23.43
23470 - Laborer	13.92
23510 - Locksmith	23.43
23530 - Machinery Maintenance Mechanic	25.85
23550 - Machinist Maintenance	22.14
23580 - Maintenance Trades Helper	15.06
23591 - Metrology Technician I	29.11
23592 - Metrology Technician II	30.61
23593 - Metrology Technician III	32.11
23640 - Millwright	21.30
23710 - Office Appliance Repairer	20.44
23760 - Painter Maintenance	17.35
23790 - Pipefitter Maintenance	23.06
23810 - Plumber Maintenance	21.83
23820 - Pneudraulic Systems Mechanic	24.75
23850 - Rigger	24.75
23870 - Scale Mechanic	22.05
23890 - Sheet-Metal Worker Maintenance	20.82
23910 - Small Engine Mechanic	22.19
23931 - Telecommunications Mechanic I	28.08
23932 - Telecommunications Mechanic II	29.54
23950 - Telephone Lineman	21.95
23960 - Welder Combination Maintenance	21.88

23965 - Well Driller	24.49
23970 - Woodcraft Worker	24.75
23980 - Woodworker	19.46
24000 - Personal Needs Occupations	
24550 - Case Manager	13.63
24570 - Child Care Attendant	11.71
24580 - Child Care Center Clerk	14.59
24610 - Chore Aide	11.28
24620 - Family Readiness And Support Services Coordinator	13.63
24630 - Homemaker	16.20
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.05
25040 - Sewage Plant Operator	23.96
25070 - Stationary Engineer	26.05
25190 - Ventilation Equipment Tender	19.06
25210 - Water Treatment Plant Operator	23.96
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.50
27007 - Baggage Inspector	14.05
27008 - Corrections Officer	19.56
27010 - Court Security Officer	20.08
27030 - Detection Dog Handler	15.71
27040 - Detention Officer	19.56
27070 - Firefighter	20.60
27101 - Guard I	14.05
27102 - Guard II	15.71
27131 - Police Officer I	22.31
27132 - Police Officer II	24.79
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.86
28042 - Carnival Equipment Repairer	12.73
28043 - Carnival Worker	9.32
28210 - Gate Attendant/Gate Tender	17.55
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	19.63
28510 - Recreation Aide/Health Facility Attendant	14.32
28515 - Recreation Specialist	24.29
28630 - Sports Official	15.63
28690 - Swimming Pool Operator	18.94
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	28.40
29020 - Hatch Tender	28.40
29030 - Line Handler	28.40
29041 - Stevedore I	26.59
29042 - Stevedore II	30.34
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	41.86
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	28.86
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	31.79

30021 - Archeological Technician I		18.45
30022 - Archeological Technician II		20.63
30023 - Archeological Technician III		25.55
30030 - Cartographic Technician		25.55
30040 - Civil Engineering Technician		27.13
30051 - Cryogenic Technician I		28.30
30052 - Cryogenic Technician II		31.26
30061 - Drafter/CAD Operator I		18.45
30062 - Drafter/CAD Operator II		20.63
30063 - Drafter/CAD Operator III		22.99
30064 - Drafter/CAD Operator IV		28.30
30081 - Engineering Technician I		15.04
30082 - Engineering Technician II		16.90
30083 - Engineering Technician III		18.89
30084 - Engineering Technician IV		23.40
30085 - Engineering Technician V		28.63
30086 - Engineering Technician VI		34.65
30090 - Environmental Technician		24.01
30095 - Evidence Control Specialist		25.55
30210 - Laboratory Technician		28.17
30221 - Latent Fingerprint Technician I		22.78
30222 - Latent Fingerprint Technician II		25.16
30240 - Mathematical Technician		27.09
30361 - Paralegal/Legal Assistant I		20.54
30362 - Paralegal/Legal Assistant II		25.44
30363 - Paralegal/Legal Assistant III		31.12
30364 - Paralegal/Legal Assistant IV		37.66
30375 - Petroleum Supply Specialist		31.26
30390 - Photo-Optics Technician		25.55
30395 - Radiation Control Technician		31.26
30461 - Technical Writer I		28.51
30462 - Technical Writer II		34.88
30463 - Technical Writer III		42.21
30491 - Unexploded Ordnance (UXO) Technician I		26.61
30492 - Unexploded Ordnance (UXO) Technician II		32.19
30493 - Unexploded Ordnance (UXO) Technician III		38.58
30494 - Unexploded (UXO) Safety Escort		26.61
30495 - Unexploded (UXO) Sweep Personnel		26.61
30501 - Weather Forecaster I		28.30
30502 - Weather Forecaster II		34.43
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.99
30621 - Weather Observer Senior	(see 2)	25.55
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		32.19
31020 - Bus Aide		12.10
31030 - Bus Driver		16.48
31043 - Driver Courier		14.84
31260 - Parking and Lot Attendant		12.69
31290 - Shuttle Bus Driver		15.57

31310 - Taxi Driver	13.92
31361 - Truckdriver Light	15.94
31362 - Truckdriver Medium	17.02
31363 - Truckdriver Heavy	21.73
31364 - Truckdriver Tractor-Trailer	21.73
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.69
99030 - Cashier	10.75
99050 - Desk Clerk	11.31
99095 - Embalmer	30.02
99130 - Flight Follower	26.61
99251 - Laboratory Animal Caretaker I	13.36
99252 - Laboratory Animal Caretaker II	14.35
99260 - Marketing Analyst	31.63
99310 - Mortician	30.02
99410 - Pest Controller	18.11
99510 - Photofinishing Worker	15.92
99710 - Recycling Laborer	17.80
99711 - Recycling Specialist	20.83
99730 - Refuse Collector	16.38
99810 - Sales Clerk	12.00
99820 - School Crossing Guard	13.12
99830 - Survey Party Chief	28.27
99831 - Surveying Aide	16.71
99832 - Surveying Technician	22.93
99840 - Vending Machine Attendant	14.23
99841 - Vending Machine Repairer	17.17
99842 - Vending Machine Repairer Helper	14.23

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 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.: 2015-4392
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.

State: North Carolina

Area: North Carolina County of Johnston

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.77
01012 - Accounting Clerk II		17.70
01013 - Accounting Clerk III		19.80
01020 - Administrative Assistant		27.21
01035 - Court Reporter		18.22
01041 - Customer Service Representative I		13.20
01042 - Customer Service Representative II		14.84
01043 - Customer Service Representative III		16.19
01051 - Data Entry Operator I		15.32
01052 - Data Entry Operator II		16.73
01060 - Dispatcher Motor Vehicle		17.70
01070 - Document Preparation Clerk		14.99

01090 - Duplicating Machine Operator 14.99
01111 - General Clerk I 13.78
01112 - General Clerk II 15.05
01113 - General Clerk III 16.89
01120 - Housing Referral Assistant 20.30
01141 - Messenger Courier 15.05
01191 - Order Clerk I 16.93
01192 - Order Clerk II 18.46
01261 - Personnel Assistant (Employment) I 16.19
01262 - Personnel Assistant (Employment) II 18.12
01263 - Personnel Assistant (Employment) III 20.20
01270 - Production Control Clerk 22.66
01290 - Rental Clerk 13.30
01300 - Scheduler Maintenance 16.28
01311 - Secretary I 16.28
01312 - Secretary II 18.22
01313 - Secretary III 20.30
01320 - Service Order Dispatcher 15.82
01410 - Supply Technician 27.21
01420 - Survey Worker 14.69
01460 - Switchboard Operator/Receptionist 14.73
01531 - Travel Clerk I 15.57
01532 - Travel Clerk II 16.49
01533 - Travel Clerk III 17.40
01611 - Word Processor I 15.89
01612 - Word Processor II 17.83
01613 - Word Processor III 19.95
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 23.87
05010 - Automotive Electrician 20.74
05040 - Automotive Glass Installer 19.52
05070 - Automotive Worker 19.52
05110 - Mobile Equipment Servicer 17.23
05130 - Motor Equipment Metal Mechanic 21.92
05160 - Motor Equipment Metal Worker 19.52
05190 - Motor Vehicle Mechanic 21.92
05220 - Motor Vehicle Mechanic Helper 16.04
05250 - Motor Vehicle Upholstery Worker 18.39
05280 - Motor Vehicle Wrecker 19.52
05310 - Painter Automotive 20.74
05340 - Radiator Repair Specialist 19.52
05370 - Tire Repairer 13.43
05400 - Transmission Repair Specialist 21.92
07000 - Food Preparation And Service Occupations
07010 - Baker 13.34
07041 - Cook I 13.63
07042 - Cook II 15.45
07070 - Dishwasher 9.95
07130 - Food Service Worker 12.06
07210 - Meat Cutter 16.39

07260 - Waiter/Waitress	10.97
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.76
09040 - Furniture Handler	12.62
09080 - Furniture Refinisher	18.76
09090 - Furniture Refinisher Helper	14.67
09110 - Furniture Repairer Minor	16.69
09130 - Upholsterer	18.76
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.29
11060 - Elevator Operator	10.98
11090 - Gardener	18.79
11122 - Housekeeping Aide	10.98
11150 - Janitor	10.98
11210 - Laborer Grounds Maintenance	14.95
11240 - Maid or Houseman	10.80
11260 - Pruner	13.76
11270 - Tractor Operator	17.50
11330 - Trail Maintenance Worker	14.95
11360 - Window Cleaner	11.93
12000 - Health Occupations	
12010 - Ambulance Driver	19.18
12011 - Breath Alcohol Technician	20.15
12012 - Certified Occupational Therapist Assistant	32.79
12015 - Certified Physical Therapist Assistant	28.42
12020 - Dental Assistant	21.83
12025 - Dental Hygienist	38.49
12030 - EKG Technician	35.18
12035 - Electroneurodiagnostic Technologist	35.18
12040 - Emergency Medical Technician	19.18
12071 - Licensed Practical Nurse I	18.01
12072 - Licensed Practical Nurse II	20.15
12073 - Licensed Practical Nurse III	22.46
12100 - Medical Assistant	16.75
12130 - Medical Laboratory Technician	25.17
12160 - Medical Record Clerk	15.23
12190 - Medical Record Technician	18.74
12195 - Medical Transcriptionist	17.07
12210 - Nuclear Medicine Technologist	33.77
12221 - Nursing Assistant I	11.94
12222 - Nursing Assistant II	13.42
12223 - Nursing Assistant III	14.66
12224 - Nursing Assistant IV	16.44
12235 - Optical Dispenser	25.76
12236 - Optical Technician	18.71
12250 - Pharmacy Technician	17.03
12280 - Phlebotomist	16.55
12305 - Radiologic Technologist	30.51
12311 - Registered Nurse I	25.16
12312 - Registered Nurse II	30.78

12313 - Registered Nurse II Specialist		30.78
12314 - Registered Nurse III		37.23
12315 - Registered Nurse III Anesthetist		37.23
12316 - Registered Nurse IV		44.64
12317 - Scheduler (Drug and Alcohol Testing)		24.96
12320 - Substance Abuse Treatment Counselor		23.62
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.68
13012 - Exhibits Specialist II		24.38
13013 - Exhibits Specialist III		29.82
13041 - Illustrator I		19.69
13042 - Illustrator II		24.41
13043 - Illustrator III		29.85
13047 - Librarian		27.00
13050 - Library Aide/Clerk		11.32
13054 - Library Information Technology Systems Administrator		24.38
13058 - Library Technician		17.84
13061 - Media Specialist I		17.59
13062 - Media Specialist II		19.68
13063 - Media Specialist III		21.94
13071 - Photographer I		17.91
13072 - Photographer II		19.18
13073 - Photographer III		23.74
13074 - Photographer IV		28.33
13075 - Photographer V		34.29
13090 - Technical Order Library Clerk		15.97
13110 - Video Teleconference Technician		21.77
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.23
14042 - Computer Operator II		18.15
14043 - Computer Operator III		20.24
14044 - Computer Operator IV		22.49
14045 - Computer Operator V		24.14
14071 - Computer Programmer I	(see 1)	27.04
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.23
14160 - Personal Computer Support Technician		22.49
14170 - System Support Specialist		36.77
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.58
15020 - Aircrew Training Devices Instructor (Rated)		36.99
15030 - Air Crew Training Devices Instructor (Pilot)		43.76
15050 - Computer Based Training Specialist / Instructor		30.58
15060 - Educational Technologist		30.28

15070 - Flight Instructor (Pilot) 43.76
15080 - Graphic Artist 25.14
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 26.01
15095 - Technical Instructor/Course Developer 31.80
15110 - Test Proctor 20.99
15120 - Tutor 20.99
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.69
16030 - Counter Attendant 9.69
16040 - Dry Cleaner 11.43
16070 - Finisher Flatwork Machine 9.69
16090 - Presser Hand 9.69
16110 - Presser Machine Drycleaning 9.69
16130 - Presser Machine Shirts 9.69
16160 - Presser Machine Wearing Apparel Laundry 9.69
16190 - Sewing Machine Operator 11.95
16220 - Tailor 12.51
16250 - Washer Machine 10.27
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.12
19040 - Tool And Die Maker 26.84
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.03
21030 - Material Coordinator 22.66
21040 - Material Expediter 22.66
21050 - Material Handling Laborer 13.12
21071 - Order Filler 13.18
21080 - Production Line Worker (Food Processing) 17.03
21110 - Shipping Packer 14.60
21130 - Shipping/Receiving Clerk 14.60
21140 - Store Worker I 12.62
21150 - Stock Clerk 16.59
21210 - Tools And Parts Attendant 17.03
21410 - Warehouse Specialist 17.03
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.18
23019 - Aircraft Logs and Records Technician 22.48
23021 - Aircraft Mechanic I 26.79
23022 - Aircraft Mechanic II 28.18
23023 - Aircraft Mechanic III 29.55
23040 - Aircraft Mechanic Helper 19.78
23050 - Aircraft Painter 25.34
23060 - Aircraft Servicer 22.48
23070 - Aircraft Survival Flight Equipment Technician 25.34
23080 - Aircraft Worker 23.86
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.86

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.79
23110 - Appliance Mechanic 20.65
23120 - Bicycle Repairer 18.84
23125 - Cable Splicer 29.30
23130 - Carpenter Maintenance 19.75
23140 - Carpet Layer 20.04
23160 - Electrician Maintenance 20.76
23181 - Electronics Technician Maintenance I 21.99
23182 - Electronics Technician Maintenance II 23.37
23183 - Electronics Technician Maintenance III 24.69
23260 - Fabric Worker 19.87
23290 - Fire Alarm System Mechanic 23.07
23310 - Fire Extinguisher Repairer 18.61
23311 - Fuel Distribution System Mechanic 26.35
23312 - Fuel Distribution System Operator 20.76
23370 - General Maintenance Worker 19.09
23380 - Ground Support Equipment Mechanic 26.79
23381 - Ground Support Equipment Servicer 22.48
23382 - Ground Support Equipment Worker 23.86
23391 - Gunsmith I 18.61
23392 - Gunsmith II 21.09
23393 - Gunsmith III 23.68
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.34
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.50
23430 - Heavy Equipment Mechanic 23.88
23440 - Heavy Equipment Operator 20.15
23460 - Instrument Mechanic 26.46
23465 - Laboratory/Shelter Mechanic 22.41
23470 - Laborer 13.12
23510 - Locksmith 21.75
23530 - Machinery Maintenance Mechanic 25.85
23550 - Machinist Maintenance 20.13
23580 - Maintenance Trades Helper 15.06
23591 - Metrology Technician I 26.46
23592 - Metrology Technician II 27.83
23593 - Metrology Technician III 29.19
23640 - Millwright 21.30
23710 - Office Appliance Repairer 19.92
23760 - Painter Maintenance 17.05
23790 - Pipefitter Maintenance 23.06
23810 - Plumber Maintenance 21.83
23820 - Pneudraulic Systems Mechanic 23.68
23850 - Rigger 23.68
23870 - Scale Mechanic 21.09
23890 - Sheet-Metal Worker Maintenance 20.82
23910 - Small Engine Mechanic 22.19
23931 - Telecommunications Mechanic I 26.41

23932 - Telecommunications Mechanic II 27.78
23950 - Telephone Lineman 21.95
23960 - Welder Combination Maintenance 21.06
23965 - Well Driller 22.26
23970 - Woodcraft Worker 23.68
23980 - Woodworker 18.61
24000 - Personal Needs Occupations
24550 - Case Manager 13.63
24570 - Child Care Attendant 11.68
24580 - Child Care Center Clerk 14.58
24610 - Chore Aide 11.28
24620 - Family Readiness And Support Services Coordinator 13.63
24630 - Homemaker 16.20
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 23.68
25040 - Sewage Plant Operator 23.59
25070 - Stationary Engineer 23.68
25190 - Ventilation Equipment Tender 17.33
25210 - Water Treatment Plant Operator 23.59
27000 - Protective Service Occupations
27004 - Alarm Monitor 19.14
27007 - Baggage Inspector 13.20
27008 - Corrections Officer 19.56
27010 - Court Security Officer 20.08
27030 - Detection Dog Handler 14.77
27040 - Detention Officer 19.56
27070 - Firefighter 20.60
27101 - Guard I 13.20
27102 - Guard II 14.77
27131 - Police Officer I 22.31
27132 - Police Officer II 24.79
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 11.83
28042 - Carnival Equipment Repairer 12.70
28043 - Carnival Worker 9.30
28210 - Gate Attendant/Gate Tender 16.65
28310 - Lifeguard 11.34
28350 - Park Attendant (Aide) 18.64
28510 - Recreation Aide/Health Facility Attendant 13.60
28515 - Recreation Specialist 22.08
28630 - Sports Official 14.83
28690 - Swimming Pool Operator 18.94
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 25.82
29020 - Hatch Tender 25.82
29030 - Line Handler 25.82
29041 - Stevedore I 24.17
29042 - Stevedore II 27.58
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 41.44
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 28.58
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 31.48
30021 - Archeological Technician I 17.77
30022 - Archeological Technician II 19.88
30023 - Archeological Technician III 24.63
30030 - Cartographic Technician 24.63
30040 - Civil Engineering Technician 25.61
30051 - Cryogenic Technician I 27.27
30052 - Cryogenic Technician II 30.12
30061 - Drafter/CAD Operator I 17.77
30062 - Drafter/CAD Operator II 19.88
30063 - Drafter/CAD Operator III 22.16
30064 - Drafter/CAD Operator IV 27.27
30081 - Engineering Technician I 14.63
30082 - Engineering Technician II 16.42
30083 - Engineering Technician III 18.38
30084 - Engineering Technician IV 22.75
30085 - Engineering Technician V 27.84
30086 - Engineering Technician VI 33.68
30090 - Environmental Technician 24.01
30095 - Evidence Control Specialist 24.63
30210 - Laboratory Technician 28.17
30221 - Latent Fingerprint Technician I 22.78
30222 - Latent Fingerprint Technician II 25.16
30240 - Mathematical Technician 24.63
30361 - Paralegal/Legal Assistant I 19.51
30362 - Paralegal/Legal Assistant II 24.16
30363 - Paralegal/Legal Assistant III 29.54
30364 - Paralegal/Legal Assistant IV 35.75
30375 - Petroleum Supply Specialist 30.12
30390 - Photo-Optics Technician 24.63
30395 - Radiation Control Technician 30.12
30461 - Technical Writer I 26.35
30462 - Technical Writer II 32.22
30463 - Technical Writer III 38.98
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 27.27
30502 - Weather Forecaster II 33.17
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.16
30621 - Weather Observer Senior (see 2) 24.63
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 31.87
31020 - Bus Aide 12.10
31030 - Bus Driver 16.48

31043 - Driver Courier	14.50
31260 - Parking and Lot Attendant	11.54
31290 - Shuttle Bus Driver	15.57
31310 - Taxi Driver	12.65
31361 - Truckdriver Light	15.57
31362 - Truckdriver Medium	16.62
31363 - Truckdriver Heavy	21.73
31364 - Truckdriver Tractor-Trailer	21.73
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.54
99030 - Cashier	9.95
99050 - Desk Clerk	11.31
99095 - Embalmer	30.02
99130 - Flight Follower	26.34
99251 - Laboratory Animal Caretaker I	13.20
99252 - Laboratory Animal Caretaker II	14.18
99260 - Marketing Analyst	31.61
99310 - Mortician	30.02
99410 - Pest Controller	18.11
99510 - Photofinishing Worker	15.92
99710 - Recycling Laborer	17.80
99711 - Recycling Specialist	20.83
99730 - Refuse Collector	16.38
99810 - Sales Clerk	11.56
99820 - School Crossing Guard	12.86
99830 - Survey Party Chief	27.52
99831 - Surveying Aide	16.27
99832 - Surveying Technician	22.32
99840 - Vending Machine Attendant	14.23
99841 - Vending Machine Repairer	17.17
99842 - Vending Machine Repairer Helper	14.23

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 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

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

State: North Carolina

Area: North Carolina Counties of Franklin Wake

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.06
01012 - Accounting Clerk II		18.04
01013 - Accounting Clerk III		20.17
01020 - Administrative Assistant		28.46
01035 - Court Reporter		20.04
01041 - Customer Service Representative I		14.11
01042 - Customer Service Representative II		15.40
01043 - Customer Service Representative III		17.30
01051 - Data Entry Operator I		16.09
01052 - Data Entry Operator II		17.56
01060 - Dispatcher Motor Vehicle		17.90
01070 - Document Preparation Clerk		16.49
01090 - Duplicating Machine Operator		16.49
01111 - General Clerk I		13.78
01112 - General Clerk II		15.05

01113 - General Clerk III 16.89
01120 - Housing Referral Assistant 20.55
01141 - Messenger Courier 15.05
01191 - Order Clerk I 17.17
01192 - Order Clerk II 18.74
01261 - Personnel Assistant (Employment) I 16.52
01262 - Personnel Assistant (Employment) II 18.48
01263 - Personnel Assistant (Employment) III 20.43
01270 - Production Control Clerk 22.88
01290 - Rental Clerk 14.98
01300 - Scheduler Maintenance 16.49
01311 - Secretary I 16.49
01312 - Secretary II 18.44
01313 - Secretary III 20.55
01320 - Service Order Dispatcher 16.49
01410 - Supply Technician 28.46
01420 - Survey Worker 16.15
01460 - Switchboard Operator/Receptionist 15.20
01531 - Travel Clerk I 15.57
01532 - Travel Clerk II 16.49
01533 - Travel Clerk III 17.53
01611 - Word Processor I 15.89
01612 - Word Processor II 17.83
01613 - Word Processor III 19.95
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 26.26
05010 - Automotive Electrician 22.50
05040 - Automotive Glass Installer 21.17
05070 - Automotive Worker 21.17
05110 - Mobile Equipment Servicer 18.69
05130 - Motor Equipment Metal Mechanic 23.77
05160 - Motor Equipment Metal Worker 21.17
05190 - Motor Vehicle Mechanic 23.77
05220 - Motor Vehicle Mechanic Helper 17.40
05250 - Motor Vehicle Upholstery Worker 19.95
05280 - Motor Vehicle Wrecker 21.17
05310 - Painter Automotive 22.50
05340 - Radiator Repair Specialist 21.17
05370 - Tire Repairer 13.43
05400 - Transmission Repair Specialist 23.77
07000 - Food Preparation And Service Occupations
07010 - Baker 14.84
07041 - Cook I 14.22
07042 - Cook II 16.11
07070 - Dishwasher 10.79
07130 - Food Service Worker 12.52
07210 - Meat Cutter 17.24
07260 - Waiter/Waitress 10.97
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 18.28

09040 - Furniture Handler 12.39
09080 - Furniture Refinisher 18.28
09090 - Furniture Refinisher Helper 14.37
09110 - Furniture Repairer Minor 16.64
09130 - Upholsterer 19.15
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 10.29
11060 - Elevator Operator 11.62
11090 - Gardener 18.79
11122 - Housekeeping Aide 11.62
11150 - Janitor 11.62
11210 - Laborer Grounds Maintenance 14.95
11240 - Maid or Houseman 11.75
11260 - Pruner 13.76
11270 - Tractor Operator 17.50
11330 - Trail Maintenance Worker 14.95
11360 - Window Cleaner 12.63
12000 - Health Occupations
12010 - Ambulance Driver 19.18
12011 - Breath Alcohol Technician 20.80
12012 - Certified Occupational Therapist Assistant 32.79
12015 - Certified Physical Therapist Assistant 29.66
12020 - Dental Assistant 22.23
12025 - Dental Hygienist 38.49
12030 - EKG Technician 35.18
12035 - Electroneurodiagnostic Technologist 35.18
12040 - Emergency Medical Technician 19.18
12071 - Licensed Practical Nurse I 18.60
12072 - Licensed Practical Nurse II 20.80
12073 - Licensed Practical Nurse III 23.18
12100 - Medical Assistant 17.16
12130 - Medical Laboratory Technician 25.76
12160 - Medical Record Clerk 16.54
12190 - Medical Record Technician 18.74
12195 - Medical Transcriptionist 19.59
12210 - Nuclear Medicine Technologist 34.23
12221 - Nursing Assistant I 11.94
12222 - Nursing Assistant II 13.42
12223 - Nursing Assistant III 14.66
12224 - Nursing Assistant IV 16.44
12235 - Optical Dispenser 27.04
12236 - Optical Technician 20.58
12250 - Pharmacy Technician 15.75
12280 - Phlebotomist 17.13
12305 - Radiologic Technologist 30.51
12311 - Registered Nurse I 25.16
12312 - Registered Nurse II 30.78
12313 - Registered Nurse II Specialist 30.78
12314 - Registered Nurse III 37.23
12315 - Registered Nurse III Anesthetist 37.23

12316 - Registered Nurse IV		44.64
12317 - Scheduler (Drug and Alcohol Testing)		25.76
12320 - Substance Abuse Treatment Counselor		23.62
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.62
13012 - Exhibits Specialist II		26.78
13013 - Exhibits Specialist III		32.76
13041 - Illustrator I		21.62
13042 - Illustrator II		26.78
13043 - Illustrator III		32.76
13047 - Librarian		29.66
13050 - Library Aide/Clerk		12.41
13054 - Library Information Technology Systems Administrator		26.78
13058 - Library Technician		18.13
13061 - Media Specialist I		19.33
13062 - Media Specialist II		21.62
13063 - Media Specialist III		24.10
13071 - Photographer I		18.29
13072 - Photographer II		20.45
13073 - Photographer III		25.34
13074 - Photographer IV		31.00
13075 - Photographer V		37.51
13090 - Technical Order Library Clerk		15.97
13110 - Video Teleconference Technician		22.98
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.27
14042 - Computer Operator II		21.84
14043 - Computer Operator III		24.05
14044 - Computer Operator IV		26.71
14045 - Computer Operator V		29.58
14071 - Computer Programmer I	(see 1)	27.04
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.27
14160 - Personal Computer Support Technician		29.85
14170 - System Support Specialist		36.77
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.33
15020 - Aircrew Training Devices Instructor (Rated)		39.12
15030 - Air Crew Training Devices Instructor (Pilot)		46.88
15050 - Computer Based Training Specialist / Instructor		32.33
15060 - Educational Technologist		30.30
15070 - Flight Instructor (Pilot)		46.88
15080 - Graphic Artist		25.65
15085 - Maintenance Test Pilot Fixed Jet/Prop		46.88

15086 - Maintenance Test Pilot Rotary Wing 46.88
15088 - Non-Maintenance Test/Co-Pilot 46.88
15090 - Technical Instructor 26.52
15095 - Technical Instructor/Course Developer 32.44
15110 - Test Proctor 21.41
15120 - Tutor 21.41
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.99
16030 - Counter Attendant 9.99
16040 - Dry Cleaner 11.80
16070 - Finisher Flatwork Machine 9.99
16090 - Presser Hand 9.99
16110 - Presser Machine Drycleaning 9.99
16130 - Presser Machine Shirts 9.99
16160 - Presser Machine Wearing Apparel Laundry 9.99
16190 - Sewing Machine Operator 12.33
16220 - Tailor 12.91
16250 - Washer Machine 10.59
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.90
19040 - Tool And Die Maker 26.86
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.03
21030 - Material Coordinator 22.88
21040 - Material Expediter 22.88
21050 - Material Handling Laborer 13.92
21071 - Order Filler 13.42
21080 - Production Line Worker (Food Processing) 17.03
21110 - Shipping Packer 15.62
21130 - Shipping/Receiving Clerk 15.62
21140 - Store Worker I 13.01
21150 - Stock Clerk 17.10
21210 - Tools And Parts Attendant 17.03
21410 - Warehouse Specialist 17.03
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.70
23019 - Aircraft Logs and Records Technician 24.49
23021 - Aircraft Mechanic I 29.18
23022 - Aircraft Mechanic II 30.70
23023 - Aircraft Mechanic III 32.21
23040 - Aircraft Mechanic Helper 21.36
23050 - Aircraft Painter 27.63
23060 - Aircraft Servicer 24.49
23070 - Aircraft Survival Flight Equipment Technician 27.63
23080 - Aircraft Worker 25.99
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.99
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 29.18
23110 - Appliance Mechanic 20.65

23120 - Bicycle Repairer 19.46
23125 - Cable Splicer 30.10
23130 - Carpenter Maintenance 19.99
23140 - Carpet Layer 22.05
23160 - Electrician Maintenance 21.50
23181 - Electronics Technician Maintenance I 23.42
23182 - Electronics Technician Maintenance II 24.89
23183 - Electronics Technician Maintenance III 26.29
23260 - Fabric Worker 20.78
23290 - Fire Alarm System Mechanic 23.07
23310 - Fire Extinguisher Repairer 19.46
23311 - Fuel Distribution System Mechanic 28.99
23312 - Fuel Distribution System Operator 24.35
23370 - General Maintenance Worker 19.56
23380 - Ground Support Equipment Mechanic 29.18
23381 - Ground Support Equipment Servicer 24.49
23382 - Ground Support Equipment Worker 25.99
23391 - Gunsmith I 19.46
23392 - Gunsmith II 22.05
23393 - Gunsmith III 24.75
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.98
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 25.23
23430 - Heavy Equipment Mechanic 24.98
23440 - Heavy Equipment Operator 20.25
23460 - Instrument Mechanic 30.51
23465 - Laboratory/Shelter Mechanic 23.43
23470 - Laborer 13.92
23510 - Locksmith 23.43
23530 - Machinery Maintenance Mechanic 25.85
23550 - Machinist Maintenance 22.14
23580 - Maintenance Trades Helper 15.22
23591 - Metrology Technician I 30.51
23592 - Metrology Technician II 32.10
23593 - Metrology Technician III 33.67
23640 - Millwright 21.30
23710 - Office Appliance Repairer 20.93
23760 - Painter Maintenance 17.41
23790 - Pipefitter Maintenance 23.06
23810 - Plumber Maintenance 21.83
23820 - Pneudraulic Systems Mechanic 24.75
23850 - Rigger 24.75
23870 - Scale Mechanic 22.05
23890 - Sheet-Metal Worker Maintenance 20.83
23910 - Small Engine Mechanic 22.19
23931 - Telecommunications Mechanic I 28.08
23932 - Telecommunications Mechanic II 29.54
23950 - Telephone Lineman 21.95
23960 - Welder Combination Maintenance 21.88

23965 - Well Driller		26.05
23970 - Woodcraft Worker		24.75
23980 - Woodworker		19.46
24000 - Personal Needs Occupations		
24550 - Case Manager		14.21
24570 - Child Care Attendant		11.71
24580 - Child Care Center Clerk		14.59
24610 - Chore Aide		11.28
24620 - Family Readiness And Support Services Coordinator		14.21
24630 - Homemaker		16.01
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		26.05
25040 - Sewage Plant Operator		23.96
25070 - Stationary Engineer		26.05
25190 - Ventilation Equipment Tender		19.06
25210 - Water Treatment Plant Operator		23.96
27000 - Protective Service Occupations		
27004 - Alarm Monitor		19.50
27007 - Baggage Inspector		14.05
27008 - Corrections Officer		19.56
27010 - Court Security Officer		20.08
27030 - Detection Dog Handler		15.71
27040 - Detention Officer		19.56
27070 - Firefighter		20.60
27101 - Guard I		14.05
27102 - Guard II		15.71
27131 - Police Officer I		22.31
27132 - Police Officer II		24.79
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		11.86
28042 - Carnival Equipment Repairer		12.73
28043 - Carnival Worker		9.32
28210 - Gate Attendant/Gate Tender		17.55
28310 - Lifeguard		12.11
28350 - Park Attendant (Aide)		19.63
28510 - Recreation Aide/Health Facility Attendant		14.32
28515 - Recreation Specialist		24.32
28630 - Sports Official		15.63
28690 - Swimming Pool Operator		15.90
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		30.54
29020 - Hatch Tender		30.54
29030 - Line Handler		30.54
29041 - Stevedore I		28.75
29042 - Stevedore II		32.44
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	41.86
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	28.86
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	31.79

30021 - Archeological Technician I		18.63
30022 - Archeological Technician II		21.97
30023 - Archeological Technician III		25.82
30030 - Cartographic Technician		26.02
30040 - Civil Engineering Technician		27.13
30051 - Cryogenic Technician I		28.30
30052 - Cryogenic Technician II		31.26
30061 - Drafter/CAD Operator I		18.63
30062 - Drafter/CAD Operator II		20.84
30063 - Drafter/CAD Operator III		23.22
30064 - Drafter/CAD Operator IV		28.59
30081 - Engineering Technician I		16.81
30082 - Engineering Technician II		18.88
30083 - Engineering Technician III		20.03
30084 - Engineering Technician IV		25.94
30085 - Engineering Technician V		30.68
30086 - Engineering Technician VI		37.11
30090 - Environmental Technician		24.01
30095 - Evidence Control Specialist		25.55
30210 - Laboratory Technician		26.49
30221 - Latent Fingerprint Technician I		22.78
30222 - Latent Fingerprint Technician II		25.16
30240 - Mathematical Technician		28.62
30361 - Paralegal/Legal Assistant I		20.54
30362 - Paralegal/Legal Assistant II		25.44
30363 - Paralegal/Legal Assistant III		31.12
30364 - Paralegal/Legal Assistant IV		37.66
30375 - Petroleum Supply Specialist		31.26
30390 - Photo-Optics Technician		26.02
30395 - Radiation Control Technician		31.26
30461 - Technical Writer I		28.51
30462 - Technical Writer II		34.88
30463 - Technical Writer III		42.21
30491 - Unexploded Ordnance (UXO) Technician I		26.61
30492 - Unexploded Ordnance (UXO) Technician II		32.19
30493 - Unexploded Ordnance (UXO) Technician III		38.58
30494 - Unexploded (UXO) Safety Escort		26.61
30495 - Unexploded (UXO) Sweep Personnel		26.61
30501 - Weather Forecaster I		28.59
30502 - Weather Forecaster II		34.78
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.22
30621 - Weather Observer Senior	(see 2)	25.82
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		32.19
31020 - Bus Aide		12.46
31030 - Bus Driver		16.81
31043 - Driver Courier		14.84
31260 - Parking and Lot Attendant		12.69
31290 - Shuttle Bus Driver		15.57

31310 - Taxi Driver	13.92
31361 - Truckdriver Light	15.94
31362 - Truckdriver Medium	17.89
31363 - Truckdriver Heavy	21.73
31364 - Truckdriver Tractor-Trailer	21.73
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.69
99030 - Cashier	10.75
99050 - Desk Clerk	11.31
99095 - Embalmer	36.45
99130 - Flight Follower	26.61
99251 - Laboratory Animal Caretaker I	13.36
99252 - Laboratory Animal Caretaker II	14.35
99260 - Marketing Analyst	31.63
99310 - Mortician	36.45
99410 - Pest Controller	18.11
99510 - Photofinishing Worker	15.55
99710 - Recycling Laborer	17.80
99711 - Recycling Specialist	20.83
99730 - Refuse Collector	16.38
99810 - Sales Clerk	12.18
99820 - School Crossing Guard	13.12
99830 - Survey Party Chief	23.25
99831 - Surveying Aide	11.57
99832 - Surveying Technician	22.93
99840 - Vending Machine Attendant	14.93
99841 - Vending Machine Repairer	18.24
99842 - Vending Machine Repairer Helper	14.93

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 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.: 2015-4394
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.

State: North Carolina

Area: North Carolina Counties of Franklin Wake

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.77
01012 - Accounting Clerk II		17.70
01013 - Accounting Clerk III		19.80
01020 - Administrative Assistant		27.21
01035 - Court Reporter		18.22
01041 - Customer Service Representative I		13.20
01042 - Customer Service Representative II		14.84
01043 - Customer Service Representative III		16.19
01051 - Data Entry Operator I		15.32
01052 - Data Entry Operator II		16.73
01060 - Dispatcher Motor Vehicle		17.90
01070 - Document Preparation Clerk		14.99

01090 - Duplicating Machine Operator	14.99
01111 - General Clerk I	13.78
01112 - General Clerk II	15.05
01113 - General Clerk III	16.89
01120 - Housing Referral Assistant	20.30
01141 - Messenger Courier	15.05
01191 - Order Clerk I	16.93
01192 - Order Clerk II	18.46
01261 - Personnel Assistant (Employment) I	16.52
01262 - Personnel Assistant (Employment) II	18.48
01263 - Personnel Assistant (Employment) III	20.43
01270 - Production Control Clerk	22.66
01290 - Rental Clerk	14.98
01300 - Scheduler Maintenance	16.28
01311 - Secretary I	16.28
01312 - Secretary II	18.22
01313 - Secretary III	20.30
01320 - Service Order Dispatcher	16.49
01410 - Supply Technician	27.21
01420 - Survey Worker	15.07
01460 - Switchboard Operator/Receptionist	14.73
01531 - Travel Clerk I	15.57
01532 - Travel Clerk II	16.49
01533 - Travel Clerk III	17.53
01611 - Word Processor I	15.89
01612 - Word Processor II	17.83
01613 - Word Processor III	19.95
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	23.87
05010 - Automotive Electrician	20.74
05040 - Automotive Glass Installer	19.52
05070 - Automotive Worker	19.52
05110 - Mobile Equipment Servicer	17.23
05130 - Motor Equipment Metal Mechanic	21.92
05160 - Motor Equipment Metal Worker	19.52
05190 - Motor Vehicle Mechanic	21.92
05220 - Motor Vehicle Mechanic Helper	16.04
05250 - Motor Vehicle Upholstery Worker	18.39
05280 - Motor Vehicle Wrecker	19.52
05310 - Painter Automotive	20.74
05340 - Radiator Repair Specialist	19.52
05370 - Tire Repairer	13.43
05400 - Transmission Repair Specialist	21.92
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.49
07041 - Cook I	13.63
07042 - Cook II	15.45
07070 - Dishwasher	9.95
07130 - Food Service Worker	12.06
07210 - Meat Cutter	16.39

07260 - Waiter/Waitress	10.97
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.28
09040 - Furniture Handler	12.39
09080 - Furniture Refinisher	18.28
09090 - Furniture Refinisher Helper	14.37
09110 - Furniture Repairer Minor	16.64
09130 - Upholsterer	19.15
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.29
11060 - Elevator Operator	10.98
11090 - Gardener	18.79
11122 - Housekeeping Aide	10.98
11150 - Janitor	10.98
11210 - Laborer Grounds Maintenance	14.95
11240 - Maid or Houseman	10.80
11260 - Pruner	13.76
11270 - Tractor Operator	17.50
11330 - Trail Maintenance Worker	14.95
11360 - Window Cleaner	11.93
12000 - Health Occupations	
12010 - Ambulance Driver	19.18
12011 - Breath Alcohol Technician	20.15
12012 - Certified Occupational Therapist Assistant	32.79
12015 - Certified Physical Therapist Assistant	28.55
12020 - Dental Assistant	21.83
12025 - Dental Hygienist	38.49
12030 - EKG Technician	35.18
12035 - Electroneurodiagnostic Technologist	35.18
12040 - Emergency Medical Technician	19.18
12071 - Licensed Practical Nurse I	18.01
12072 - Licensed Practical Nurse II	20.15
12073 - Licensed Practical Nurse III	22.46
12100 - Medical Assistant	16.75
12130 - Medical Laboratory Technician	25.76
12160 - Medical Record Clerk	15.41
12190 - Medical Record Technician	18.74
12195 - Medical Transcriptionist	17.83
12210 - Nuclear Medicine Technologist	33.77
12221 - Nursing Assistant I	11.94
12222 - Nursing Assistant II	13.42
12223 - Nursing Assistant III	14.66
12224 - Nursing Assistant IV	16.44
12235 - Optical Dispenser	26.23
12236 - Optical Technician	18.71
12250 - Pharmacy Technician	15.75
12280 - Phlebotomist	16.63
12305 - Radiologic Technologist	30.51
12311 - Registered Nurse I	25.16
12312 - Registered Nurse II	30.78

12313 - Registered Nurse II Specialist		30.78
12314 - Registered Nurse III		37.23
12315 - Registered Nurse III Anesthetist		37.23
12316 - Registered Nurse IV		44.64
12317 - Scheduler (Drug and Alcohol Testing)		24.96
12320 - Substance Abuse Treatment Counselor		23.62
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.44
13012 - Exhibits Specialist II		26.54
13013 - Exhibits Specialist III		32.52
13041 - Illustrator I		20.42
13042 - Illustrator II		25.28
13043 - Illustrator III		30.94
13047 - Librarian		27.00
13050 - Library Aide/Clerk		12.41
13054 - Library Information Technology Systems Administrator		24.38
13058 - Library Technician		18.13
13061 - Media Specialist I		17.59
13062 - Media Specialist II		19.68
13063 - Media Specialist III		21.94
13071 - Photographer I		18.17
13072 - Photographer II		20.33
13073 - Photographer III		24.45
13074 - Photographer IV		30.80
13075 - Photographer V		37.26
13090 - Technical Order Library Clerk		15.97
13110 - Video Teleconference Technician		22.98
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.52
14042 - Computer Operator II		19.85
14043 - Computer Operator III		21.86
14044 - Computer Operator IV		24.28
14045 - Computer Operator V		26.89
14071 - Computer Programmer I	(see 1)	27.04
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.52
14160 - Personal Computer Support Technician		27.14
14170 - System Support Specialist		36.77
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.15
15020 - Aircrew Training Devices Instructor (Rated)		37.70
15030 - Air Crew Training Devices Instructor (Pilot)		45.18
15050 - Computer Based Training Specialist / Instructor		31.15
15060 - Educational Technologist		30.28

15070 - Flight Instructor (Pilot) 45.18
15080 - Graphic Artist 25.14
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 26.01
15095 - Technical Instructor/Course Developer 31.80
15110 - Test Proctor 20.99
15120 - Tutor 20.99
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.69
16030 - Counter Attendant 9.69
16040 - Dry Cleaner 11.43
16070 - Finisher Flatwork Machine 9.69
16090 - Presser Hand 9.69
16110 - Presser Machine Drycleaning 9.69
16130 - Presser Machine Shirts 9.69
16160 - Presser Machine Wearing Apparel Laundry 9.69
16190 - Sewing Machine Operator 11.95
16220 - Tailor 12.51
16250 - Washer Machine 10.27
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.67
19040 - Tool And Die Maker 26.46
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.03
21030 - Material Coordinator 22.66
21040 - Material Expediter 22.66
21050 - Material Handling Laborer 13.12
21071 - Order Filler 13.18
21080 - Production Line Worker (Food Processing) 17.03
21110 - Shipping Packer 14.60
21130 - Shipping/Receiving Clerk 14.60
21140 - Store Worker I 12.62
21150 - Stock Clerk 16.59
21210 - Tools And Parts Attendant 17.03
21410 - Warehouse Specialist 17.03
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.18
23019 - Aircraft Logs and Records Technician 23.28
23021 - Aircraft Mechanic I 27.74
23022 - Aircraft Mechanic II 29.18
23023 - Aircraft Mechanic III 30.61
23040 - Aircraft Mechanic Helper 20.30
23050 - Aircraft Painter 26.25
23060 - Aircraft Servicer 23.28
23070 - Aircraft Survival Flight Equipment Technician 26.25
23080 - Aircraft Worker 24.71
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.71

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.74
23110 - Appliance Mechanic 20.65
23120 - Bicycle Repairer 18.82
23125 - Cable Splicer 29.30
23130 - Carpenter Maintenance 19.75
23140 - Carpet Layer 21.09
23160 - Electrician Maintenance 20.21
23181 - Electronics Technician Maintenance I 22.63
23182 - Electronics Technician Maintenance II 23.90
23183 - Electronics Technician Maintenance III 25.31
23260 - Fabric Worker 19.87
23290 - Fire Alarm System Mechanic 23.07
23310 - Fire Extinguisher Repairer 18.61
23311 - Fuel Distribution System Mechanic 26.35
23312 - Fuel Distribution System Operator 22.14
23370 - General Maintenance Worker 19.09
23380 - Ground Support Equipment Mechanic 27.74
23381 - Ground Support Equipment Servicer 23.28
23382 - Ground Support Equipment Worker 24.71
23391 - Gunsmith I 18.61
23392 - Gunsmith II 21.09
23393 - Gunsmith III 23.68
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.34
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.50
23430 - Heavy Equipment Mechanic 23.88
23440 - Heavy Equipment Operator 20.15
23460 - Instrument Mechanic 27.74
23465 - Laboratory/Shelter Mechanic 22.41
23470 - Laborer 13.12
23510 - Locksmith 21.75
23530 - Machinery Maintenance Mechanic 25.85
23550 - Machinist Maintenance 20.13
23580 - Maintenance Trades Helper 15.22
23591 - Metrology Technician I 27.74
23592 - Metrology Technician II 29.18
23593 - Metrology Technician III 30.61
23640 - Millwright 21.30
23710 - Office Appliance Repairer 20.93
23760 - Painter Maintenance 17.41
23790 - Pipefitter Maintenance 23.06
23810 - Plumber Maintenance 21.83
23820 - Pneudraulic Systems Mechanic 23.68
23850 - Rigger 23.68
23870 - Scale Mechanic 21.09
23890 - Sheet-Metal Worker Maintenance 20.83
23910 - Small Engine Mechanic 22.19
23931 - Telecommunications Mechanic I 26.41

23932 - Telecommunications Mechanic II 27.78
23950 - Telephone Lineman 21.95
23960 - Welder Combination Maintenance 21.06
23965 - Well Driller 23.68
23970 - Woodcraft Worker 23.68
23980 - Woodworker 18.61
24000 - Personal Needs Occupations
24550 - Case Manager 14.21
24570 - Child Care Attendant 11.22
24580 - Child Care Center Clerk 14.40
24610 - Chore Aide 11.28
24620 - Family Readiness And Support Services Coordinator 14.21
24630 - Homemaker 16.01
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 23.68
25040 - Sewage Plant Operator 23.59
25070 - Stationary Engineer 23.68
25190 - Ventilation Equipment Tender 17.33
25210 - Water Treatment Plant Operator 23.59
27000 - Protective Service Occupations
27004 - Alarm Monitor 19.14
27007 - Baggage Inspector 13.20
27008 - Corrections Officer 19.56
27010 - Court Security Officer 20.08
27030 - Detection Dog Handler 14.77
27040 - Detention Officer 19.56
27070 - Firefighter 20.60
27101 - Guard I 13.20
27102 - Guard II 14.77
27131 - Police Officer I 22.31
27132 - Police Officer II 24.79
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 11.83
28042 - Carnival Equipment Repairer 12.70
28043 - Carnival Worker 9.30
28210 - Gate Attendant/Gate Tender 16.65
28310 - Lifeguard 12.11
28350 - Park Attendant (Aide) 18.64
28510 - Recreation Aide/Health Facility Attendant 13.60
28515 - Recreation Specialist 22.57
28630 - Sports Official 14.83
28690 - Swimming Pool Operator 15.90
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 30.54
29020 - Hatch Tender 30.54
29030 - Line Handler 30.54
29041 - Stevedore I 28.75
29042 - Stevedore II 32.44
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 41.44
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 28.58
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 31.48
30021 - Archeological Technician I 18.63
30022 - Archeological Technician II 21.97
30023 - Archeological Technician III 25.82
30030 - Cartographic Technician 26.02
30040 - Civil Engineering Technician 25.61
30051 - Cryogenic Technician I 27.27
30052 - Cryogenic Technician II 30.12
30061 - Drafter/CAD Operator I 18.63
30062 - Drafter/CAD Operator II 20.84
30063 - Drafter/CAD Operator III 23.22
30064 - Drafter/CAD Operator IV 28.59
30081 - Engineering Technician I 16.81
30082 - Engineering Technician II 18.88
30083 - Engineering Technician III 20.03
30084 - Engineering Technician IV 25.94
30085 - Engineering Technician V 30.68
30086 - Engineering Technician VI 37.11
30090 - Environmental Technician 24.01
30095 - Evidence Control Specialist 24.63
30210 - Laboratory Technician 26.49
30221 - Latent Fingerprint Technician I 22.78
30222 - Latent Fingerprint Technician II 25.16
30240 - Mathematical Technician 26.02
30361 - Paralegal/Legal Assistant I 19.85
30362 - Paralegal/Legal Assistant II 25.13
30363 - Paralegal/Legal Assistant III 30.71
30364 - Paralegal/Legal Assistant IV 37.15
30375 - Petroleum Supply Specialist 30.12
30390 - Photo-Optics Technician 26.02
30395 - Radiation Control Technician 30.12
30461 - Technical Writer I 26.71
30462 - Technical Writer II 32.69
30463 - Technical Writer III 39.54
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 28.59
30502 - Weather Forecaster II 34.78
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.22
30621 - Weather Observer Senior (see 2) 25.82
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 31.87
31020 - Bus Aide 12.46
31030 - Bus Driver 16.81

31043 - Driver Courier	14.50
31260 - Parking and Lot Attendant	11.54
31290 - Shuttle Bus Driver	15.57
31310 - Taxi Driver	12.65
31361 - Truckdriver Light	15.57
31362 - Truckdriver Medium	17.89
31363 - Truckdriver Heavy	21.73
31364 - Truckdriver Tractor-Trailer	21.73
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.54
99030 - Cashier	9.95
99050 - Desk Clerk	11.31
99095 - Embalmer	36.45
99130 - Flight Follower	26.34
99251 - Laboratory Animal Caretaker I	13.20
99252 - Laboratory Animal Caretaker II	14.18
99260 - Marketing Analyst	31.61
99310 - Mortician	36.45
99410 - Pest Controller	18.11
99510 - Photofinishing Worker	15.55
99710 - Recycling Laborer	17.80
99711 - Recycling Specialist	20.83
99730 - Refuse Collector	16.38
99810 - Sales Clerk	12.18
99820 - School Crossing Guard	12.78
99830 - Survey Party Chief	22.63
99831 - Surveying Aide	11.26
99832 - Surveying Technician	22.32
99840 - Vending Machine Attendant	14.93
99841 - Vending Machine Repairer	18.24
99842 - Vending Machine Repairer Helper	14.93

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 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.: 2015-4395
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: North Carolina

Area: North Carolina Counties of Edgecombe Nash

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.73
01012 - Accounting Clerk II		16.54
01013 - Accounting Clerk III		18.51
01020 - Administrative Assistant		24.79
01035 - Court Reporter		17.76
01041 - Customer Service Representative I		11.95
01042 - Customer Service Representative II		13.45
01043 - Customer Service Representative III		14.67
01051 - Data Entry Operator I		15.20
01052 - Data Entry Operator II		16.58
01060 - Dispatcher Motor Vehicle		18.25
01070 - Document Preparation Clerk		14.14
01090 - Duplicating Machine Operator		14.14
01111 - General Clerk I		12.74
01112 - General Clerk II		13.90

01113 - General Clerk III	15.61
01120 - Housing Referral Assistant	19.80
01141 - Messenger Courier	13.62
01191 - Order Clerk I	13.63
01192 - Order Clerk II	14.88
01261 - Personnel Assistant (Employment) I	17.22
01262 - Personnel Assistant (Employment) II	19.27
01263 - Personnel Assistant (Employment) III	21.48
01270 - Production Control Clerk	20.18
01290 - Rental Clerk	14.98
01300 - Scheduler Maintenance	15.87
01311 - Secretary I	15.87
01312 - Secretary II	17.76
01313 - Secretary III	19.80
01320 - Service Order Dispatcher	16.49
01410 - Supply Technician	24.79
01420 - Survey Worker	16.13
01460 - Switchboard Operator/Receptionist	13.26
01531 - Travel Clerk I	12.17
01532 - Travel Clerk II	12.83
01533 - Travel Clerk III	13.53
01611 - Word Processor I	14.14
01612 - Word Processor II	15.87
01613 - Word Processor III	18.22
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	21.57
05010 - Automotive Electrician	17.74
05040 - Automotive Glass Installer	18.02
05070 - Automotive Worker	18.23
05110 - Mobile Equipment Servicer	16.60
05130 - Motor Equipment Metal Mechanic	19.89
05160 - Motor Equipment Metal Worker	18.23
05190 - Motor Vehicle Mechanic	20.65
05220 - Motor Vehicle Mechanic Helper	15.03
05250 - Motor Vehicle Upholstery Worker	17.24
05280 - Motor Vehicle Wrecker	18.23
05310 - Painter Automotive	18.91
05340 - Radiator Repair Specialist	18.23
05370 - Tire Repairer	14.14
05400 - Transmission Repair Specialist	20.24
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.99
07041 - Cook I	11.76
07042 - Cook II	13.24
07070 - Dishwasher	9.88
07130 - Food Service Worker	10.52
07210 - Meat Cutter	13.78
07260 - Waiter/Waitress	9.23
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.99

09040 - Furniture Handler 11.72
09080 - Furniture Refinisher 17.99
09090 - Furniture Refinisher Helper 13.88
09110 - Furniture Repairer Minor 16.00
09130 - Upholsterer 17.99
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.20
11060 - Elevator Operator 11.20
11090 - Gardener 14.29
11122 - Housekeeping Aide 11.46
11150 - Janitor 11.46
11210 - Laborer Grounds Maintenance 11.16
11240 - Maid or Houseman 9.81
11260 - Pruner 10.27
11270 - Tractor Operator 13.26
11330 - Trail Maintenance Worker 11.16
11360 - Window Cleaner 12.45
12000 - Health Occupations
12010 - Ambulance Driver 19.94
12011 - Breath Alcohol Technician 19.99
12012 - Certified Occupational Therapist Assistant 27.42
12015 - Certified Physical Therapist Assistant 31.19
12020 - Dental Assistant 20.21
12025 - Dental Hygienist 33.95
12030 - EKG Technician 30.28
12035 - Electroneurodiagnostic Technologist 30.28
12040 - Emergency Medical Technician 19.94
12071 - Licensed Practical Nurse I 17.86
12072 - Licensed Practical Nurse II 19.99
12073 - Licensed Practical Nurse III 22.27
12100 - Medical Assistant 15.45
12130 - Medical Laboratory Technician 23.56
12160 - Medical Record Clerk 15.41
12190 - Medical Record Technician 16.96
12195 - Medical Transcriptionist 17.86
12210 - Nuclear Medicine Technologist 43.90
12221 - Nursing Assistant I 11.62
12222 - Nursing Assistant II 13.07
12223 - Nursing Assistant III 14.26
12224 - Nursing Assistant IV 16.01
12235 - Optical Dispenser 19.73
12236 - Optical Technician 17.86
12250 - Pharmacy Technician 14.75
12280 - Phlebotomist 16.01
12305 - Radiologic Technologist 30.22
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		43.13
12317 - Scheduler (Drug and Alcohol Testing)		24.75
12320 - Substance Abuse Treatment Counselor		27.64
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.44
13012 - Exhibits Specialist II		26.54
13013 - Exhibits Specialist III		32.52
13041 - Illustrator I		19.49
13042 - Illustrator II		24.14
13043 - Illustrator III		29.54
13047 - Librarian		25.56
13050 - Library Aide/Clerk		14.10
13054 - Library Information Technology Systems Administrator		22.23
13058 - Library Technician		18.13
13061 - Media Specialist I		16.65
13062 - Media Specialist II		18.63
13063 - Media Specialist III		20.78
13071 - Photographer I		16.04
13072 - Photographer II		17.95
13073 - Photographer III		22.23
13074 - Photographer IV		27.19
13075 - Photographer V		32.91
13090 - Technical Order Library Clerk		17.71
13110 - Video Teleconference Technician		18.81
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.52
14042 - Computer Operator II		19.85
14043 - Computer Operator III		21.86
14044 - Computer Operator IV		24.28
14045 - Computer Operator V		26.89
14071 - Computer Programmer I	(see 1)	21.98
14072 - Computer Programmer II	(see 1)	25.63
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.52
14160 - Personal Computer Support Technician		27.14
14170 - System Support Specialist		26.89
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.15
15020 - Aircrew Training Devices Instructor (Rated)		37.70
15030 - Air Crew Training Devices Instructor (Pilot)		45.18
15050 - Computer Based Training Specialist / Instructor		31.15
15060 - Educational Technologist		28.58
15070 - Flight Instructor (Pilot)		45.18
15080 - Graphic Artist		28.10
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.21

15086 - Maintenance Test Pilot Rotary Wing 41.21
15088 - Non-Maintenance Test/Co-Pilot 41.21
15090 - Technical Instructor 22.97
15095 - Technical Instructor/Course Developer 28.10
15110 - Test Proctor 18.54
15120 - Tutor 18.54
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.99
16030 - Counter Attendant 9.99
16040 - Dry Cleaner 11.80
16070 - Finisher Flatwork Machine 9.99
16090 - Presser Hand 9.99
16110 - Presser Machine Drycleaning 9.99
16130 - Presser Machine Shirts 9.99
16160 - Presser Machine Wearing Apparel Laundry 9.99
16190 - Sewing Machine Operator 12.33
16220 - Tailor 12.91
16250 - Washer Machine 10.59
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.30
19040 - Tool And Die Maker 23.62
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.53
21030 - Material Coordinator 20.18
21040 - Material Expediter 20.18
21050 - Material Handling Laborer 11.96
21071 - Order Filler 13.19
21080 - Production Line Worker (Food Processing) 15.53
21110 - Shipping Packer 15.73
21130 - Shipping/Receiving Clerk 15.73
21140 - Store Worker I 12.16
21150 - Stock Clerk 16.15
21210 - Tools And Parts Attendant 15.53
21410 - Warehouse Specialist 15.53
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.61
23019 - Aircraft Logs and Records Technician 19.80
23021 - Aircraft Mechanic I 23.41
23022 - Aircraft Mechanic II 24.61
23023 - Aircraft Mechanic III 25.76
23040 - Aircraft Mechanic Helper 16.89
23050 - Aircraft Painter 22.53
23060 - Aircraft Servicer 19.80
23070 - Aircraft Survival Flight Equipment Technician 22.53
23080 - Aircraft Worker 20.97
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.97
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.41
23110 - Appliance Mechanic 19.33

23120 - Bicycle Repairer	16.07
23125 - Cable Splicer	23.49
23130 - Carpenter Maintenance	17.41
23140 - Carpet Layer	18.31
23160 - Electrician Maintenance	19.86
23181 - Electronics Technician Maintenance I	22.63
23182 - Electronics Technician Maintenance II	23.90
23183 - Electronics Technician Maintenance III	25.31
23260 - Fabric Worker	17.19
23290 - Fire Alarm System Mechanic	20.49
23310 - Fire Extinguisher Repairer	16.07
23311 - Fuel Distribution System Mechanic	22.15
23312 - Fuel Distribution System Operator	20.36
23370 - General Maintenance Worker	19.84
23380 - Ground Support Equipment Mechanic	23.41
23381 - Ground Support Equipment Servicer	19.80
23382 - Ground Support Equipment Worker	20.97
23391 - Gunsmith I	16.07
23392 - Gunsmith II	18.31
23393 - Gunsmith III	20.49
23410 - Heating Ventilation And Air-Conditioning Mechanic	20.07
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	21.10
23430 - Heavy Equipment Mechanic	22.47
23440 - Heavy Equipment Operator	18.58
23460 - Instrument Mechanic	23.85
23465 - Laboratory/Shelter Mechanic	19.33
23470 - Laborer	11.96
23510 - Locksmith	19.33
23530 - Machinery Maintenance Mechanic	23.31
23550 - Machinist Maintenance	21.59
23580 - Maintenance Trades Helper	15.22
23591 - Metrology Technician I	23.85
23592 - Metrology Technician II	25.05
23593 - Metrology Technician III	25.31
23640 - Millwright	20.49
23710 - Office Appliance Repairer	20.93
23760 - Painter Maintenance	18.27
23790 - Pipefitter Maintenance	20.93
23810 - Plumber Maintenance	19.75
23820 - Pneudraulic Systems Mechanic	20.49
23850 - Rigger	20.49
23870 - Scale Mechanic	18.31
23890 - Sheet-Metal Worker Maintenance	19.36
23910 - Small Engine Mechanic	18.31
23931 - Telecommunications Mechanic I	26.01
23932 - Telecommunications Mechanic II	27.35
23950 - Telephone Lineman	20.55
23960 - Welder Combination Maintenance	18.26

23965 - Well Driller		20.49
23970 - Woodcraft Worker		20.49
23980 - Woodworker		16.07
24000 - Personal Needs Occupations		
24550 - Case Manager		15.53
24570 - Child Care Attendant		11.22
24580 - Child Care Center Clerk		14.40
24610 - Chore Aide		10.50
24620 - Family Readiness And Support Services Coordinator		15.53
24630 - Homemaker		16.01
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		21.44
25040 - Sewage Plant Operator		19.65
25070 - Stationary Engineer		21.44
25190 - Ventilation Equipment Tender		15.62
25210 - Water Treatment Plant Operator		19.65
27000 - Protective Service Occupations		
27004 - Alarm Monitor		17.28
27007 - Baggage Inspector		16.46
27008 - Corrections Officer		17.80
27010 - Court Security Officer		18.01
27030 - Detection Dog Handler		18.47
27040 - Detention Officer		18.01
27070 - Firefighter		18.32
27101 - Guard I		16.46
27102 - Guard II		18.47
27131 - Police Officer I		20.79
27132 - Police Officer II		23.10
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.80
28042 - Carnival Equipment Repairer		14.87
28043 - Carnival Worker		10.69
28210 - Gate Attendant/Gate Tender		14.59
28310 - Lifeguard		12.11
28350 - Park Attendant (Aide)		16.32
28510 - Recreation Aide/Health Facility Attendant		11.91
28515 - Recreation Specialist		16.47
28630 - Sports Official		13.00
28690 - Swimming Pool Operator		17.49
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		27.18
29020 - Hatch Tender		27.18
29030 - Line Handler		27.18
29041 - Stevedore I		25.52
29042 - Stevedore II		28.69
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29

30021 - Archeological Technician I		18.63
30022 - Archeological Technician II		21.97
30023 - Archeological Technician III		25.82
30030 - Cartographic Technician		26.02
30040 - Civil Engineering Technician		23.17
30051 - Cryogenic Technician I		25.66
30052 - Cryogenic Technician II		29.07
30061 - Drafter/CAD Operator I		18.63
30062 - Drafter/CAD Operator II		20.84
30063 - Drafter/CAD Operator III		23.22
30064 - Drafter/CAD Operator IV		28.59
30081 - Engineering Technician I		16.81
30082 - Engineering Technician II		18.88
30083 - Engineering Technician III		20.03
30084 - Engineering Technician IV		25.94
30085 - Engineering Technician V		30.68
30086 - Engineering Technician VI		37.11
30090 - Environmental Technician		22.55
30095 - Evidence Control Specialist		23.17
30210 - Laboratory Technician		21.46
30221 - Latent Fingerprint Technician I		25.66
30222 - Latent Fingerprint Technician II		29.07
30240 - Mathematical Technician		26.02
30361 - Paralegal/Legal Assistant I		19.85
30362 - Paralegal/Legal Assistant II		25.13
30363 - Paralegal/Legal Assistant III		30.71
30364 - Paralegal/Legal Assistant IV		37.15
30375 - Petroleum Supply Specialist		29.07
30390 - Photo-Optics Technician		26.02
30395 - Radiation Control Technician		29.07
30461 - Technical Writer I		24.59
30462 - Technical Writer II		30.68
30463 - Technical Writer III		36.40
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		28.59
30502 - Weather Forecaster II		34.77
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.22
30621 - Weather Observer Senior	(see 2)	25.82
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		14.37
31030 - Bus Driver		19.55
31043 - Driver Courier		14.31
31260 - Parking and Lot Attendant		13.23
31290 - Shuttle Bus Driver		15.41

31310 - Taxi Driver	14.03
31361 - Truckdriver Light	15.41
31362 - Truckdriver Medium	17.89
31363 - Truckdriver Heavy	20.81
31364 - Truckdriver Tractor-Trailer	20.81
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.63
99050 - Desk Clerk	10.24
99095 - Embalmer	36.45
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	17.45
99252 - Laboratory Animal Caretaker II	18.79
99260 - Marketing Analyst	28.07
99310 - Mortician	36.45
99410 - Pest Controller	18.80
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	14.49
99711 - Recycling Specialist	17.17
99730 - Refuse Collector	13.34
99810 - Sales Clerk	12.18
99820 - School Crossing Guard	13.57
99830 - Survey Party Chief	19.22
99831 - Surveying Aide	9.56
99832 - Surveying Technician	18.95
99840 - Vending Machine Attendant	17.52
99841 - Vending Machine Repairer	21.50
99842 - Vending Machine Repairer Helper	17.52

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

paid sick leave provided pursuant to EO 13706.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

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

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

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

Daniel W. Simms
Director

Division of
Wage Determinations

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

Wage Determination No.: 2015-4396
Revision No.: 13
Date Of Last Revision: 05/29/2020

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

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

State: North Carolina

Area: North Carolina Counties of Edgecombe Nash

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.73
01012 - Accounting Clerk II		16.54
01013 - Accounting Clerk III		18.51
01020 - Administrative Assistant		24.79
01035 - Court Reporter		17.76
01041 - Customer Service Representative I		11.95
01042 - Customer Service Representative II		13.45
01043 - Customer Service Representative III		14.67
01051 - Data Entry Operator I		15.20
01052 - Data Entry Operator II		16.58
01060 - Dispatcher Motor Vehicle		18.25
01070 - Document Preparation Clerk		14.14

01090 - Duplicating Machine Operator	14.14
01111 - General Clerk I	12.74
01112 - General Clerk II	13.90
01113 - General Clerk III	15.61
01120 - Housing Referral Assistant	19.80
01141 - Messenger Courier	13.62
01191 - Order Clerk I	13.63
01192 - Order Clerk II	14.88
01261 - Personnel Assistant (Employment) I	17.22
01262 - Personnel Assistant (Employment) II	19.27
01263 - Personnel Assistant (Employment) III	21.48
01270 - Production Control Clerk	20.18
01290 - Rental Clerk	14.98
01300 - Scheduler Maintenance	15.87
01311 - Secretary I	15.87
01312 - Secretary II	17.76
01313 - Secretary III	19.80
01320 - Service Order Dispatcher	16.49
01410 - Supply Technician	24.79
01420 - Survey Worker	16.13
01460 - Switchboard Operator/Receptionist	13.26
01531 - Travel Clerk I	12.17
01532 - Travel Clerk II	12.83
01533 - Travel Clerk III	13.53
01611 - Word Processor I	14.14
01612 - Word Processor II	15.87
01613 - Word Processor III	18.22
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	21.57
05010 - Automotive Electrician	17.74
05040 - Automotive Glass Installer	18.02
05070 - Automotive Worker	18.23
05110 - Mobile Equipment Servicer	16.60
05130 - Motor Equipment Metal Mechanic	19.89
05160 - Motor Equipment Metal Worker	18.23
05190 - Motor Vehicle Mechanic	20.65
05220 - Motor Vehicle Mechanic Helper	15.03
05250 - Motor Vehicle Upholstery Worker	17.24
05280 - Motor Vehicle Wrecker	18.23
05310 - Painter Automotive	18.91
05340 - Radiator Repair Specialist	18.23
05370 - Tire Repairer	14.14
05400 - Transmission Repair Specialist	20.24
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.99
07041 - Cook I	11.76
07042 - Cook II	13.24
07070 - Dishwasher	9.88
07130 - Food Service Worker	10.52
07210 - Meat Cutter	13.78

07260 - Waiter/Waitress	9.23
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.99
09040 - Furniture Handler	11.72
09080 - Furniture Refinisher	17.99
09090 - Furniture Refinisher Helper	13.88
09110 - Furniture Repairer Minor	16.00
09130 - Upholsterer	17.99
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.20
11060 - Elevator Operator	11.20
11090 - Gardener	14.29
11122 - Housekeeping Aide	11.46
11150 - Janitor	11.46
11210 - Laborer Grounds Maintenance	11.16
11240 - Maid or Houseman	9.81
11260 - Pruner	10.27
11270 - Tractor Operator	13.26
11330 - Trail Maintenance Worker	11.16
11360 - Window Cleaner	12.45
12000 - Health Occupations	
12010 - Ambulance Driver	19.94
12011 - Breath Alcohol Technician	19.99
12012 - Certified Occupational Therapist Assistant	27.42
12015 - Certified Physical Therapist Assistant	31.19
12020 - Dental Assistant	20.21
12025 - Dental Hygienist	33.95
12030 - EKG Technician	30.28
12035 - Electroneurodiagnostic Technologist	30.28
12040 - Emergency Medical Technician	19.94
12071 - Licensed Practical Nurse I	17.86
12072 - Licensed Practical Nurse II	19.99
12073 - Licensed Practical Nurse III	22.27
12100 - Medical Assistant	15.45
12130 - Medical Laboratory Technician	23.56
12160 - Medical Record Clerk	15.41
12190 - Medical Record Technician	16.96
12195 - Medical Transcriptionist	17.86
12210 - Nuclear Medicine Technologist	43.90
12221 - Nursing Assistant I	11.62
12222 - Nursing Assistant II	13.07
12223 - Nursing Assistant III	14.26
12224 - Nursing Assistant IV	16.01
12235 - Optical Dispenser	19.73
12236 - Optical Technician	17.86
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	16.01
12305 - Radiologic Technologist	30.22
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		43.13
12317 - Scheduler (Drug and Alcohol Testing)		24.75
12320 - Substance Abuse Treatment Counselor		27.64
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.44
13012 - Exhibits Specialist II		26.54
13013 - Exhibits Specialist III		32.52
13041 - Illustrator I		19.49
13042 - Illustrator II		24.14
13043 - Illustrator III		29.54
13047 - Librarian		25.56
13050 - Library Aide/Clerk		14.10
13054 - Library Information Technology Systems Administrator		22.23
13058 - Library Technician		18.13
13061 - Media Specialist I		16.65
13062 - Media Specialist II		18.63
13063 - Media Specialist III		20.78
13071 - Photographer I		16.04
13072 - Photographer II		17.95
13073 - Photographer III		22.23
13074 - Photographer IV		27.19
13075 - Photographer V		32.91
13090 - Technical Order Library Clerk		17.71
13110 - Video Teleconference Technician		18.81
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.52
14042 - Computer Operator II		19.85
14043 - Computer Operator III		21.86
14044 - Computer Operator IV		24.28
14045 - Computer Operator V		26.89
14071 - Computer Programmer I	(see 1)	21.98
14072 - Computer Programmer II	(see 1)	25.63
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.52
14160 - Personal Computer Support Technician		27.14
14170 - System Support Specialist		26.89
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.15
15020 - Aircrew Training Devices Instructor (Rated)		37.70
15030 - Air Crew Training Devices Instructor (Pilot)		45.18
15050 - Computer Based Training Specialist / Instructor		31.15
15060 - Educational Technologist		28.58

15070 - Flight Instructor (Pilot) 45.18
15080 - Graphic Artist 28.10
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.21
15086 - Maintenance Test Pilot Rotary Wing 41.21
15088 - Non-Maintenance Test/Co-Pilot 41.21
15090 - Technical Instructor 22.97
15095 - Technical Instructor/Course Developer 28.10
15110 - Test Proctor 18.54
15120 - Tutor 18.54
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.99
16030 - Counter Attendant 9.99
16040 - Dry Cleaner 11.80
16070 - Finisher Flatwork Machine 9.99
16090 - Presser Hand 9.99
16110 - Presser Machine Drycleaning 9.99
16130 - Presser Machine Shirts 9.99
16160 - Presser Machine Wearing Apparel Laundry 9.99
16190 - Sewing Machine Operator 12.33
16220 - Tailor 12.91
16250 - Washer Machine 10.59
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.30
19040 - Tool And Die Maker 23.62
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.53
21030 - Material Coordinator 20.18
21040 - Material Expediter 20.18
21050 - Material Handling Laborer 11.96
21071 - Order Filler 13.19
21080 - Production Line Worker (Food Processing) 15.53
21110 - Shipping Packer 15.73
21130 - Shipping/Receiving Clerk 15.73
21140 - Store Worker I 12.16
21150 - Stock Clerk 16.15
21210 - Tools And Parts Attendant 15.53
21410 - Warehouse Specialist 15.53
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.61
23019 - Aircraft Logs and Records Technician 19.80
23021 - Aircraft Mechanic I 23.41
23022 - Aircraft Mechanic II 24.61
23023 - Aircraft Mechanic III 25.76
23040 - Aircraft Mechanic Helper 16.89
23050 - Aircraft Painter 22.53
23060 - Aircraft Servicer 19.80
23070 - Aircraft Survival Flight Equipment Technician 22.53
23080 - Aircraft Worker 20.97
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.97

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.41
23110 - Appliance Mechanic 19.33
23120 - Bicycle Repairer 16.07
23125 - Cable Splicer 23.49
23130 - Carpenter Maintenance 17.41
23140 - Carpet Layer 18.31
23160 - Electrician Maintenance 19.86
23181 - Electronics Technician Maintenance I 22.63
23182 - Electronics Technician Maintenance II 23.90
23183 - Electronics Technician Maintenance III 25.31
23260 - Fabric Worker 17.19
23290 - Fire Alarm System Mechanic 20.49
23310 - Fire Extinguisher Repairer 16.07
23311 - Fuel Distribution System Mechanic 22.15
23312 - Fuel Distribution System Operator 20.36
23370 - General Maintenance Worker 19.84
23380 - Ground Support Equipment Mechanic 23.41
23381 - Ground Support Equipment Servicer 19.80
23382 - Ground Support Equipment Worker 20.97
23391 - Gunsmith I 16.07
23392 - Gunsmith II 18.31
23393 - Gunsmith III 20.49
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.07
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.10
23430 - Heavy Equipment Mechanic 22.47
23440 - Heavy Equipment Operator 18.58
23460 - Instrument Mechanic 23.85
23465 - Laboratory/Shelter Mechanic 19.33
23470 - Laborer 11.96
23510 - Locksmith 19.33
23530 - Machinery Maintenance Mechanic 23.31
23550 - Machinist Maintenance 21.59
23580 - Maintenance Trades Helper 15.22
23591 - Metrology Technician I 23.85
23592 - Metrology Technician II 25.05
23593 - Metrology Technician III 25.31
23640 - Millwright 20.49
23710 - Office Appliance Repairer 20.93
23760 - Painter Maintenance 18.27
23790 - Pipefitter Maintenance 20.93
23810 - Plumber Maintenance 19.75
23820 - Pneudraulic Systems Mechanic 20.49
23850 - Rigger 20.49
23870 - Scale Mechanic 18.31
23890 - Sheet-Metal Worker Maintenance 19.36
23910 - Small Engine Mechanic 18.31
23931 - Telecommunications Mechanic I 26.01

23932 - Telecommunications Mechanic II 27.35
23950 - Telephone Lineman 20.55
23960 - Welder Combination Maintenance 18.26
23965 - Well Driller 20.49
23970 - Woodcraft Worker 20.49
23980 - Woodworker 16.07
24000 - Personal Needs Occupations
24550 - Case Manager 15.53
24570 - Child Care Attendant 11.22
24580 - Child Care Center Clerk 14.40
24610 - Chore Aide 10.50
24620 - Family Readiness And Support Services Coordinator 15.53
24630 - Homemaker 16.01
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 21.44
25040 - Sewage Plant Operator 19.65
25070 - Stationary Engineer 21.44
25190 - Ventilation Equipment Tender 15.62
25210 - Water Treatment Plant Operator 19.65
27000 - Protective Service Occupations
27004 - Alarm Monitor 17.28
27007 - Baggage Inspector 16.46
27008 - Corrections Officer 17.80
27010 - Court Security Officer 18.01
27030 - Detection Dog Handler 18.47
27040 - Detention Officer 18.01
27070 - Firefighter 18.32
27101 - Guard I 16.46
27102 - Guard II 18.47
27131 - Police Officer I 20.79
27132 - Police Officer II 23.10
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.80
28042 - Carnival Equipment Repairer 14.87
28043 - Carnival Worker 10.69
28210 - Gate Attendant/Gate Tender 14.59
28310 - Lifeguard 12.11
28350 - Park Attendant (Aide) 16.32
28510 - Recreation Aide/Health Facility Attendant 11.91
28515 - Recreation Specialist 16.47
28630 - Sports Official 13.00
28690 - Swimming Pool Operator 17.49
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 27.18
29020 - Hatch Tender 27.18
29030 - Line Handler 27.18
29041 - Stevedore I 25.52
29042 - Stevedore II 28.69
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 18.63
30022 - Archeological Technician II 21.97
30023 - Archeological Technician III 25.82
30030 - Cartographic Technician 26.02
30040 - Civil Engineering Technician 23.17
30051 - Cryogenic Technician I 25.66
30052 - Cryogenic Technician II 29.07
30061 - Drafter/CAD Operator I 18.63
30062 - Drafter/CAD Operator II 20.84
30063 - Drafter/CAD Operator III 23.22
30064 - Drafter/CAD Operator IV 28.59
30081 - Engineering Technician I 16.81
30082 - Engineering Technician II 18.88
30083 - Engineering Technician III 20.03
30084 - Engineering Technician IV 25.94
30085 - Engineering Technician V 30.68
30086 - Engineering Technician VI 37.11
30090 - Environmental Technician 22.55
30095 - Evidence Control Specialist 23.17
30210 - Laboratory Technician 21.46
30221 - Latent Fingerprint Technician I 25.66
30222 - Latent Fingerprint Technician II 29.07
30240 - Mathematical Technician 26.02
30361 - Paralegal/Legal Assistant I 19.85
30362 - Paralegal/Legal Assistant II 25.13
30363 - Paralegal/Legal Assistant III 30.71
30364 - Paralegal/Legal Assistant IV 37.15
30375 - Petroleum Supply Specialist 29.07
30390 - Photo-Optics Technician 26.02
30395 - Radiation Control Technician 29.07
30461 - Technical Writer I 24.59
30462 - Technical Writer II 30.68
30463 - Technical Writer III 36.40
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 28.59
30502 - Weather Forecaster II 34.77
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.22
30621 - Weather Observer Senior (see 2) 25.82
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.37
31030 - Bus Driver 19.55

31043 - Driver Courier	14.31
31260 - Parking and Lot Attendant	13.23
31290 - Shuttle Bus Driver	15.41
31310 - Taxi Driver	14.03
31361 - Truckdriver Light	15.41
31362 - Truckdriver Medium	17.89
31363 - Truckdriver Heavy	20.81
31364 - Truckdriver Tractor-Trailer	20.81
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.63
99050 - Desk Clerk	10.24
99095 - Embalmer	36.45
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	17.45
99252 - Laboratory Animal Caretaker II	18.79
99260 - Marketing Analyst	28.07
99310 - Mortician	36.45
99410 - Pest Controller	18.80
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	14.49
99711 - Recycling Specialist	17.17
99730 - Refuse Collector	13.34
99810 - Sales Clerk	12.18
99820 - School Crossing Guard	13.57
99830 - Survey Party Chief	19.22
99831 - Surveying Aide	9.56
99832 - Surveying Technician	18.95
99840 - Vending Machine Attendant	17.52
99841 - Vending Machine Repairer	21.50
99842 - Vending Machine Repairer Helper	17.52

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

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

paid sick leave provided pursuant to EO 13706.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

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

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

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

The process for preparing a conformance request is as follows:

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

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

performs any contract work.

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

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

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

the request.

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

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

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

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

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

Daniel W. Simms
Director

Division of
Wage Determinations

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

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Revision No.: 14
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Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: North Carolina

Area: North Carolina Counties of New Hanover Pender

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.35
01012 - Accounting Clerk II		17.23
01013 - Accounting Clerk III		19.28
01020 - Administrative Assistant		27.76
01035 - Court Reporter		18.19
01041 - Customer Service Representative I		13.50
01042 - Customer Service Representative II		14.80
01043 - Customer Service Representative III		16.53
01051 - Data Entry Operator I		13.03
01052 - Data Entry Operator II		14.21
01060 - Dispatcher Motor Vehicle		17.52
01070 - Document Preparation Clerk		13.83
01090 - Duplicating Machine Operator		13.83
01111 - General Clerk I		13.03
01112 - General Clerk II		14.21

01113 - General Clerk III 15.96
01120 - Housing Referral Assistant 20.28
01141 - Messenger Courier 13.54
01191 - Order Clerk I 13.17
01192 - Order Clerk II 14.38
01261 - Personnel Assistant (Employment) I 16.60
01262 - Personnel Assistant (Employment) II 18.58
01263 - Personnel Assistant (Employment) III 20.71
01270 - Production Control Clerk 23.74
01290 - Rental Clerk 14.22
01300 - Scheduler Maintenance 16.25
01311 - Secretary I 16.25
01312 - Secretary II 18.19
01313 - Secretary III 20.28
01320 - Service Order Dispatcher 14.91
01410 - Supply Technician 27.76
01420 - Survey Worker 18.56
01460 - Switchboard Operator/Receptionist 14.16
01531 - Travel Clerk I 12.72
01532 - Travel Clerk II 13.59
01533 - Travel Clerk III 14.46
01611 - Word Processor I 14.48
01612 - Word Processor II 16.25
01613 - Word Processor III 18.19
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 23.85
05010 - Automotive Electrician 19.33
05040 - Automotive Glass Installer 17.76
05070 - Automotive Worker 17.76
05110 - Mobile Equipment Servicer 15.82
05130 - Motor Equipment Metal Mechanic 19.84
05160 - Motor Equipment Metal Worker 17.76
05190 - Motor Vehicle Mechanic 19.84
05220 - Motor Vehicle Mechanic Helper 14.83
05250 - Motor Vehicle Upholstery Worker 16.44
05280 - Motor Vehicle Wrecker 17.76
05310 - Painter Automotive 18.99
05340 - Radiator Repair Specialist 17.76
05370 - Tire Repairer 14.70
05400 - Transmission Repair Specialist 19.84
07000 - Food Preparation And Service Occupations
07010 - Baker 13.29
07041 - Cook I 12.39
07042 - Cook II 14.27
07070 - Dishwasher 10.20
07130 - Food Service Worker 11.18
07210 - Meat Cutter 16.99
07260 - Waiter/Waitress 9.57
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.96

09040 - Furniture Handler 12.21
09080 - Furniture Refinisher 19.96
09090 - Furniture Refinisher Helper 14.91
09110 - Furniture Repairer Minor 17.71
09130 - Upholsterer 19.96
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.69
11060 - Elevator Operator 11.69
11090 - Gardener 19.74
11122 - Housekeeping Aide 11.90
11150 - Janitor 11.90
11210 - Laborer Grounds Maintenance 14.58
11240 - Maid or Houseman 10.94
11260 - Pruner 12.96
11270 - Tractor Operator 17.92
11330 - Trail Maintenance Worker 14.58
11360 - Window Cleaner 13.39
12000 - Health Occupations
12010 - Ambulance Driver 20.38
12011 - Breath Alcohol Technician 20.38
12012 - Certified Occupational Therapist Assistant 28.17
12015 - Certified Physical Therapist Assistant 31.16
12020 - Dental Assistant 19.34
12025 - Dental Hygienist 35.11
12030 - EKG Technician 30.87
12035 - Electroneurodiagnostic Technologist 30.87
12040 - Emergency Medical Technician 20.38
12071 - Licensed Practical Nurse I 18.21
12072 - Licensed Practical Nurse II 20.38
12073 - Licensed Practical Nurse III 22.72
12100 - Medical Assistant 15.64
12130 - Medical Laboratory Technician 24.22
12160 - Medical Record Clerk 14.09
12190 - Medical Record Technician 15.76
12195 - Medical Transcriptionist 20.10
12210 - Nuclear Medicine Technologist 44.78
12221 - Nursing Assistant I 12.09
12222 - Nursing Assistant II 13.59
12223 - Nursing Assistant III 14.83
12224 - Nursing Assistant IV 16.64
12235 - Optical Dispenser 25.76
12236 - Optical Technician 18.21
12250 - Pharmacy Technician 17.03
12280 - Phlebotomist 16.51
12305 - Radiologic Technologist 26.53
12311 - Registered Nurse I 23.76
12312 - Registered Nurse II 29.07
12313 - Registered Nurse II Specialist 29.07
12314 - Registered Nurse III 35.17
12315 - Registered Nurse III Anesthetist 35.17

12316 - Registered Nurse IV		42.15
12317 - Scheduler (Drug and Alcohol Testing)		25.24
12320 - Substance Abuse Treatment Counselor		25.69
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.19
13012 - Exhibits Specialist II		23.77
13013 - Exhibits Specialist III		29.07
13041 - Illustrator I		19.19
13042 - Illustrator II		23.77
13043 - Illustrator III		29.07
13047 - Librarian		26.32
13050 - Library Aide/Clerk		15.00
13054 - Library Information Technology Systems Administrator		23.77
13058 - Library Technician		21.92
13061 - Media Specialist I		17.15
13062 - Media Specialist II		19.19
13063 - Media Specialist III		21.39
13071 - Photographer I		15.61
13072 - Photographer II		17.44
13073 - Photographer III		21.58
13074 - Photographer IV		25.75
13075 - Photographer V		31.17
13090 - Technical Order Library Clerk		18.85
13110 - Video Teleconference Technician		18.80
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.24
14042 - Computer Operator II		18.18
14043 - Computer Operator III		20.63
14044 - Computer Operator IV		22.51
14045 - Computer Operator V		24.93
14071 - Computer Programmer I	(see 1)	24.37
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.24
14160 - Personal Computer Support Technician		22.51
14170 - System Support Specialist		24.93
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.58
15020 - Aircrew Training Devices Instructor (Rated)		36.99
15030 - Air Crew Training Devices Instructor (Pilot)		44.04
15050 - Computer Based Training Specialist / Instructor		30.58
15060 - Educational Technologist		28.32
15070 - Flight Instructor (Pilot)		44.04
15080 - Graphic Artist		23.67
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 24.15
15095 - Technical Instructor/Course Developer 29.54
15110 - Test Proctor 19.50
15120 - Tutor 19.50
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.39
16030 - Counter Attendant 9.39
16040 - Dry Cleaner 11.69
16070 - Finisher Flatwork Machine 9.39
16090 - Presser Hand 9.39
16110 - Presser Machine Drycleaning 9.39
16130 - Presser Machine Shirts 9.39
16160 - Presser Machine Wearing Apparel Laundry 9.39
16190 - Sewing Machine Operator 12.47
16220 - Tailor 13.27
16250 - Washer Machine 10.13
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.46
19040 - Tool And Die Maker 29.52
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.98
21030 - Material Coordinator 23.74
21040 - Material Expediter 23.74
21050 - Material Handling Laborer 14.01
21071 - Order Filler 13.03
21080 - Production Line Worker (Food Processing) 17.98
21110 - Shipping Packer 15.19
21130 - Shipping/Receiving Clerk 15.19
21140 - Store Worker I 12.92
21150 - Stock Clerk 18.37
21210 - Tools And Parts Attendant 17.98
21410 - Warehouse Specialist 17.98
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 22.56
23019 - Aircraft Logs and Records Technician 17.71
23021 - Aircraft Mechanic I 21.38
23022 - Aircraft Mechanic II 22.56
23023 - Aircraft Mechanic III 23.70
23040 - Aircraft Mechanic Helper 15.11
23050 - Aircraft Painter 20.22
23060 - Aircraft Servicer 17.71
23070 - Aircraft Survival Flight Equipment Technician 20.22
23080 - Aircraft Worker 18.92
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 18.92
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 21.38
23110 - Appliance Mechanic 20.17

23120 - Bicycle Repairer 16.43
23125 - Cable Splicer 32.30
23130 - Carpenter Maintenance 20.64
23140 - Carpet Layer 18.92
23160 - Electrician Maintenance 20.76
23181 - Electronics Technician Maintenance I 29.96
23182 - Electronics Technician Maintenance II 31.99
23183 - Electronics Technician Maintenance III 33.83
23260 - Fabric Worker 17.71
23290 - Fire Alarm System Mechanic 24.34
23310 - Fire Extinguisher Repairer 16.43
23311 - Fuel Distribution System Mechanic 18.40
23312 - Fuel Distribution System Operator 14.31
23370 - General Maintenance Worker 17.72
23380 - Ground Support Equipment Mechanic 21.38
23381 - Ground Support Equipment Servicer 17.71
23382 - Ground Support Equipment Worker 18.92
23391 - Gunsmith I 16.43
23392 - Gunsmith II 18.92
23393 - Gunsmith III 21.38
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.39
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.68
23430 - Heavy Equipment Mechanic 25.07
23440 - Heavy Equipment Operator 20.30
23460 - Instrument Mechanic 21.38
23465 - Laboratory/Shelter Mechanic 20.22
23470 - Laborer 14.01
23510 - Locksmith 20.22
23530 - Machinery Maintenance Mechanic 24.77
23550 - Machinist Maintenance 23.08
23580 - Maintenance Trades Helper 14.36
23591 - Metrology Technician I 21.38
23592 - Metrology Technician II 22.56
23593 - Metrology Technician III 23.70
23640 - Millwright 23.52
23710 - Office Appliance Repairer 20.64
23760 - Painter Maintenance 17.05
23790 - Pipefitter Maintenance 24.48
23810 - Plumber Maintenance 23.16
23820 - Pneudraulic Systems Mechanic 21.38
23850 - Rigger 21.38
23870 - Scale Mechanic 18.92
23890 - Sheet-Metal Worker Maintenance 18.40
23910 - Small Engine Mechanic 18.92
23931 - Telecommunications Mechanic I 28.44
23932 - Telecommunications Mechanic II 30.01
23950 - Telephone Lineman 24.20
23960 - Welder Combination Maintenance 22.83

23965 - Well Driller		21.38
23970 - Woodcraft Worker		21.38
23980 - Woodworker		16.43
24000 - Personal Needs Occupations		
24550 - Case Manager		17.80
24570 - Child Care Attendant		11.68
24580 - Child Care Center Clerk		16.04
24610 - Chore Aide		11.59
24620 - Family Readiness And Support Services Coordinator		17.80
24630 - Homemaker		17.82
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		21.38
25040 - Sewage Plant Operator		21.25
25070 - Stationary Engineer		21.38
25190 - Ventilation Equipment Tender		14.91
25210 - Water Treatment Plant Operator		21.25
27000 - Protective Service Occupations		
27004 - Alarm Monitor		16.99
27007 - Baggage Inspector		14.50
27008 - Corrections Officer		17.98
27010 - Court Security Officer		16.56
27030 - Detection Dog Handler		16.23
27040 - Detention Officer		17.98
27070 - Firefighter		15.72
27101 - Guard I		14.50
27102 - Guard II		16.23
27131 - Police Officer I		19.88
27132 - Police Officer II		22.09
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.83
28042 - Carnival Equipment Repairer		14.14
28043 - Carnival Worker		9.30
28210 - Gate Attendant/Gate Tender		18.36
28310 - Lifeguard		12.47
28350 - Park Attendant (Aide)		20.54
28510 - Recreation Aide/Health Facility Attendant		14.99
28515 - Recreation Specialist		23.89
28630 - Sports Official		16.36
28690 - Swimming Pool Operator		18.94
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		26.16
29020 - Hatch Tender		26.16
29030 - Line Handler		26.16
29041 - Stevedore I		24.48
29042 - Stevedore II		27.95
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	40.29
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.78
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.59

30021 - Archeological Technician I 16.92
30022 - Archeological Technician II 18.98
30023 - Archeological Technician III 23.45
30030 - Cartographic Technician 23.45
30040 - Civil Engineering Technician 23.83
30051 - Cryogenic Technician I 25.97
30052 - Cryogenic Technician II 28.68
30061 - Drafter/CAD Operator I 16.92
30062 - Drafter/CAD Operator II 18.93
30063 - Drafter/CAD Operator III 21.11
30064 - Drafter/CAD Operator IV 25.97
30081 - Engineering Technician I 15.07
30082 - Engineering Technician II 16.92
30083 - Engineering Technician III 18.93
30084 - Engineering Technician IV 23.45
30085 - Engineering Technician V 28.68
30086 - Engineering Technician VI 34.71
30090 - Environmental Technician 21.91
30095 - Evidence Control Specialist 23.45
30210 - Laboratory Technician 22.43
30221 - Latent Fingerprint Technician I 25.97
30222 - Latent Fingerprint Technician II 28.68
30240 - Mathematical Technician 23.45
30361 - Paralegal/Legal Assistant I 19.04
30362 - Paralegal/Legal Assistant II 23.58
30363 - Paralegal/Legal Assistant III 28.85
30364 - Paralegal/Legal Assistant IV 34.90
30375 - Petroleum Supply Specialist 28.68
30390 - Photo-Optics Technician 23.45
30395 - Radiation Control Technician 28.68
30461 - Technical Writer I 23.85
30462 - Technical Writer II 29.19
30463 - Technical Writer III 35.31
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 25.97
30502 - Weather Forecaster II 31.58
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.11
30621 - Weather Observer Senior (see 2) 23.45
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.98
31020 - Bus Aide 11.71
31030 - Bus Driver 16.97
31043 - Driver Courier 14.08
31260 - Parking and Lot Attendant 12.69
31290 - Shuttle Bus Driver 14.25

31310 - Taxi Driver	14.19
31361 - Truckdriver Light	15.51
31362 - Truckdriver Medium	16.72
31363 - Truckdriver Heavy	20.02
31364 - Truckdriver Tractor-Trailer	20.02
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	10.66
99050 - Desk Clerk	9.96
99095 - Embalmer	25.60
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	14.75
99252 - Laboratory Animal Caretaker II	16.21
99260 - Marketing Analyst	27.29
99310 - Mortician	25.60
99410 - Pest Controller	15.42
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	16.58
99711 - Recycling Specialist	20.20
99730 - Refuse Collector	14.76
99810 - Sales Clerk	11.54
99820 - School Crossing Guard	14.64
99830 - Survey Party Chief	24.43
99831 - Surveying Aide	14.45
99832 - Surveying Technician	19.82
99840 - Vending Machine Attendant	20.24
99841 - Vending Machine Repairer	25.69
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: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

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

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

paid sick 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.: 2015-4398
Revision No.: 13
Date Of Last Revision: 05/29/2020

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

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

State: North Carolina

Area: North Carolina Counties of New Hanover Pender

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.35
01012 - Accounting Clerk II		17.23
01013 - Accounting Clerk III		19.28
01020 - Administrative Assistant		25.24
01035 - Court Reporter		17.63
01041 - Customer Service Representative I		13.16
01042 - Customer Service Representative II		14.80
01043 - Customer Service Representative III		16.14
01051 - Data Entry Operator I		13.03
01052 - Data Entry Operator II		14.21
01060 - Dispatcher Motor Vehicle		16.32
01070 - Document Preparation Clerk		13.83

01090 - Duplicating Machine Operator 13.83
01111 - General Clerk I 12.55
01112 - General Clerk II 13.69
01113 - General Clerk III 15.37
01120 - Housing Referral Assistant 19.65
01141 - Messenger Courier 13.51
01191 - Order Clerk I 13.17
01192 - Order Clerk II 14.38
01261 - Personnel Assistant (Employment) I 15.94
01262 - Personnel Assistant (Employment) II 17.84
01263 - Personnel Assistant (Employment) III 19.88
01270 - Production Control Clerk 23.74
01290 - Rental Clerk 13.12
01300 - Scheduler Maintenance 15.75
01311 - Secretary I 15.75
01312 - Secretary II 17.63
01313 - Secretary III 19.65
01320 - Service Order Dispatcher 13.55
01410 - Supply Technician 25.24
01420 - Survey Worker 18.56
01460 - Switchboard Operator/Receptionist 13.86
01531 - Travel Clerk I 12.23
01532 - Travel Clerk II 13.04
01533 - Travel Clerk III 13.91
01611 - Word Processor I 14.04
01612 - Word Processor II 15.75
01613 - Word Processor III 17.63
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 23.85
05010 - Automotive Electrician 19.33
05040 - Automotive Glass Installer 17.76
05070 - Automotive Worker 17.76
05110 - Mobile Equipment Servicer 15.82
05130 - Motor Equipment Metal Mechanic 19.84
05160 - Motor Equipment Metal Worker 17.76
05190 - Motor Vehicle Mechanic 19.84
05220 - Motor Vehicle Mechanic Helper 14.83
05250 - Motor Vehicle Upholstery Worker 16.44
05280 - Motor Vehicle Wrecker 17.76
05310 - Painter Automotive 18.99
05340 - Radiator Repair Specialist 17.76
05370 - Tire Repairer 14.44
05400 - Transmission Repair Specialist 19.84
07000 - Food Preparation And Service Occupations
07010 - Baker 13.29
07041 - Cook I 11.91
07042 - Cook II 13.72
07070 - Dishwasher 9.27
07130 - Food Service Worker 10.81
07210 - Meat Cutter 16.99

07260 - Waiter/Waitress	9.40
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.96
09040 - Furniture Handler	12.21
09080 - Furniture Refinisher	19.96
09090 - Furniture Refinisher Helper	14.91
09110 - Furniture Repairer Minor	17.71
09130 - Upholsterer	19.96
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.77
11060 - Elevator Operator	10.92
11090 - Gardener	18.74
11122 - Housekeeping Aide	10.92
11150 - Janitor	10.92
11210 - Laborer Grounds Maintenance	13.84
11240 - Maid or Houseman	10.61
11260 - Pruner	12.30
11270 - Tractor Operator	17.01
11330 - Trail Maintenance Worker	13.84
11360 - Window Cleaner	12.29
12000 - Health Occupations	
12010 - Ambulance Driver	19.28
12011 - Breath Alcohol Technician	19.28
12012 - Certified Occupational Therapist Assistant	27.46
12015 - Certified Physical Therapist Assistant	31.16
12020 - Dental Assistant	19.13
12025 - Dental Hygienist	35.11
12030 - EKG Technician	30.34
12035 - Electroneurodiagnostic Technologist	30.34
12040 - Emergency Medical Technician	19.28
12071 - Licensed Practical Nurse I	17.89
12072 - Licensed Practical Nurse II	20.02
12073 - Licensed Practical Nurse III	22.32
12100 - Medical Assistant	15.42
12130 - Medical Laboratory Technician	24.22
12160 - Medical Record Clerk	14.09
12190 - Medical Record Technician	15.76
12195 - Medical Transcriptionist	20.10
12210 - Nuclear Medicine Technologist	43.99
12221 - Nursing Assistant I	12.09
12222 - Nursing Assistant II	13.59
12223 - Nursing Assistant III	14.83
12224 - Nursing Assistant IV	16.64
12235 - Optical Dispenser	25.76
12236 - Optical Technician	17.89
12250 - Pharmacy Technician	17.03
12280 - Phlebotomist	16.33
12305 - Radiologic Technologist	26.53
12311 - Registered Nurse I	23.76
12312 - Registered Nurse II	29.07

12313 - Registered Nurse II Specialist		29.07
12314 - Registered Nurse III		35.17
12315 - Registered Nurse III Anesthetist		35.17
12316 - Registered Nurse IV		42.15
12317 - Scheduler (Drug and Alcohol Testing)		24.80
12320 - Substance Abuse Treatment Counselor		25.69
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.19
13012 - Exhibits Specialist II		23.77
13013 - Exhibits Specialist III		29.07
13041 - Illustrator I		19.19
13042 - Illustrator II		23.77
13043 - Illustrator III		29.07
13047 - Librarian		26.32
13050 - Library Aide/Clerk		14.83
13054 - Library Information Technology Systems Administrator		23.77
13058 - Library Technician		21.92
13061 - Media Specialist I		17.15
13062 - Media Specialist II		19.19
13063 - Media Specialist III		21.39
13071 - Photographer I		15.61
13072 - Photographer II		17.44
13073 - Photographer III		21.58
13074 - Photographer IV		25.75
13075 - Photographer V		31.17
13090 - Technical Order Library Clerk		18.63
13110 - Video Teleconference Technician		18.80
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.62
14042 - Computer Operator II		17.47
14043 - Computer Operator III		20.63
14044 - Computer Operator IV		21.65
14045 - Computer Operator V		23.97
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		15.62
14160 - Personal Computer Support Technician		21.65
14170 - System Support Specialist		24.83
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.58
15020 - Aircrew Training Devices Instructor (Rated)		36.99
15030 - Air Crew Training Devices Instructor (Pilot)		44.04
15050 - Computer Based Training Specialist / Instructor		30.58
15060 - Educational Technologist		28.32

15070 - Flight Instructor (Pilot) 44.04
15080 - Graphic Artist 21.52
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 24.15
15095 - Technical Instructor/Course Developer 29.54
15110 - Test Proctor 19.50
15120 - Tutor 19.50
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.39
16030 - Counter Attendant 9.39
16040 - Dry Cleaner 11.69
16070 - Finisher Flatwork Machine 9.39
16090 - Presser Hand 9.39
16110 - Presser Machine Drycleaning 9.39
16130 - Presser Machine Shirts 9.39
16160 - Presser Machine Wearing Apparel Laundry 9.39
16190 - Sewing Machine Operator 12.47
16220 - Tailor 13.27
16250 - Washer Machine 10.13
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.46
19040 - Tool And Die Maker 29.52
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.74
21030 - Material Coordinator 23.74
21040 - Material Expediter 23.74
21050 - Material Handling Laborer 12.74
21071 - Order Filler 13.03
21080 - Production Line Worker (Food Processing) 16.74
21110 - Shipping Packer 14.66
21130 - Shipping/Receiving Clerk 14.66
21140 - Store Worker I 12.92
21150 - Stock Clerk 18.37
21210 - Tools And Parts Attendant 16.74
21410 - Warehouse Specialist 16.74
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 22.56
23019 - Aircraft Logs and Records Technician 17.71
23021 - Aircraft Mechanic I 21.38
23022 - Aircraft Mechanic II 22.56
23023 - Aircraft Mechanic III 23.70
23040 - Aircraft Mechanic Helper 15.11
23050 - Aircraft Painter 20.22
23060 - Aircraft Servicer 17.71
23070 - Aircraft Survival Flight Equipment Technician 20.22
23080 - Aircraft Worker 18.92
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 18.92

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 21.38
23110 - Appliance Mechanic 19.96
23120 - Bicycle Repairer 16.43
23125 - Cable Splicer 32.08
23130 - Carpenter Maintenance 20.64
23140 - Carpet Layer 18.92
23160 - Electrician Maintenance 20.76
23181 - Electronics Technician Maintenance I 29.96
23182 - Electronics Technician Maintenance II 31.99
23183 - Electronics Technician Maintenance III 33.83
23260 - Fabric Worker 17.71
23290 - Fire Alarm System Mechanic 22.16
23310 - Fire Extinguisher Repairer 16.43
23311 - Fuel Distribution System Mechanic 18.40
23312 - Fuel Distribution System Operator 14.31
23370 - General Maintenance Worker 17.34
23380 - Ground Support Equipment Mechanic 21.38
23381 - Ground Support Equipment Servicer 17.71
23382 - Ground Support Equipment Worker 18.92
23391 - Gunsmith I 16.43
23392 - Gunsmith II 18.92
23393 - Gunsmith III 21.38
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.92
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.13
23430 - Heavy Equipment Mechanic 24.36
23440 - Heavy Equipment Operator 18.63
23460 - Instrument Mechanic 21.38
23465 - Laboratory/Shelter Mechanic 20.22
23470 - Laborer 12.74
23510 - Locksmith 20.22
23530 - Machinery Maintenance Mechanic 24.77
23550 - Machinist Maintenance 23.08
23580 - Maintenance Trades Helper 14.36
23591 - Metrology Technician I 21.38
23592 - Metrology Technician II 22.56
23593 - Metrology Technician III 23.70
23640 - Millwright 21.38
23710 - Office Appliance Repairer 20.64
23760 - Painter Maintenance 17.05
23790 - Pipefitter Maintenance 23.63
23810 - Plumber Maintenance 22.35
23820 - Pneudraulic Systems Mechanic 21.38
23850 - Rigger 21.38
23870 - Scale Mechanic 18.92
23890 - Sheet-Metal Worker Maintenance 18.40
23910 - Small Engine Mechanic 18.92
23931 - Telecommunications Mechanic I 28.44

23932 - Telecommunications Mechanic II 30.01
23950 - Telephone Lineman 24.20
23960 - Welder Combination Maintenance 22.26
23965 - Well Driller 21.38
23970 - Woodcraft Worker 21.38
23980 - Woodworker 16.43
24000 - Personal Needs Occupations
24550 - Case Manager 16.18
24570 - Child Care Attendant 11.68
24580 - Child Care Center Clerk 14.58
24610 - Chore Aide 10.88
24620 - Family Readiness And Support Services Coordinator 16.18
24630 - Homemaker 16.20
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 21.38
25040 - Sewage Plant Operator 21.25
25070 - Stationary Engineer 21.38
25190 - Ventilation Equipment Tender 14.91
25210 - Water Treatment Plant Operator 21.25
27000 - Protective Service Occupations
27004 - Alarm Monitor 16.92
27007 - Baggage Inspector 14.50
27008 - Corrections Officer 17.78
27010 - Court Security Officer 16.56
27030 - Detection Dog Handler 16.23
27040 - Detention Officer 17.78
27070 - Firefighter 15.72
27101 - Guard I 14.50
27102 - Guard II 16.23
27131 - Police Officer I 19.65
27132 - Police Officer II 21.83
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.78
28042 - Carnival Equipment Repairer 14.07
28043 - Carnival Worker 9.30
28210 - Gate Attendant/Gate Tender 18.36
28310 - Lifeguard 11.34
28350 - Park Attendant (Aide) 20.54
28510 - Recreation Aide/Health Facility Attendant 14.99
28515 - Recreation Specialist 23.89
28630 - Sports Official 16.36
28690 - Swimming Pool Operator 18.94
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 25.82
29020 - Hatch Tender 25.82
29030 - Line Handler 25.82
29041 - Stevedore I 24.17
29042 - Stevedore II 27.58
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 16.43
30022 - Archeological Technician II 18.98
30023 - Archeological Technician III 22.77
30030 - Cartographic Technician 22.77
30040 - Civil Engineering Technician 23.28
30051 - Cryogenic Technician I 25.22
30052 - Cryogenic Technician II 27.86
30061 - Drafter/CAD Operator I 16.43
30062 - Drafter/CAD Operator II 18.38
30063 - Drafter/CAD Operator III 20.49
30064 - Drafter/CAD Operator IV 25.22
30081 - Engineering Technician I 14.64
30082 - Engineering Technician II 16.43
30083 - Engineering Technician III 18.38
30084 - Engineering Technician IV 22.77
30085 - Engineering Technician V 27.86
30086 - Engineering Technician VI 33.70
30090 - Environmental Technician 19.92
30095 - Evidence Control Specialist 22.77
30210 - Laboratory Technician 22.43
30221 - Latent Fingerprint Technician I 25.22
30222 - Latent Fingerprint Technician II 27.86
30240 - Mathematical Technician 22.77
30361 - Paralegal/Legal Assistant I 19.04
30362 - Paralegal/Legal Assistant II 23.58
30363 - Paralegal/Legal Assistant III 28.85
30364 - Paralegal/Legal Assistant IV 34.90
30375 - Petroleum Supply Specialist 27.86
30390 - Photo-Optics Technician 22.77
30395 - Radiation Control Technician 27.86
30461 - Technical Writer I 23.85
30462 - Technical Writer II 29.19
30463 - Technical Writer III 35.31
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 25.22
30502 - Weather Forecaster II 30.68
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.49
30621 - Weather Observer Senior (see 2) 22.77
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 11.71
31030 - Bus Driver 16.97

31043 - Driver Courier	12.80
31260 - Parking and Lot Attendant	11.54
31290 - Shuttle Bus Driver	14.10
31310 - Taxi Driver	12.90
31361 - Truckdriver Light	14.10
31362 - Truckdriver Medium	15.20
31363 - Truckdriver Heavy	18.20
31364 - Truckdriver Tractor-Trailer	18.20
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.71
99050 - Desk Clerk	9.96
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.41
99252 - Laboratory Animal Caretaker II	14.74
99260 - Marketing Analyst	27.29
99310 - Mortician	25.35
99410 - Pest Controller	15.42
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	16.58
99711 - Recycling Specialist	20.20
99730 - Refuse Collector	14.76
99810 - Sales Clerk	11.30
99820 - School Crossing Guard	14.64
99830 - Survey Party Chief	24.43
99831 - Surveying Aide	14.45
99832 - Surveying Technician	19.82
99840 - Vending Machine Attendant	20.10
99841 - Vending Machine Repairer	25.51
99842 - Vending Machine Repairer Helper	20.10

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 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.: 2015-4399
Revision No.: 13
Date Of Last Revision: 05/04/2021

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: North Carolina

Area: North Carolina Counties of Davidson Davie Forsyth Stokes Yadkin

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.29
01012 - Accounting Clerk II		17.16
01013 - Accounting Clerk III		19.21
01020 - Administrative Assistant		28.13
01035 - Court Reporter		19.34
01041 - Customer Service Representative I		13.80
01042 - Customer Service Representative II		15.05
01043 - Customer Service Representative III		16.90
01051 - Data Entry Operator I		13.38
01052 - Data Entry Operator II		14.60
01060 - Dispatcher Motor Vehicle		21.66
01070 - Document Preparation Clerk		14.76
01090 - Duplicating Machine Operator		14.76
01111 - General Clerk I		13.23
01112 - General Clerk II		14.43

01113 - General Clerk III 16.20
01120 - Housing Referral Assistant 21.82
01141 - Messenger Courier 13.83
01191 - Order Clerk I 13.16
01192 - Order Clerk II 14.40
01261 - Personnel Assistant (Employment) I 16.65
01262 - Personnel Assistant (Employment) II 19.34
01263 - Personnel Assistant (Employment) III 21.72
01270 - Production Control Clerk 22.17
01290 - Rental Clerk 15.12
01300 - Scheduler Maintenance 16.57
01311 - Secretary I 16.57
01312 - Secretary II 18.54
01313 - Secretary III 21.82
01320 - Service Order Dispatcher 19.36
01410 - Supply Technician 28.13
01420 - Survey Worker 17.83
01460 - Switchboard Operator/Receptionist 14.75
01531 - Travel Clerk I 13.81
01532 - Travel Clerk II 14.65
01533 - Travel Clerk III 15.46
01611 - Word Processor I 14.76
01612 - Word Processor II 16.57
01613 - Word Processor III 20.28
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.62
05010 - Automotive Electrician 20.10
05040 - Automotive Glass Installer 19.11
05070 - Automotive Worker 20.11
05110 - Mobile Equipment Servicer 16.93
05130 - Motor Equipment Metal Mechanic 22.36
05160 - Motor Equipment Metal Worker 20.11
05190 - Motor Vehicle Mechanic 20.56
05220 - Motor Vehicle Mechanic Helper 15.86
05250 - Motor Vehicle Upholstery Worker 18.96
05280 - Motor Vehicle Wrecker 20.11
05310 - Painter Automotive 20.57
05340 - Radiator Repair Specialist 20.11
05370 - Tire Repairer 15.40
05400 - Transmission Repair Specialist 22.36
07000 - Food Preparation And Service Occupations
07010 - Baker 12.16
07041 - Cook I 12.80
07042 - Cook II 14.59
07070 - Dishwasher 10.09
07130 - Food Service Worker 11.84
07210 - Meat Cutter 15.87
07260 - Waiter/Waitress 9.10
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.85

09040 - Furniture Handler 11.13
09080 - Furniture Refinisher 16.70
09090 - Furniture Refinisher Helper 12.94
09110 - Furniture Repairer Minor 14.71
09130 - Upholsterer 19.04
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.89
11060 - Elevator Operator 11.89
11090 - Gardener 17.54
11122 - Housekeeping Aide 11.30
11150 - Janitor 11.30
11210 - Laborer Grounds Maintenance 13.72
11240 - Maid or Houseman 11.12
11260 - Pruner 12.63
11270 - Tractor Operator 16.29
11330 - Trail Maintenance Worker 13.72
11360 - Window Cleaner 12.28
12000 - Health Occupations
12010 - Ambulance Driver 17.11
12011 - Breath Alcohol Technician 19.77
12012 - Certified Occupational Therapist Assistant 34.13
12015 - Certified Physical Therapist Assistant 32.03
12020 - Dental Assistant 21.58
12025 - Dental Hygienist 35.91
12030 - EKG Technician 35.20
12035 - Electroneurodiagnostic Technologist 35.20
12040 - Emergency Medical Technician 17.11
12071 - Licensed Practical Nurse I 17.66
12072 - Licensed Practical Nurse II 19.77
12073 - Licensed Practical Nurse III 22.04
12100 - Medical Assistant 17.21
12130 - Medical Laboratory Technician 26.17
12160 - Medical Record Clerk 17.80
12190 - Medical Record Technician 19.92
12195 - Medical Transcriptionist 17.27
12210 - Nuclear Medicine Technologist 37.14
12221 - Nursing Assistant I 11.47
12222 - Nursing Assistant II 12.90
12223 - Nursing Assistant III 14.08
12224 - Nursing Assistant IV 15.81
12235 - Optical Dispenser 18.31
12236 - Optical Technician 17.66
12250 - Pharmacy Technician 17.40
12280 - Phlebotomist 17.55
12305 - Radiologic Technologist 31.70
12311 - Registered Nurse I 23.92
12312 - Registered Nurse II 29.25
12313 - Registered Nurse II Specialist 29.25
12314 - Registered Nurse III 35.39
12315 - Registered Nurse III Anesthetist 35.39

12316 - Registered Nurse IV		42.43
12317 - Scheduler (Drug and Alcohol Testing)		24.48
12320 - Substance Abuse Treatment Counselor		23.70
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.23
13012 - Exhibits Specialist II		25.06
13013 - Exhibits Specialist III		30.65
13041 - Illustrator I		20.23
13042 - Illustrator II		25.06
13043 - Illustrator III		30.65
13047 - Librarian		27.75
13050 - Library Aide/Clerk		11.03
13054 - Library Information Technology Systems Administrator		25.06
13058 - Library Technician		19.13
13061 - Media Specialist I		18.08
13062 - Media Specialist II		20.23
13063 - Media Specialist III		22.55
13071 - Photographer I		15.93
13072 - Photographer II		18.06
13073 - Photographer III		21.43
13074 - Photographer IV		28.09
13075 - Photographer V		33.10
13090 - Technical Order Library Clerk		15.74
13110 - Video Teleconference Technician		17.58
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.14
14042 - Computer Operator II		19.18
14043 - Computer Operator III		21.38
14044 - Computer Operator IV		23.76
14045 - Computer Operator V		25.64
14071 - Computer Programmer I	(see 1)	24.60
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.14
14160 - Personal Computer Support Technician		23.76
14170 - System Support Specialist		34.41
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.87
15020 - Aircrew Training Devices Instructor (Rated)		36.13
15030 - Air Crew Training Devices Instructor (Pilot)		43.31
15050 - Computer Based Training Specialist / Instructor		29.87
15060 - Educational Technologist		26.32
15070 - Flight Instructor (Pilot)		43.31
15080 - Graphic Artist		25.64
15085 - Maintenance Test Pilot Fixed Jet/Prop		43.31

15086 - Maintenance Test Pilot Rotary Wing 43.31
15088 - Non-Maintenance Test/Co-Pilot 43.31
15090 - Technical Instructor 23.81
15095 - Technical Instructor/Course Developer 29.14
15110 - Test Proctor 19.23
15120 - Tutor 19.23
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.99
16030 - Counter Attendant 9.99
16040 - Dry Cleaner 11.80
16070 - Finisher Flatwork Machine 9.99
16090 - Presser Hand 9.99
16110 - Presser Machine Drycleaning 9.99
16130 - Presser Machine Shirts 9.99
16160 - Presser Machine Wearing Apparel Laundry 9.99
16190 - Sewing Machine Operator 12.33
16220 - Tailor 12.91
16250 - Washer Machine 10.59
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.88
19040 - Tool And Die Maker 24.31
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.75
21030 - Material Coordinator 22.17
21040 - Material Expediter 22.17
21050 - Material Handling Laborer 13.47
21071 - Order Filler 12.55
21080 - Production Line Worker (Food Processing) 15.75
21110 - Shipping Packer 16.34
21130 - Shipping/Receiving Clerk 16.34
21140 - Store Worker I 12.51
21150 - Stock Clerk 16.62
21210 - Tools And Parts Attendant 15.75
21410 - Warehouse Specialist 15.75
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.74
23019 - Aircraft Logs and Records Technician 19.74
23021 - Aircraft Mechanic I 23.52
23022 - Aircraft Mechanic II 24.74
23023 - Aircraft Mechanic III 25.89
23040 - Aircraft Mechanic Helper 17.13
23050 - Aircraft Painter 22.19
23060 - Aircraft Servicer 19.74
23070 - Aircraft Survival Flight Equipment Technician 22.19
23080 - Aircraft Worker 21.02
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.02
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.52
23110 - Appliance Mechanic 21.68

23120 - Bicycle Repairer	18.45
23125 - Cable Splicer	26.58
23130 - Carpenter Maintenance	18.27
23140 - Carpet Layer	21.02
23160 - Electrician Maintenance	22.48
23181 - Electronics Technician Maintenance I	27.06
23182 - Electronics Technician Maintenance II	28.57
23183 - Electronics Technician Maintenance III	30.28
23260 - Fabric Worker	19.74
23290 - Fire Alarm System Mechanic	23.77
23310 - Fire Extinguisher Repairer	18.45
23311 - Fuel Distribution System Mechanic	24.38
23312 - Fuel Distribution System Operator	19.12
23370 - General Maintenance Worker	19.25
23380 - Ground Support Equipment Mechanic	23.52
23381 - Ground Support Equipment Servicer	19.74
23382 - Ground Support Equipment Worker	21.02
23391 - Gunsmith I	18.45
23392 - Gunsmith II	21.02
23393 - Gunsmith III	23.52
23410 - Heating Ventilation And Air-Conditioning Mechanic	21.64
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	22.75
23430 - Heavy Equipment Mechanic	23.22
23440 - Heavy Equipment Operator	19.25
23460 - Instrument Mechanic	23.52
23465 - Laboratory/Shelter Mechanic	22.19
23470 - Laborer	13.47
23510 - Locksmith	22.19
23530 - Machinery Maintenance Mechanic	23.14
23550 - Machinist Maintenance	21.65
23580 - Maintenance Trades Helper	15.07
23591 - Metrology Technician I	23.52
23592 - Metrology Technician II	24.74
23593 - Metrology Technician III	25.89
23640 - Millwright	22.49
23710 - Office Appliance Repairer	22.09
23760 - Painter Maintenance	18.06
23790 - Pipefitter Maintenance	22.85
23810 - Plumber Maintenance	21.56
23820 - Pneudraulic Systems Mechanic	23.52
23850 - Rigger	23.52
23870 - Scale Mechanic	21.02
23890 - Sheet-Metal Worker Maintenance	20.06
23910 - Small Engine Mechanic	19.21
23931 - Telecommunications Mechanic I	27.33
23932 - Telecommunications Mechanic II	28.74
23950 - Telephone Lineman	25.96
23960 - Welder Combination Maintenance	19.58

23965 - Well Driller	25.86
23970 - Woodcraft Worker	23.52
23980 - Woodworker	18.45
24000 - Personal Needs Occupations	
24550 - Case Manager	16.02
24570 - Child Care Attendant	11.19
24580 - Child Care Center Clerk	13.96
24610 - Chore Aide	11.18
24620 - Family Readiness And Support Services Coordinator	16.02
24630 - Homemaker	16.02
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.52
25040 - Sewage Plant Operator	21.30
25070 - Stationary Engineer	23.52
25190 - Ventilation Equipment Tender	17.13
25210 - Water Treatment Plant Operator	21.30
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.05
27007 - Baggage Inspector	16.23
27008 - Corrections Officer	18.07
27010 - Court Security Officer	17.30
27030 - Detection Dog Handler	18.17
27040 - Detention Officer	18.07
27070 - Firefighter	15.62
27101 - Guard I	16.23
27102 - Guard II	18.17
27131 - Police Officer I	20.59
27132 - Police Officer II	22.88
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.19
28042 - Carnival Equipment Repairer	13.13
28043 - Carnival Worker	9.47
28210 - Gate Attendant/Gate Tender	17.54
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	19.63
28510 - Recreation Aide/Health Facility Attendant	14.32
28515 - Recreation Specialist	24.31
28630 - Sports Official	15.62
28690 - Swimming Pool Operator	16.23
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.86
29020 - Hatch Tender	24.86
29030 - Line Handler	24.86
29041 - Stevedore I	23.34
29042 - Stevedore II	26.24
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 17.98
30022 - Archeological Technician II 20.12
30023 - Archeological Technician III 24.92
30030 - Cartographic Technician 24.92
30040 - Civil Engineering Technician 27.70
30051 - Cryogenic Technician I 27.60
30052 - Cryogenic Technician II 30.48
30061 - Drafter/CAD Operator I 17.98
30062 - Drafter/CAD Operator II 20.12
30063 - Drafter/CAD Operator III 22.43
30064 - Drafter/CAD Operator IV 27.60
30081 - Engineering Technician I 15.89
30082 - Engineering Technician II 17.83
30083 - Engineering Technician III 19.95
30084 - Engineering Technician IV 27.17
30085 - Engineering Technician V 31.79
30086 - Engineering Technician VI 38.47
30090 - Environmental Technician 22.64
30095 - Evidence Control Specialist 24.92
30210 - Laboratory Technician 21.59
30221 - Latent Fingerprint Technician I 27.60
30222 - Latent Fingerprint Technician II 30.48
30240 - Mathematical Technician 27.50
30361 - Paralegal/Legal Assistant I 19.77
30362 - Paralegal/Legal Assistant II 24.49
30363 - Paralegal/Legal Assistant III 29.96
30364 - Paralegal/Legal Assistant IV 36.24
30375 - Petroleum Supply Specialist 30.48
30390 - Photo-Optics Technician 24.92
30395 - Radiation Control Technician 30.48
30461 - Technical Writer I 24.40
30462 - Technical Writer II 29.85
30463 - Technical Writer III 36.12
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 27.60
30502 - Weather Forecaster II 33.57
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.43
30621 - Weather Observer Senior (see 2) 24.92
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.98
31020 - Bus Aide 12.41
31030 - Bus Driver 18.68
31043 - Driver Courier 15.70
31260 - Parking and Lot Attendant 13.78
31290 - Shuttle Bus Driver 15.77

31310 - Taxi Driver	13.92
31361 - Truckdriver Light	16.91
31362 - Truckdriver Medium	18.09
31363 - Truckdriver Heavy	22.26
31364 - Truckdriver Tractor-Trailer	22.26
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	10.07
99050 - Desk Clerk	9.84
99095 - Embalmer	29.07
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	15.75
99252 - Laboratory Animal Caretaker II	16.96
99260 - Marketing Analyst	32.91
99310 - Mortician	29.07
99410 - Pest Controller	15.14
99510 - Photofinishing Worker	15.16
99710 - Recycling Laborer	16.10
99711 - Recycling Specialist	19.13
99730 - Refuse Collector	14.82
99810 - Sales Clerk	11.91
99820 - School Crossing Guard	13.96
99830 - Survey Party Chief	20.66
99831 - Surveying Aide	15.29
99832 - Surveying Technician	18.77
99840 - Vending Machine Attendant	16.82
99841 - Vending Machine Repairer	20.33
99842 - Vending Machine Repairer Helper	16.82

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

paid sick leave provided pursuant to EO 13706.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

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

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

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

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

Wage Determination No.: 2015-4400
Revision No.: 12
Date Of Last Revision: 05/29/2020

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: North Carolina

Area: North Carolina Counties of Davidson Davie Forsyth Stokes Yadkin

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		18.44
01020 - Administrative Assistant		25.99
01035 - Court Reporter		19.34
01041 - Customer Service Representative I		13.09
01042 - Customer Service Representative II		14.72
01043 - Customer Service Representative III		16.06
01051 - Data Entry Operator I		13.38
01052 - Data Entry Operator II		14.60
01060 - Dispatcher Motor Vehicle		21.66
01070 - Document Preparation Clerk		14.51

01090 - Duplicating Machine Operator 14.51
01111 - General Clerk I 13.23
01112 - General Clerk II 14.43
01113 - General Clerk III 16.20
01120 - Housing Referral Assistant 21.82
01141 - Messenger Courier 13.83
01191 - Order Clerk I 12.92
01192 - Order Clerk II 14.40
01261 - Personnel Assistant (Employment) I 15.95
01262 - Personnel Assistant (Employment) II 19.34
01263 - Personnel Assistant (Employment) III 21.72
01270 - Production Control Clerk 21.33
01290 - Rental Clerk 15.12
01300 - Scheduler Maintenance 16.28
01311 - Secretary I 16.28
01312 - Secretary II 18.22
01313 - Secretary III 21.82
01320 - Service Order Dispatcher 19.36
01410 - Supply Technician 25.99
01420 - Survey Worker 17.55
01460 - Switchboard Operator/Receptionist 13.93
01531 - Travel Clerk I 13.81
01532 - Travel Clerk II 14.65
01533 - Travel Clerk III 15.46
01611 - Word Processor I 14.51
01612 - Word Processor II 16.28
01613 - Word Processor III 20.28
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.62
05010 - Automotive Electrician 20.10
05040 - Automotive Glass Installer 19.11
05070 - Automotive Worker 20.11
05110 - Mobile Equipment Servicer 16.93
05130 - Motor Equipment Metal Mechanic 22.36
05160 - Motor Equipment Metal Worker 20.11
05190 - Motor Vehicle Mechanic 20.56
05220 - Motor Vehicle Mechanic Helper 15.86
05250 - Motor Vehicle Upholstery Worker 18.96
05280 - Motor Vehicle Wrecker 20.11
05310 - Painter Automotive 20.57
05340 - Radiator Repair Specialist 20.11
05370 - Tire Repairer 14.00
05400 - Transmission Repair Specialist 22.36
07000 - Food Preparation And Service Occupations
07010 - Baker 11.19
07041 - Cook I 12.36
07042 - Cook II 14.08
07070 - Dishwasher 9.22
07130 - Food Service Worker 11.13
07210 - Meat Cutter 15.13

07260 - Waiter/Waitress	8.86
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.31
09040 - Furniture Handler	11.13
09080 - Furniture Refinisher	16.70
09090 - Furniture Refinisher Helper	12.94
09110 - Furniture Repairer Minor	14.71
09130 - Upholsterer	18.40
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.49
11060 - Elevator Operator	11.49
11090 - Gardener	17.51
11122 - Housekeeping Aide	10.70
11150 - Janitor	10.70
11210 - Laborer Grounds Maintenance	13.72
11240 - Maid or Houseman	10.29
11260 - Pruner	12.63
11270 - Tractor Operator	16.26
11330 - Trail Maintenance Worker	13.72
11360 - Window Cleaner	11.62
12000 - Health Occupations	
12010 - Ambulance Driver	17.11
12011 - Breath Alcohol Technician	19.32
12012 - Certified Occupational Therapist Assistant	31.13
12015 - Certified Physical Therapist Assistant	32.03
12020 - Dental Assistant	19.87
12025 - Dental Hygienist	35.91
12030 - EKG Technician	33.69
12035 - Electroneurodiagnostic Technologist	33.69
12040 - Emergency Medical Technician	17.11
12071 - Licensed Practical Nurse I	17.27
12072 - Licensed Practical Nurse II	19.32
12073 - Licensed Practical Nurse III	21.53
12100 - Medical Assistant	16.97
12130 - Medical Laboratory Technician	25.92
12160 - Medical Record Clerk	17.76
12190 - Medical Record Technician	19.88
12195 - Medical Transcriptionist	17.27
12210 - Nuclear Medicine Technologist	36.26
12221 - Nursing Assistant I	11.47
12222 - Nursing Assistant II	12.90
12223 - Nursing Assistant III	14.08
12224 - Nursing Assistant IV	15.81
12235 - Optical Dispenser	18.31
12236 - Optical Technician	17.27
12250 - Pharmacy Technician	17.11
12280 - Phlebotomist	16.84
12305 - Radiologic Technologist	30.99
12311 - Registered Nurse I	23.92
12312 - Registered Nurse II	29.25

12313 - Registered Nurse II Specialist		29.25
12314 - Registered Nurse III		35.39
12315 - Registered Nurse III Anesthetist		35.39
12316 - Registered Nurse IV		42.43
12317 - Scheduler (Drug and Alcohol Testing)		23.93
12320 - Substance Abuse Treatment Counselor		23.70
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.89
13012 - Exhibits Specialist II		24.63
13013 - Exhibits Specialist III		30.13
13041 - Illustrator I		19.89
13042 - Illustrator II		24.63
13043 - Illustrator III		30.13
13047 - Librarian		27.28
13050 - Library Aide/Clerk		11.03
13054 - Library Information Technology Systems Administrator		24.63
13058 - Library Technician		18.25
13061 - Media Specialist I		17.77
13062 - Media Specialist II		19.89
13063 - Media Specialist III		22.17
13071 - Photographer I		15.93
13072 - Photographer II		18.06
13073 - Photographer III		21.43
13074 - Photographer IV		28.09
13075 - Photographer V		33.10
13090 - Technical Order Library Clerk		15.74
13110 - Video Teleconference Technician		17.58
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.58
14042 - Computer Operator II		17.44
14043 - Computer Operator III		19.44
14044 - Computer Operator IV		21.60
14045 - Computer Operator V		23.31
14071 - Computer Programmer I	(see 1)	24.60
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		15.58
14160 - Personal Computer Support Technician		21.60
14170 - System Support Specialist		32.77
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.87
15020 - Aircrew Training Devices Instructor (Rated)		36.13
15030 - Air Crew Training Devices Instructor (Pilot)		43.31
15050 - Computer Based Training Specialist / Instructor		29.87
15060 - Educational Technologist		25.45

15070 - Flight Instructor (Pilot) 43.31
15080 - Graphic Artist 25.64
15085 - Maintenance Test Pilot Fixed Jet/Prop 43.31
15086 - Maintenance Test Pilot Rotary Wing 43.31
15088 - Non-Maintenance Test/Co-Pilot 43.31
15090 - Technical Instructor 23.81
15095 - Technical Instructor/Course Developer 29.14
15110 - Test Proctor 19.23
15120 - Tutor 19.23
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.99
16030 - Counter Attendant 9.99
16040 - Dry Cleaner 11.80
16070 - Finisher Flatwork Machine 9.99
16090 - Presser Hand 9.99
16110 - Presser Machine Drycleaning 9.99
16130 - Presser Machine Shirts 9.99
16160 - Presser Machine Wearing Apparel Laundry 9.99
16190 - Sewing Machine Operator 12.33
16220 - Tailor 12.91
16250 - Washer Machine 10.59
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.54
19040 - Tool And Die Maker 22.10
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.75
21030 - Material Coordinator 21.33
21040 - Material Expediter 21.33
21050 - Material Handling Laborer 12.88
21071 - Order Filler 12.55
21080 - Production Line Worker (Food Processing) 15.75
21110 - Shipping Packer 16.19
21130 - Shipping/Receiving Clerk 16.19
21140 - Store Worker I 12.16
21150 - Stock Clerk 16.15
21210 - Tools And Parts Attendant 15.75
21410 - Warehouse Specialist 15.75
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.80
23019 - Aircraft Logs and Records Technician 19.00
23021 - Aircraft Mechanic I 22.64
23022 - Aircraft Mechanic II 23.80
23023 - Aircraft Mechanic III 24.92
23040 - Aircraft Mechanic Helper 16.49
23050 - Aircraft Painter 21.36
23060 - Aircraft Servicer 19.00
23070 - Aircraft Survival Flight Equipment Technician 21.36
23080 - Aircraft Worker 20.23
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.23

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.64
23110 - Appliance Mechanic 19.71
23120 - Bicycle Repairer 17.38
23125 - Cable Splicer 24.16
23130 - Carpenter Maintenance 18.09
23140 - Carpet Layer 19.80
23160 - Electrician Maintenance 22.48
23181 - Electronics Technician Maintenance I 27.06
23182 - Electronics Technician Maintenance II 28.57
23183 - Electronics Technician Maintenance III 30.28
23260 - Fabric Worker 18.60
23290 - Fire Alarm System Mechanic 23.77
23310 - Fire Extinguisher Repairer 17.38
23311 - Fuel Distribution System Mechanic 22.16
23312 - Fuel Distribution System Operator 17.38
23370 - General Maintenance Worker 18.87
23380 - Ground Support Equipment Mechanic 22.64
23381 - Ground Support Equipment Servicer 19.00
23382 - Ground Support Equipment Worker 20.23
23391 - Gunsmith I 17.38
23392 - Gunsmith II 19.80
23393 - Gunsmith III 22.16
23410 - Heating Ventilation And Air-Conditioning Mechanic 19.67
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 20.68
23430 - Heavy Equipment Mechanic 23.22
23440 - Heavy Equipment Operator 19.07
23460 - Instrument Mechanic 22.16
23465 - Laboratory/Shelter Mechanic 20.91
23470 - Laborer 12.88
23510 - Locksmith 20.91
23530 - Machinery Maintenance Mechanic 23.14
23550 - Machinist Maintenance 21.65
23580 - Maintenance Trades Helper 13.70
23591 - Metrology Technician I 22.16
23592 - Metrology Technician II 23.30
23593 - Metrology Technician III 24.39
23640 - Millwright 22.16
23710 - Office Appliance Repairer 22.09
23760 - Painter Maintenance 17.00
23790 - Pipefitter Maintenance 22.85
23810 - Plumber Maintenance 21.56
23820 - Pneudraulic Systems Mechanic 22.16
23850 - Rigger 22.16
23870 - Scale Mechanic 19.80
23890 - Sheet-Metal Worker Maintenance 20.06
23910 - Small Engine Mechanic 19.21
23931 - Telecommunications Mechanic I 24.91

23932 - Telecommunications Mechanic II 26.27
23950 - Telephone Lineman 24.57
23960 - Welder Combination Maintenance 19.58
23965 - Well Driller 25.86
23970 - Woodcraft Worker 22.16
23980 - Woodworker 17.38
24000 - Personal Needs Occupations
24550 - Case Manager 15.57
24570 - Child Care Attendant 10.41
24580 - Child Care Center Clerk 13.20
24610 - Chore Aide 10.78
24620 - Family Readiness And Support Services Coordinator 15.57
24630 - Homemaker 15.57
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 22.16
25040 - Sewage Plant Operator 19.54
25070 - Stationary Engineer 22.16
25190 - Ventilation Equipment Tender 16.14
25210 - Water Treatment Plant Operator 19.54
27000 - Protective Service Occupations
27004 - Alarm Monitor 16.73
27007 - Baggage Inspector 15.31
27008 - Corrections Officer 18.07
27010 - Court Security Officer 16.80
27030 - Detection Dog Handler 17.13
27040 - Detention Officer 18.07
27070 - Firefighter 15.62
27101 - Guard I 15.31
27102 - Guard II 17.13
27131 - Police Officer I 20.56
27132 - Police Officer II 22.84
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.19
28042 - Carnival Equipment Repairer 13.13
28043 - Carnival Worker 9.47
28210 - Gate Attendant/Gate Tender 17.22
28310 - Lifeguard 11.34
28350 - Park Attendant (Aide) 19.26
28510 - Recreation Aide/Health Facility Attendant 14.06
28515 - Recreation Specialist 23.52
28630 - Sports Official 15.34
28690 - Swimming Pool Operator 16.23
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 23.18
29020 - Hatch Tender 23.18
29030 - Line Handler 23.18
29041 - Stevedore I 21.77
29042 - Stevedore II 24.48
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.71
30022 - Archeological Technician II 19.82
30023 - Archeological Technician III 24.55
30030 - Cartographic Technician 24.55
30040 - Civil Engineering Technician 25.18
30051 - Cryogenic Technician I 27.19
30052 - Cryogenic Technician II 30.03
30061 - Drafter/CAD Operator I 17.71
30062 - Drafter/CAD Operator II 19.82
30063 - Drafter/CAD Operator III 22.10
30064 - Drafter/CAD Operator IV 27.19
30081 - Engineering Technician I 15.89
30082 - Engineering Technician II 17.83
30083 - Engineering Technician III 19.95
30084 - Engineering Technician IV 27.17
30085 - Engineering Technician V 31.79
30086 - Engineering Technician VI 38.47
30090 - Environmental Technician 22.64
30095 - Evidence Control Specialist 24.55
30210 - Laboratory Technician 19.63
30221 - Latent Fingerprint Technician I 27.19
30222 - Latent Fingerprint Technician II 30.03
30240 - Mathematical Technician 25.00
30361 - Paralegal/Legal Assistant I 19.77
30362 - Paralegal/Legal Assistant II 24.49
30363 - Paralegal/Legal Assistant III 29.96
30364 - Paralegal/Legal Assistant IV 36.24
30375 - Petroleum Supply Specialist 30.03
30390 - Photo-Optics Technician 24.55
30395 - Radiation Control Technician 30.03
30461 - Technical Writer I 23.00
30462 - Technical Writer II 28.14
30463 - Technical Writer III 34.04
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 27.19
30502 - Weather Forecaster II 33.08
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.10
30621 - Weather Observer Senior (see 2) 24.55
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.41
31030 - Bus Driver 18.68

31043 - Driver Courier	14.64
31260 - Parking and Lot Attendant	12.95
31290 - Shuttle Bus Driver	15.77
31310 - Taxi Driver	12.65
31361 - Truckdriver Light	15.77
31362 - Truckdriver Medium	17.32
31363 - Truckdriver Heavy	20.47
31364 - Truckdriver Tractor-Trailer	20.47
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.07
99050 - Desk Clerk	9.69
99095 - Embalmer	29.07
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	15.75
99252 - Laboratory Animal Caretaker II	16.96
99260 - Marketing Analyst	32.91
99310 - Mortician	29.07
99410 - Pest Controller	15.14
99510 - Photofinishing Worker	15.16
99710 - Recycling Laborer	15.79
99711 - Recycling Specialist	18.77
99730 - Refuse Collector	14.54
99810 - Sales Clerk	11.91
99820 - School Crossing Guard	13.57
99830 - Survey Party Chief	20.66
99831 - Surveying Aide	15.29
99832 - Surveying Technician	18.77
99840 - Vending Machine Attendant	16.82
99841 - Vending Machine Repairer	20.33
99842 - Vending Machine Repairer Helper	16.82

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

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

paid sick leave provided pursuant to EO 13706.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

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

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

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

The process for preparing a conformance request is as follows:

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

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

performs any contract work.

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

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

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

the request.

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

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

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

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

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

Daniel W. Simms
Director

Division of Wage Determinations

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

Wage Determination No.: 2015-4401
Revision No.: 14
Date Of Last Revision: 05/04/2021

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: North Carolina

Area: North Carolina Counties of Beaufort Bladen Carteret Columbus Duplin Greene Harnett Lenoir Robeson Sampson Scotland Wilson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.21
01012 - Accounting Clerk II		17.07
01013 - Accounting Clerk III		19.10
01020 - Administrative Assistant		23.54
01035 - Court Reporter		18.60
01041 - Customer Service Representative I		13.42
01042 - Customer Service Representative II		15.08
01043 - Customer Service Representative III		16.47
01051 - Data Entry Operator I		14.00
01052 - Data Entry Operator II		15.27
01060 - Dispatcher Motor Vehicle		17.95
01070 - Document Preparation Clerk		14.81
01090 - Duplicating Machine Operator		14.81
01111 - General Clerk I		13.52

01112 - General Clerk II	14.76
01113 - General Clerk III	16.57
01120 - Housing Referral Assistant	20.73
01141 - Messenger Courier	13.91
01191 - Order Clerk I	14.37
01192 - Order Clerk II	15.69
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	20.41
01290 - Rental Clerk	13.62
01300 - Scheduler Maintenance	16.62
01311 - Secretary I	16.62
01312 - Secretary II	18.60
01313 - Secretary III	20.73
01320 - Service Order Dispatcher	14.57
01410 - Supply Technician	23.54
01420 - Survey Worker	14.22
01460 - Switchboard Operator/Receptionist	13.26
01531 - Travel Clerk I	14.99
01532 - Travel Clerk II	15.87
01533 - Travel Clerk III	16.86
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	21.93
05010 - Automotive Electrician	19.33
05040 - Automotive Glass Installer	17.76
05070 - Automotive Worker	17.76
05110 - Mobile Equipment Servicer	15.82
05130 - Motor Equipment Metal Mechanic	19.71
05160 - Motor Equipment Metal Worker	17.76
05190 - Motor Vehicle Mechanic	19.71
05220 - Motor Vehicle Mechanic Helper	14.83
05250 - Motor Vehicle Upholstery Worker	16.17
05280 - Motor Vehicle Wrecker	17.76
05310 - Painter Automotive	18.99
05340 - Radiator Repair Specialist	17.76
05370 - Tire Repairer	14.30
05400 - Transmission Repair Specialist	19.71
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.08
07041 - Cook I	11.58
07042 - Cook II	13.08
07070 - Dishwasher	9.18
07130 - Food Service Worker	9.67
07210 - Meat Cutter	14.38
07260 - Waiter/Waitress	9.32
09000 - Furniture Maintenance And Repair Occupations	

09010 - Electrostatic Spray Painter 18.66
09040 - Furniture Handler 11.85
09080 - Furniture Refinisher 18.66
09090 - Furniture Refinisher Helper 14.17
09110 - Furniture Repairer Minor 16.49
09130 - Upholsterer 18.66
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.09
11060 - Elevator Operator 11.27
11090 - Gardener 15.26
11122 - Housekeeping Aide 11.27
11150 - Janitor 11.27
11210 - Laborer Grounds Maintenance 11.75
11240 - Maid or Houseman 10.23
11260 - Pruner 10.69
11270 - Tractor Operator 14.06
11330 - Trail Maintenance Worker 11.75
11360 - Window Cleaner 12.39
12000 - Health Occupations
12010 - Ambulance Driver 17.55
12011 - Breath Alcohol Technician 19.09
12012 - Certified Occupational Therapist Assistant 31.89
12015 - Certified Physical Therapist Assistant 31.51
12020 - Dental Assistant 19.11
12025 - Dental Hygienist 34.76
12030 - EKG Technician 30.05
12035 - Electroneurodiagnostic Technologist 30.05
12040 - Emergency Medical Technician 17.55
12071 - Licensed Practical Nurse I 17.05
12072 - Licensed Practical Nurse II 19.09
12073 - Licensed Practical Nurse III 21.27
12100 - Medical Assistant 14.13
12130 - Medical Laboratory Technician 23.09
12160 - Medical Record Clerk 15.27
12190 - Medical Record Technician 17.08
12195 - Medical Transcriptionist 16.42
12210 - Nuclear Medicine Technologist 41.93
12221 - Nursing Assistant I 11.19
12222 - Nursing Assistant II 12.57
12223 - Nursing Assistant III 13.72
12224 - Nursing Assistant IV 15.40
12235 - Optical Dispenser 21.81
12236 - Optical Technician 17.05
12250 - Pharmacy Technician 17.03
12280 - Phlebotomist 14.29
12305 - Radiologic Technologist 25.09
12311 - Registered Nurse I 24.27
12312 - Registered Nurse II 29.69
12313 - Registered Nurse II Specialist 29.69
12314 - Registered Nurse III 35.92

12315 - Registered Nurse III Anesthetist		35.92
12316 - Registered Nurse IV		43.05
12317 - Scheduler (Drug and Alcohol Testing)		23.64
12320 - Substance Abuse Treatment Counselor		24.59
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.67
13012 - Exhibits Specialist II		23.12
13013 - Exhibits Specialist III		28.29
13041 - Illustrator I		18.67
13042 - Illustrator II		23.12
13043 - Illustrator III		28.29
13047 - Librarian		25.61
13050 - Library Aide/Clerk		13.19
13054 - Library Information Technology Systems Administrator		23.12
13058 - Library Technician		15.22
13061 - Media Specialist I		16.68
13062 - Media Specialist II		18.67
13063 - Media Specialist III		20.80
13071 - Photographer I		16.68
13072 - Photographer II		18.67
13073 - Photographer III		23.12
13074 - Photographer IV		28.29
13075 - Photographer V		34.22
13090 - Technical Order Library Clerk		16.57
13110 - Video Teleconference Technician		16.68
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.62
14042 - Computer Operator II		17.47
14043 - Computer Operator III		20.63
14044 - Computer Operator IV		21.65
14045 - Computer Operator V		23.97
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		15.62
14160 - Personal Computer Support Technician		21.65
14170 - System Support Specialist		23.97
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.48
15020 - Aircrew Training Devices Instructor (Rated)		38.08
15030 - Air Crew Training Devices Instructor (Pilot)		45.64
15050 - Computer Based Training Specialist / Instructor		31.48
15060 - Educational Technologist		25.60
15070 - Flight Instructor (Pilot)		45.64
15080 - Graphic Artist		21.52

15085 - Maintenance Test Pilot Fixed Jet/Prop 45.64
15086 - Maintenance Test Pilot Rotary Wing 45.64
15088 - Non-Maintenance Test/Co-Pilot 45.64
15090 - Technical Instructor 20.46
15095 - Technical Instructor/Course Developer 25.02
15110 - Test Proctor 16.52
15120 - Tutor 16.52
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.29
16030 - Counter Attendant 9.29
16040 - Dry Cleaner 11.37
16070 - Finisher Flatwork Machine 9.29
16090 - Presser Hand 9.29
16110 - Presser Machine Drycleaning 9.29
16130 - Presser Machine Shirts 9.29
16160 - Presser Machine Wearing Apparel Laundry 9.29
16190 - Sewing Machine Operator 12.10
16220 - Tailor 12.84
16250 - Washer Machine 9.98
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.22
19040 - Tool And Die Maker 24.02
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.84
21030 - Material Coordinator 20.41
21040 - Material Expediter 20.41
21050 - Material Handling Laborer 13.28
21071 - Order Filler 11.60
21080 - Production Line Worker (Food Processing) 16.84
21110 - Shipping Packer 15.33
21130 - Shipping/Receiving Clerk 15.33
21140 - Store Worker I 12.81
21150 - Stock Clerk 17.36
21210 - Tools And Parts Attendant 16.84
21410 - Warehouse Specialist 16.84
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.10
23019 - Aircraft Logs and Records Technician 19.91
23021 - Aircraft Mechanic I 23.84
23022 - Aircraft Mechanic II 25.10
23023 - Aircraft Mechanic III 26.33
23040 - Aircraft Mechanic Helper 17.15
23050 - Aircraft Painter 22.54
23060 - Aircraft Servicer 19.91
23070 - Aircraft Survival Flight Equipment Technician 22.54
23080 - Aircraft Worker 21.21
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.21
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.84

23110 - Appliance Mechanic 20.60
23120 - Bicycle Repairer 16.98
23125 - Cable Splicer 29.54
23130 - Carpenter Maintenance 17.05
23140 - Carpet Layer 19.39
23160 - Electrician Maintenance 22.22
23181 - Electronics Technician Maintenance I 29.16
23182 - Electronics Technician Maintenance II 30.99
23183 - Electronics Technician Maintenance III 32.78
23260 - Fabric Worker 18.21
23290 - Fire Alarm System Mechanic 23.02
23310 - Fire Extinguisher Repairer 16.98
23311 - Fuel Distribution System Mechanic 21.71
23312 - Fuel Distribution System Operator 16.91
23370 - General Maintenance Worker 18.44
23380 - Ground Support Equipment Mechanic 23.84
23381 - Ground Support Equipment Servicer 19.91
23382 - Ground Support Equipment Worker 21.21
23391 - Gunsmith I 16.98
23392 - Gunsmith II 19.39
23393 - Gunsmith III 21.80
23410 - Heating Ventilation And Air-Conditioning Mechanic 18.40
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 19.42
23430 - Heavy Equipment Mechanic 21.26
23440 - Heavy Equipment Operator 18.57
23460 - Instrument Mechanic 21.80
23465 - Laboratory/Shelter Mechanic 20.60
23470 - Laborer 13.28
23510 - Locksmith 20.60
23530 - Machinery Maintenance Mechanic 26.07
23550 - Machinist Maintenance 21.03
23580 - Maintenance Trades Helper 13.76
23591 - Metrology Technician I 21.80
23592 - Metrology Technician II 22.95
23593 - Metrology Technician III 24.07
23640 - Millwright 27.45
23710 - Office Appliance Repairer 17.05
23760 - Painter Maintenance 17.05
23790 - Pipefitter Maintenance 22.15
23810 - Plumber Maintenance 20.94
23820 - Pneudraulic Systems Mechanic 21.80
23850 - Rigger 21.80
23870 - Scale Mechanic 19.39
23890 - Sheet-Metal Worker Maintenance 18.40
23910 - Small Engine Mechanic 17.37
23931 - Telecommunications Mechanic I 24.83
23932 - Telecommunications Mechanic II 26.15
23950 - Telephone Lineman 25.77

23960 - Welder Combination Maintenance		21.06
23965 - Well Driller		21.80
23970 - Woodcraft Worker		21.80
23980 - Woodworker		16.98
24000 - Personal Needs Occupations		
24550 - Case Manager		15.54
24570 - Child Care Attendant		11.68
24580 - Child Care Center Clerk		14.58
24610 - Chore Aide		10.13
24620 - Family Readiness And Support Services Coordinator		15.54
24630 - Homemaker		16.20
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		21.80
25040 - Sewage Plant Operator		19.86
25070 - Stationary Engineer		21.80
25190 - Ventilation Equipment Tender		15.65
25210 - Water Treatment Plant Operator		19.86
27000 - Protective Service Occupations		
27004 - Alarm Monitor		16.83
27007 - Baggage Inspector		12.21
27008 - Corrections Officer		18.16
27010 - Court Security Officer		16.98
27030 - Detection Dog Handler		14.10
27040 - Detention Officer		18.16
27070 - Firefighter		15.64
27101 - Guard I		12.21
27102 - Guard II		14.10
27131 - Police Officer I		18.74
27132 - Police Officer II		20.83
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.63
28042 - Carnival Equipment Repairer		14.79
28043 - Carnival Worker		10.36
28210 - Gate Attendant/Gate Tender		17.64
28310 - Lifeguard		12.47
28350 - Park Attendant (Aide)		19.75
28510 - Recreation Aide/Health Facility Attendant		14.41
28515 - Recreation Specialist		24.46
28630 - Sports Official		15.72
28690 - Swimming Pool Operator		18.94
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		25.42
29020 - Hatch Tender		25.42
29030 - Line Handler		25.42
29041 - Stevedore I		23.87
29042 - Stevedore II		27.01
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	41.86
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	28.86

30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 31.79
30021 - Archeological Technician I 17.56
30022 - Archeological Technician II 19.65
30023 - Archeological Technician III 24.34
30030 - Cartographic Technician 24.34
30040 - Civil Engineering Technician 26.32
30051 - Cryogenic Technician I 26.96
30052 - Cryogenic Technician II 29.78
30061 - Drafter/CAD Operator I 17.56
30062 - Drafter/CAD Operator II 19.65
30063 - Drafter/CAD Operator III 21.91
30064 - Drafter/CAD Operator IV 26.96
30081 - Engineering Technician I 15.64
30082 - Engineering Technician II 17.56
30083 - Engineering Technician III 19.65
30084 - Engineering Technician IV 24.34
30085 - Engineering Technician V 29.78
30086 - Engineering Technician VI 36.02
30090 - Environmental Technician 21.48
30095 - Evidence Control Specialist 24.34
30210 - Laboratory Technician 24.79
30221 - Latent Fingerprint Technician I 26.96
30222 - Latent Fingerprint Technician II 29.78
30240 - Mathematical Technician 24.34
30361 - Paralegal/Legal Assistant I 18.25
30362 - Paralegal/Legal Assistant II 22.61
30363 - Paralegal/Legal Assistant III 27.66
30364 - Paralegal/Legal Assistant IV 33.45
30375 - Petroleum Supply Specialist 29.78
30390 - Photo-Optics Technician 24.34
30395 - Radiation Control Technician 29.78
30461 - Technical Writer I 24.34
30462 - Technical Writer II 29.78
30463 - Technical Writer III 36.02
30491 - Unexploded Ordnance (UXO) Technician I 26.61
30492 - Unexploded Ordnance (UXO) Technician II 32.19
30493 - Unexploded Ordnance (UXO) Technician III 38.58
30494 - Unexploded (UXO) Safety Escort 26.61
30495 - Unexploded (UXO) Sweep Personnel 26.61
30501 - Weather Forecaster I 26.96
30502 - Weather Forecaster II 32.79
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.91
30621 - Weather Observer Senior (see 2) 24.34
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 32.19
31020 - Bus Aide 10.37
31030 - Bus Driver 14.98
31043 - Driver Courier 11.73
31260 - Parking and Lot Attendant 11.86

31290 - Shuttle Bus Driver	13.64
31310 - Taxi Driver	12.36
31361 - Truckdriver Light	12.85
31362 - Truckdriver Medium	14.80
31363 - Truckdriver Heavy	20.18
31364 - Truckdriver Tractor-Trailer	20.18
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.69
99030 - Cashier	9.27
99050 - Desk Clerk	11.34
99095 - Embalmer	35.83
99130 - Flight Follower	26.61
99251 - Laboratory Animal Caretaker I	16.23
99252 - Laboratory Animal Caretaker II	17.83
99260 - Marketing Analyst	27.38
99310 - Mortician	35.83
99410 - Pest Controller	16.93
99510 - Photofinishing Worker	13.98
99710 - Recycling Laborer	13.96
99711 - Recycling Specialist	16.61
99730 - Refuse Collector	12.71
99810 - Sales Clerk	11.21
99820 - School Crossing Guard	14.36
99830 - Survey Party Chief	27.10
99831 - Surveying Aide	16.04
99832 - Surveying Technician	21.98
99840 - Vending Machine Attendant	18.11
99841 - Vending Machine Repairer	22.43
99842 - Vending Machine Repairer Helper	18.11

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 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

Wage Determination No.: 2015-4402
Revision No.: 13
Date Of Last Revision: 05/29/2020

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: North Carolina

Area: North Carolina Counties of Beaufort Bladen Carteret Columbus Duplin Greene Harnett Lenoir Robeson Sampson Scotland Wilson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.00
01012 - Accounting Clerk II		16.84
01013 - Accounting Clerk III		18.84
01020 - Administrative Assistant		23.54
01035 - Court Reporter		18.12
01041 - Customer Service Representative I		12.20
01042 - Customer Service Representative II		13.71
01043 - Customer Service Representative III		14.97
01051 - Data Entry Operator I		14.00
01052 - Data Entry Operator II		15.27
01060 - Dispatcher Motor Vehicle		17.95

01070 - Document Preparation Clerk 14.42
01090 - Duplicating Machine Operator 14.42
01111 - General Clerk I 13.01
01112 - General Clerk II 14.19
01113 - General Clerk III 15.93
01120 - Housing Referral Assistant 20.19
01141 - Messenger Courier 13.91
01191 - Order Clerk I 14.37
01192 - Order Clerk II 15.69
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 20.41
01290 - Rental Clerk 12.68
01300 - Scheduler Maintenance 16.19
01311 - Secretary I 16.19
01312 - Secretary II 18.12
01313 - Secretary III 20.19
01320 - Service Order Dispatcher 14.36
01410 - Supply Technician 23.54
01420 - Survey Worker 13.52
01460 - Switchboard Operator/Receptionist 12.98
01531 - Travel Clerk I 14.99
01532 - Travel Clerk II 15.87
01533 - Travel Clerk III 16.86
01611 - Word Processor I 14.42
01612 - Word Processor II 16.19
01613 - Word Processor III 18.12
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.23
05010 - Automotive Electrician 19.33
05040 - Automotive Glass Installer 17.76
05070 - Automotive Worker 17.76
05110 - Mobile Equipment Servicer 15.82
05130 - Motor Equipment Metal Mechanic 19.71
05160 - Motor Equipment Metal Worker 17.76
05190 - Motor Vehicle Mechanic 19.71
05220 - Motor Vehicle Mechanic Helper 14.83
05250 - Motor Vehicle Upholstery Worker 16.17
05280 - Motor Vehicle Wrecker 17.76
05310 - Painter Automotive 18.99
05340 - Radiator Repair Specialist 17.76
05370 - Tire Repairer 13.04
05400 - Transmission Repair Specialist 19.71
07000 - Food Preparation And Service Occupations
07010 - Baker 13.08
07041 - Cook I 11.58
07042 - Cook II 13.08
07070 - Dishwasher 8.92
07130 - Food Service Worker 9.49

07210 - Meat Cutter	14.38
07260 - Waiter/Waitress	9.32
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.05
09040 - Furniture Handler	11.47
09080 - Furniture Refinisher	17.05
09090 - Furniture Refinisher Helper	13.34
09110 - Furniture Repairer Minor	15.17
09130 - Upholsterer	17.05
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.99
11060 - Elevator Operator	10.99
11090 - Gardener	15.26
11122 - Housekeeping Aide	10.96
11150 - Janitor	10.96
11210 - Laborer Grounds Maintenance	11.75
11240 - Maid or Houseman	9.83
11260 - Pruner	10.69
11270 - Tractor Operator	14.06
11330 - Trail Maintenance Worker	11.75
11360 - Window Cleaner	12.06
12000 - Health Occupations	
12010 - Ambulance Driver	17.47
12011 - Breath Alcohol Technician	19.02
12012 - Certified Occupational Therapist Assistant	31.89
12015 - Certified Physical Therapist Assistant	31.51
12020 - Dental Assistant	18.83
12025 - Dental Hygienist	34.76
12030 - EKG Technician	30.05
12035 - Electroneurodiagnostic Technologist	30.05
12040 - Emergency Medical Technician	17.47
12071 - Licensed Practical Nurse I	17.00
12072 - Licensed Practical Nurse II	19.02
12073 - Licensed Practical Nurse III	21.20
12100 - Medical Assistant	13.81
12130 - Medical Laboratory Technician	22.89
12160 - Medical Record Clerk	15.09
12190 - Medical Record Technician	16.89
12195 - Medical Transcriptionist	16.42
12210 - Nuclear Medicine Technologist	41.79
12221 - Nursing Assistant I	10.72
12222 - Nursing Assistant II	12.05
12223 - Nursing Assistant III	13.16
12224 - Nursing Assistant IV	14.76
12235 - Optical Dispenser	21.81
12236 - Optical Technician	17.00
12250 - Pharmacy Technician	17.03
12280 - Phlebotomist	12.99
12305 - Radiologic Technologist	24.57
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		42.14
12317 - Scheduler (Drug and Alcohol Testing)		23.56
12320 - Substance Abuse Treatment Counselor		23.70
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.65
13012 - Exhibits Specialist II		21.87
13013 - Exhibits Specialist III		26.74
13041 - Illustrator I		17.65
13042 - Illustrator II		21.87
13043 - Illustrator III		26.74
13047 - Librarian		24.21
13050 - Library Aide/Clerk		12.21
13054 - Library Information Technology Systems Administrator		21.87
13058 - Library Technician		15.22
13061 - Media Specialist I		15.77
13062 - Media Specialist II		17.65
13063 - Media Specialist III		19.67
13071 - Photographer I		15.77
13072 - Photographer II		17.65
13073 - Photographer III		21.87
13074 - Photographer IV		26.74
13075 - Photographer V		32.35
13090 - Technical Order Library Clerk		16.28
13110 - Video Teleconference Technician		16.35
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.62
14042 - Computer Operator II		17.47
14043 - Computer Operator III		20.63
14044 - Computer Operator IV		21.65
14045 - Computer Operator V		23.97
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		15.62
14160 - Personal Computer Support Technician		21.65
14170 - System Support Specialist		23.97
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.58
15020 - Aircrew Training Devices Instructor (Rated)		36.99
15030 - Air Crew Training Devices Instructor (Pilot)		42.55
15050 - Computer Based Training Specialist / Instructor		30.58

15060 - Educational Technologist 25.60
15070 - Flight Instructor (Pilot) 42.55
15080 - Graphic Artist 21.52
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 20.46
15095 - Technical Instructor/Course Developer 25.02
15110 - Test Proctor 16.52
15120 - Tutor 16.52
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.29
16030 - Counter Attendant 9.29
16040 - Dry Cleaner 11.37
16070 - Finisher Flatwork Machine 9.29
16090 - Presser Hand 9.29
16110 - Presser Machine Drycleaning 9.29
16130 - Presser Machine Shirts 9.29
16160 - Presser Machine Wearing Apparel Laundry 9.29
16190 - Sewing Machine Operator 12.10
16220 - Tailor 12.84
16250 - Washer Machine 9.98
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.22
19040 - Tool And Die Maker 24.02
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.57
21030 - Material Coordinator 20.41
21040 - Material Expediter 20.41
21050 - Material Handling Laborer 12.07
21071 - Order Filler 11.30
21080 - Production Line Worker (Food Processing) 16.57
21110 - Shipping Packer 14.90
21130 - Shipping/Receiving Clerk 14.90
21140 - Store Worker I 12.57
21150 - Stock Clerk 17.04
21210 - Tools And Parts Attendant 16.57
21410 - Warehouse Specialist 16.57
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.10
23019 - Aircraft Logs and Records Technician 19.91
23021 - Aircraft Mechanic I 23.84
23022 - Aircraft Mechanic II 25.10
23023 - Aircraft Mechanic III 26.33
23040 - Aircraft Mechanic Helper 17.15
23050 - Aircraft Painter 22.54
23060 - Aircraft Servicer 19.91
23070 - Aircraft Survival Flight Equipment Technician 22.54
23080 - Aircraft Worker 21.21
23091 - Aircrew Life Support Equipment (ALSE) Mechanic 21.21

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 23.84
II
23110 - Appliance Mechanic 19.61
23120 - Bicycle Repairer 16.91
23125 - Cable Splicer 26.85
23130 - Carpenter Maintenance 17.05
23140 - Carpet Layer 19.32
23160 - Electrician Maintenance 22.13
23181 - Electronics Technician Maintenance I 26.51
23182 - Electronics Technician Maintenance II 28.17
23183 - Electronics Technician Maintenance III 29.80
23260 - Fabric Worker 18.13
23290 - Fire Alarm System Mechanic 23.02
23310 - Fire Extinguisher Repairer 16.91
23311 - Fuel Distribution System Mechanic 21.71
23312 - Fuel Distribution System Operator 16.91
23370 - General Maintenance Worker 17.57
23380 - Ground Support Equipment Mechanic 23.84
23381 - Ground Support Equipment Servicer 19.91
23382 - Ground Support Equipment Worker 21.21
23391 - Gunsmith I 16.91
23392 - Gunsmith II 19.32
23393 - Gunsmith III 21.71
23410 - Heating Ventilation And Air-Conditioning 18.40
Mechanic
23411 - Heating Ventilation And Air Contidioning 19.42
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 19.33
23440 - Heavy Equipment Operator 17.82
23460 - Instrument Mechanic 21.71
23465 - Laboratory/Shelter Mechanic 20.53
23470 - Laborer 12.07
23510 - Locksmith 20.35
23530 - Machinery Maintenance Mechanic 26.07
23550 - Machinist Maintenance 21.03
23580 - Maintenance Trades Helper 13.76
23591 - Metrology Technician I 21.71
23592 - Metrology Technician II 22.86
23593 - Metrology Technician III 23.98
23640 - Millwright 27.02
23710 - Office Appliance Repairer 17.05
23760 - Painter Maintenance 17.05
23790 - Pipefitter Maintenance 22.15
23810 - Plumber Maintenance 20.94
23820 - Pneudraulic Systems Mechanic 21.71
23850 - Rigger 21.71
23870 - Scale Mechanic 19.32
23890 - Sheet-Metal Worker Maintenance 18.40
23910 - Small Engine Mechanic 17.37

23931 - Telecommunications Mechanic I	24.83
23932 - Telecommunications Mechanic II	26.15
23950 - Telephone Lineman	25.77
23960 - Welder Combination Maintenance	20.62
23965 - Well Driller	21.71
23970 - Woodcraft Worker	21.71
23980 - Woodworker	16.91
24000 - Personal Needs Occupations	
24550 - Case Manager	14.60
24570 - Child Care Attendant	11.68
24580 - Child Care Center Clerk	14.58
24610 - Chore Aide	9.88
24620 - Family Readiness And Support Services Coordinator	14.60
24630 - Homemaker	16.20
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.71
25040 - Sewage Plant Operator	19.00
25070 - Stationary Engineer	21.71
25190 - Ventilation Equipment Tender	15.58
25210 - Water Treatment Plant Operator	19.00
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.19
27007 - Baggage Inspector	12.21
27008 - Corrections Officer	18.02
27010 - Court Security Officer	16.56
27030 - Detection Dog Handler	14.10
27040 - Detention Officer	18.02
27070 - Firefighter	15.64
27101 - Guard I	12.21
27102 - Guard II	14.10
27131 - Police Officer I	18.60
27132 - Police Officer II	20.66
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.34
28042 - Carnival Equipment Repairer	14.49
28043 - Carnival Worker	10.16
28210 - Gate Attendant/Gate Tender	16.04
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	17.95
28510 - Recreation Aide/Health Facility Attendant	13.10
28515 - Recreation Specialist	22.24
28630 - Sports Official	14.29
28690 - Swimming Pool Operator	18.94
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.47
29020 - Hatch Tender	23.47
29030 - Line Handler	23.47
29041 - Stevedore I	21.97
29042 - Stevedore II	24.96

30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	41.44
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	28.58
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	31.48
30021 - Archeological Technician I		17.56
30022 - Archeological Technician II		19.65
30023 - Archeological Technician III		24.34
30030 - Cartographic Technician		24.34
30040 - Civil Engineering Technician		25.33
30051 - Cryogenic Technician I		26.96
30052 - Cryogenic Technician II		29.78
30061 - Drafter/CAD Operator I		17.56
30062 - Drafter/CAD Operator II		19.65
30063 - Drafter/CAD Operator III		21.91
30064 - Drafter/CAD Operator IV		26.96
30081 - Engineering Technician I		15.64
30082 - Engineering Technician II		17.56
30083 - Engineering Technician III		19.65
30084 - Engineering Technician IV		24.34
30085 - Engineering Technician V		29.78
30086 - Engineering Technician VI		36.02
30090 - Environmental Technician		21.48
30095 - Evidence Control Specialist		24.34
30210 - Laboratory Technician		24.79
30221 - Latent Fingerprint Technician I		26.96
30222 - Latent Fingerprint Technician II		29.78
30240 - Mathematical Technician		24.34
30361 - Paralegal/Legal Assistant I		17.95
30362 - Paralegal/Legal Assistant II		22.23
30363 - Paralegal/Legal Assistant III		27.20
30364 - Paralegal/Legal Assistant IV		32.90
30375 - Petroleum Supply Specialist		29.78
30390 - Photo-Optics Technician		24.34
30395 - Radiation Control Technician		29.78
30461 - Technical Writer I		24.34
30462 - Technical Writer II		29.78
30463 - Technical Writer III		36.02
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		26.96
30502 - Weather Forecaster II		32.79
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.91
30621 - Weather Observer Senior	(see 2)	24.34

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		31.87
31020 - Bus Aide		10.37

31030 - Bus Driver	14.98
31043 - Driver Courier	11.73
31260 - Parking and Lot Attendant	11.86
31290 - Shuttle Bus Driver	12.85
31310 - Taxi Driver	11.24
31361 - Truckdriver Light	12.85
31362 - Truckdriver Medium	14.80
31363 - Truckdriver Heavy	19.35
31364 - Truckdriver Tractor-Trailer	19.35
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.54
99030 - Cashier	9.13
99050 - Desk Clerk	11.34
99095 - Embalmer	33.29
99130 - Flight Follower	26.34
99251 - Laboratory Animal Caretaker I	16.23
99252 - Laboratory Animal Caretaker II	17.83
99260 - Marketing Analyst	27.38
99310 - Mortician	33.29
99410 - Pest Controller	16.93
99510 - Photofinishing Worker	13.84
99710 - Recycling Laborer	13.96
99711 - Recycling Specialist	16.61
99730 - Refuse Collector	12.71
99810 - Sales Clerk	11.08
99820 - School Crossing Guard	13.55
99830 - Survey Party Chief	25.03
99831 - Surveying Aide	14.81
99832 - Surveying Technician	20.30
99840 - Vending Machine Attendant	18.11
99841 - Vending Machine Repairer	22.43
99842 - Vending Machine Repairer Helper	18.11

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 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

Wage Determination No.: 2015-4403
Revision No.: 15
Date Of Last Revision: 04/20/2021

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: North Carolina

Area: North Carolina Counties of Granville Vance

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.36
01012 - Accounting Clerk II		16.13
01013 - Accounting Clerk III		18.04
01020 - Administrative Assistant		25.91
01035 - Court Reporter		18.41
01041 - Customer Service Representative I		13.64
01042 - Customer Service Representative II		15.32
01043 - Customer Service Representative III		16.72
01051 - Data Entry Operator I		13.36
01052 - Data Entry Operator II		14.58
01060 - Dispatcher Motor Vehicle		18.91
01070 - Document Preparation Clerk		15.83
01090 - Duplicating Machine Operator		15.83
01111 - General Clerk I		13.42
01112 - General Clerk II		14.64

01113 - General Clerk III 16.44
01120 - Housing Referral Assistant 20.51
01141 - Messenger Courier 13.62
01191 - Order Clerk I 15.38
01192 - Order Clerk II 16.78
01261 - Personnel Assistant (Employment) I 16.52
01262 - Personnel Assistant (Employment) II 18.48
01263 - Personnel Assistant (Employment) III 20.43
01270 - Production Control Clerk 21.59
01290 - Rental Clerk 14.98
01300 - Scheduler Maintenance 16.46
01311 - Secretary I 16.46
01312 - Secretary II 18.41
01313 - Secretary III 20.51
01320 - Service Order Dispatcher 16.91
01410 - Supply Technician 25.91
01420 - Survey Worker 15.07
01460 - Switchboard Operator/Receptionist 13.96
01531 - Travel Clerk I 12.07
01532 - Travel Clerk II 12.84
01533 - Travel Clerk III 13.68
01611 - Word Processor I 14.65
01612 - Word Processor II 16.46
01613 - Word Processor III 18.41
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.57
05010 - Automotive Electrician 16.13
05040 - Automotive Glass Installer 18.02
05070 - Automotive Worker 18.23
05110 - Mobile Equipment Servicer 16.60
05130 - Motor Equipment Metal Mechanic 19.89
05160 - Motor Equipment Metal Worker 18.23
05190 - Motor Vehicle Mechanic 20.65
05220 - Motor Vehicle Mechanic Helper 15.03
05250 - Motor Vehicle Upholstery Worker 17.24
05280 - Motor Vehicle Wrecker 18.23
05310 - Painter Automotive 18.91
05340 - Radiator Repair Specialist 18.23
05370 - Tire Repairer 14.07
05400 - Transmission Repair Specialist 20.24
07000 - Food Preparation And Service Occupations
07010 - Baker 13.49
07041 - Cook I 11.97
07042 - Cook II 13.51
07070 - Dishwasher 9.75
07130 - Food Service Worker 10.61
07210 - Meat Cutter 15.21
07260 - Waiter/Waitress 9.23
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 16.96

09040 - Furniture Handler 11.26
09080 - Furniture Refinisher 17.02
09090 - Furniture Refinisher Helper 13.29
09110 - Furniture Repairer Minor 15.19
09130 - Upholsterer 17.41
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.57
11060 - Elevator Operator 11.57
11090 - Gardener 15.96
11122 - Housekeeping Aide 11.93
11150 - Janitor 11.93
11210 - Laborer Grounds Maintenance 12.53
11240 - Maid or Houseman 10.13
11260 - Pruner 11.35
11270 - Tractor Operator 14.88
11330 - Trail Maintenance Worker 12.53
11360 - Window Cleaner 13.17
12000 - Health Occupations
12010 - Ambulance Driver 18.67
12011 - Breath Alcohol Technician 19.88
12012 - Certified Occupational Therapist Assistant 29.82
12015 - Certified Physical Therapist Assistant 29.47
12020 - Dental Assistant 21.12
12025 - Dental Hygienist 33.95
12030 - EKG Technician 30.13
12035 - Electroneurodiagnostic Technologist 30.13
12040 - Emergency Medical Technician 18.67
12071 - Licensed Practical Nurse I 17.78
12072 - Licensed Practical Nurse II 19.88
12073 - Licensed Practical Nurse III 22.16
12100 - Medical Assistant 16.97
12130 - Medical Laboratory Technician 25.18
12160 - Medical Record Clerk 15.41
12190 - Medical Record Technician 18.66
12195 - Medical Transcriptionist 17.78
12210 - Nuclear Medicine Technologist 33.67
12221 - Nursing Assistant I 11.65
12222 - Nursing Assistant II 13.09
12223 - Nursing Assistant III 14.29
12224 - Nursing Assistant IV 16.05
12235 - Optical Dispenser 19.73
12236 - Optical Technician 17.78
12250 - Pharmacy Technician 14.75
12280 - Phlebotomist 16.13
12305 - Radiologic Technologist 27.58
12311 - Registered Nurse I 25.23
12312 - Registered Nurse II 30.86
12313 - Registered Nurse II Specialist 30.86
12314 - Registered Nurse III 37.35
12315 - Registered Nurse III Anesthetist 37.35

12316 - Registered Nurse IV		44.75
12317 - Scheduler (Drug and Alcohol Testing)		24.62
12320 - Substance Abuse Treatment Counselor		22.77
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.44
13012 - Exhibits Specialist II		26.54
13013 - Exhibits Specialist III		32.52
13041 - Illustrator I		19.49
13042 - Illustrator II		24.14
13043 - Illustrator III		29.54
13047 - Librarian		25.56
13050 - Library Aide/Clerk		12.41
13054 - Library Information Technology Systems Administrator		22.94
13058 - Library Technician		18.13
13061 - Media Specialist I		16.65
13062 - Media Specialist II		18.63
13063 - Media Specialist III		20.78
13071 - Photographer I		16.56
13072 - Photographer II		18.52
13073 - Photographer III		22.94
13074 - Photographer IV		28.07
13075 - Photographer V		33.96
13090 - Technical Order Library Clerk		15.27
13110 - Video Teleconference Technician		18.81
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.43
14042 - Computer Operator II		20.61
14043 - Computer Operator III		22.97
14044 - Computer Operator IV		25.54
14045 - Computer Operator V		28.28
14071 - Computer Programmer I	(see 1)	21.98
14072 - Computer Programmer II	(see 1)	26.89
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.43
14160 - Personal Computer Support Technician		27.14
14170 - System Support Specialist		28.28
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.15
15020 - Aircrew Training Devices Instructor (Rated)		37.70
15030 - Air Crew Training Devices Instructor (Pilot)		45.18
15050 - Computer Based Training Specialist / Instructor		31.15
15060 - Educational Technologist		28.26
15070 - Flight Instructor (Pilot)		45.18
15080 - Graphic Artist		23.80
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 22.97
15095 - Technical Instructor/Course Developer 28.10
15110 - Test Proctor 18.54
15120 - Tutor 18.54
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.30
16030 - Counter Attendant 10.30
16040 - Dry Cleaner 12.66
16070 - Finisher Flatwork Machine 10.30
16090 - Presser Hand 10.30
16110 - Presser Machine Drycleaning 10.30
16130 - Presser Machine Shirts 10.30
16160 - Presser Machine Wearing Apparel Laundry 10.30
16190 - Sewing Machine Operator 13.43
16220 - Tailor 14.18
16250 - Washer Machine 11.00
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.41
19040 - Tool And Die Maker 23.65
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.60
21030 - Material Coordinator 21.59
21040 - Material Expediter 21.59
21050 - Material Handling Laborer 13.21
21071 - Order Filler 12.96
21080 - Production Line Worker (Food Processing) 17.60
21110 - Shipping Packer 15.49
21130 - Shipping/Receiving Clerk 15.49
21140 - Store Worker I 12.38
21150 - Stock Clerk 16.82
21210 - Tools And Parts Attendant 17.60
21410 - Warehouse Specialist 17.60
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.20
23019 - Aircraft Logs and Records Technician 20.27
23021 - Aircraft Mechanic I 23.96
23022 - Aircraft Mechanic II 25.20
23023 - Aircraft Mechanic III 26.40
23040 - Aircraft Mechanic Helper 17.76
23050 - Aircraft Painter 22.71
23060 - Aircraft Servicer 20.27
23070 - Aircraft Survival Flight Equipment Technician 22.71
23080 - Aircraft Worker 21.47
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.47
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.96
23110 - Appliance Mechanic 19.61

23120 - Bicycle Repairer 17.33
23125 - Cable Splicer 29.03
23130 - Carpenter Maintenance 17.41
23140 - Carpet Layer 19.55
23160 - Electrician Maintenance 22.05
23181 - Electronics Technician Maintenance I 22.97
23182 - Electronics Technician Maintenance II 24.30
23183 - Electronics Technician Maintenance III 25.65
23260 - Fabric Worker 18.46
23290 - Fire Alarm System Mechanic 22.40
23310 - Fire Extinguisher Repairer 17.33
23311 - Fuel Distribution System Mechanic 26.81
23312 - Fuel Distribution System Operator 22.32
23370 - General Maintenance Worker 18.18
23380 - Ground Support Equipment Mechanic 23.96
23381 - Ground Support Equipment Servicer 20.27
23382 - Ground Support Equipment Worker 21.47
23391 - Gunsmith I 17.33
23392 - Gunsmith II 19.55
23393 - Gunsmith III 21.83
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.70
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.76
23430 - Heavy Equipment Mechanic 20.60
23440 - Heavy Equipment Operator 18.58
23460 - Instrument Mechanic 27.79
23465 - Laboratory/Shelter Mechanic 20.68
23470 - Laborer 13.21
23510 - Locksmith 20.41
23530 - Machinery Maintenance Mechanic 23.07
23550 - Machinist Maintenance 21.17
23580 - Maintenance Trades Helper 15.22
23591 - Metrology Technician I 27.79
23592 - Metrology Technician II 29.22
23593 - Metrology Technician III 30.61
23640 - Millwright 25.56
23710 - Office Appliance Repairer 23.02
23760 - Painter Maintenance 17.41
23790 - Pipefitter Maintenance 19.42
23810 - Plumber Maintenance 18.42
23820 - Pneudraulic Systems Mechanic 21.83
23850 - Rigger 21.83
23870 - Scale Mechanic 19.55
23890 - Sheet-Metal Worker Maintenance 20.83
23910 - Small Engine Mechanic 18.98
23931 - Telecommunications Mechanic I 24.74
23932 - Telecommunications Mechanic II 26.02
23950 - Telephone Lineman 24.55
23960 - Welder Combination Maintenance 19.39

23965 - Well Driller	21.83
23970 - Woodcraft Worker	21.83
23980 - Woodworker	17.33
24000 - Personal Needs Occupations	
24550 - Case Manager	16.80
24570 - Child Care Attendant	11.22
24580 - Child Care Center Clerk	14.40
24610 - Chore Aide	11.28
24620 - Family Readiness And Support Services Coordinator	16.80
24630 - Homemaker	16.80
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.94
25040 - Sewage Plant Operator	18.58
25070 - Stationary Engineer	25.94
25190 - Ventilation Equipment Tender	18.90
25210 - Water Treatment Plant Operator	18.58
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.47
27007 - Baggage Inspector	14.36
27008 - Corrections Officer	18.88
27010 - Court Security Officer	18.01
27030 - Detection Dog Handler	16.06
27040 - Detention Officer	18.88
27070 - Firefighter	18.32
27101 - Guard I	14.36
27102 - Guard II	16.06
27131 - Police Officer I	20.79
27132 - Police Officer II	23.09
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.00
28042 - Carnival Equipment Repairer	12.88
28043 - Carnival Worker	9.16
28210 - Gate Attendant/Gate Tender	16.75
28310 - Lifeguard	12.11
28350 - Park Attendant (Aide)	18.73
28510 - Recreation Aide/Health Facility Attendant	13.67
28515 - Recreation Specialist	22.48
28630 - Sports Official	14.92
28690 - Swimming Pool Operator	15.90
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.72
29020 - Hatch Tender	25.72
29030 - Line Handler	25.72
29041 - Stevedore I	24.30
29042 - Stevedore II	27.21
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	41.86
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	28.86
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	31.79

30021 - Archeological Technician I		18.63
30022 - Archeological Technician II		21.97
30023 - Archeological Technician III		25.82
30030 - Cartographic Technician		26.02
30040 - Civil Engineering Technician		24.89
30051 - Cryogenic Technician I		24.97
30052 - Cryogenic Technician II		27.58
30061 - Drafter/CAD Operator I		18.63
30062 - Drafter/CAD Operator II		20.84
30063 - Drafter/CAD Operator III		23.22
30064 - Drafter/CAD Operator IV		28.59
30081 - Engineering Technician I		16.81
30082 - Engineering Technician II		18.88
30083 - Engineering Technician III		20.03
30084 - Engineering Technician IV		25.94
30085 - Engineering Technician V		30.68
30086 - Engineering Technician VI		37.11
30090 - Environmental Technician		22.54
30095 - Evidence Control Specialist		22.54
30210 - Laboratory Technician		21.12
30221 - Latent Fingerprint Technician I		24.97
30222 - Latent Fingerprint Technician II		27.58
30240 - Mathematical Technician		26.02
30361 - Paralegal/Legal Assistant I		19.85
30362 - Paralegal/Legal Assistant II		25.13
30363 - Paralegal/Legal Assistant III		30.71
30364 - Paralegal/Legal Assistant IV		37.15
30375 - Petroleum Supply Specialist		27.58
30390 - Photo-Optics Technician		26.02
30395 - Radiation Control Technician		27.58
30461 - Technical Writer I		24.59
30462 - Technical Writer II		30.08
30463 - Technical Writer III		36.40
30491 - Unexploded Ordnance (UXO) Technician I		26.61
30492 - Unexploded Ordnance (UXO) Technician II		32.19
30493 - Unexploded Ordnance (UXO) Technician III		38.58
30494 - Unexploded (UXO) Safety Escort		26.61
30495 - Unexploded (UXO) Sweep Personnel		26.61
30501 - Weather Forecaster I		28.59
30502 - Weather Forecaster II		34.78
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.22
30621 - Weather Observer Senior	(see 2)	25.82
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		32.19
31020 - Bus Aide		12.46
31030 - Bus Driver		16.81
31043 - Driver Courier		15.17
31260 - Parking and Lot Attendant		11.58
31290 - Shuttle Bus Driver		15.37

31310 - Taxi Driver	14.17
31361 - Truckdriver Light	16.28
31362 - Truckdriver Medium	17.89
31363 - Truckdriver Heavy	20.87
31364 - Truckdriver Tractor-Trailer	20.87
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.69
99030 - Cashier	9.37
99050 - Desk Clerk	10.97
99095 - Embalmer	36.45
99130 - Flight Follower	26.61
99251 - Laboratory Animal Caretaker I	11.95
99252 - Laboratory Animal Caretaker II	12.82
99260 - Marketing Analyst	26.19
99310 - Mortician	36.45
99410 - Pest Controller	15.91
99510 - Photofinishing Worker	13.98
99710 - Recycling Laborer	14.56
99711 - Recycling Specialist	17.29
99730 - Refuse Collector	13.19
99810 - Sales Clerk	12.18
99820 - School Crossing Guard	13.92
99830 - Survey Party Chief	19.49
99831 - Surveying Aide	9.70
99832 - Surveying Technician	19.22
99840 - Vending Machine Attendant	18.25
99841 - Vending Machine Repairer	22.09
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: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

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

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

paid sick 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.: 2015-4404
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.

State: North Carolina

Area: North Carolina Counties of Granville Vance

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.15
01012 - Accounting Clerk II		15.88
01013 - Accounting Clerk III		17.93
01020 - Administrative Assistant		24.88
01035 - Court Reporter		18.08
01041 - Customer Service Representative I		12.40
01042 - Customer Service Representative II		13.93
01043 - Customer Service Representative III		15.20
01051 - Data Entry Operator I		13.08
01052 - Data Entry Operator II		14.27
01060 - Dispatcher Motor Vehicle		17.90
01070 - Document Preparation Clerk		14.39

01090 - Duplicating Machine Operator 14.39
01111 - General Clerk I 13.19
01112 - General Clerk II 14.38
01113 - General Clerk III 16.15
01120 - Housing Referral Assistant 20.15
01141 - Messenger Courier 12.87
01191 - Order Clerk I 15.38
01192 - Order Clerk II 16.78
01261 - Personnel Assistant (Employment) I 16.52
01262 - Personnel Assistant (Employment) II 18.48
01263 - Personnel Assistant (Employment) III 20.43
01270 - Production Control Clerk 21.59
01290 - Rental Clerk 14.98
01300 - Scheduler Maintenance 16.16
01311 - Secretary I 16.16
01312 - Secretary II 18.08
01313 - Secretary III 20.15
01320 - Service Order Dispatcher 16.49
01410 - Supply Technician 24.88
01420 - Survey Worker 15.07
01460 - Switchboard Operator/Receptionist 13.71
01531 - Travel Clerk I 11.60
01532 - Travel Clerk II 12.35
01533 - Travel Clerk III 13.17
01611 - Word Processor I 14.39
01612 - Word Processor II 16.16
01613 - Word Processor III 18.22
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.57
05010 - Automotive Electrician 16.13
05040 - Automotive Glass Installer 18.02
05070 - Automotive Worker 18.23
05110 - Mobile Equipment Servicer 16.60
05130 - Motor Equipment Metal Mechanic 19.89
05160 - Motor Equipment Metal Worker 18.23
05190 - Motor Vehicle Mechanic 20.65
05220 - Motor Vehicle Mechanic Helper 15.03
05250 - Motor Vehicle Upholstery Worker 17.24
05280 - Motor Vehicle Wrecker 18.23
05310 - Painter Automotive 18.91
05340 - Radiator Repair Specialist 18.23
05370 - Tire Repairer 13.72
05400 - Transmission Repair Specialist 20.24
07000 - Food Preparation And Service Occupations
07010 - Baker 13.49
07041 - Cook I 11.76
07042 - Cook II 13.24
07070 - Dishwasher 9.36
07130 - Food Service Worker 9.74
07210 - Meat Cutter 15.21

07260 - Waiter/Waitress	9.23
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.62
09040 - Furniture Handler	11.26
09080 - Furniture Refinisher	16.62
09090 - Furniture Refinisher Helper	13.06
09110 - Furniture Repairer Minor	15.13
09130 - Upholsterer	17.41
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.03
11060 - Elevator Operator	11.03
11090 - Gardener	15.04
11122 - Housekeeping Aide	11.53
11150 - Janitor	11.53
11210 - Laborer Grounds Maintenance	11.94
11240 - Maid or Houseman	9.33
11260 - Pruner	10.93
11270 - Tractor Operator	13.97
11330 - Trail Maintenance Worker	11.94
11360 - Window Cleaner	12.73
12000 - Health Occupations	
12010 - Ambulance Driver	18.67
12011 - Breath Alcohol Technician	19.46
12012 - Certified Occupational Therapist Assistant	29.82
12015 - Certified Physical Therapist Assistant	29.47
12020 - Dental Assistant	19.93
12025 - Dental Hygienist	33.95
12030 - EKG Technician	29.34
12035 - Electroneurodiagnostic Technologist	29.34
12040 - Emergency Medical Technician	18.67
12071 - Licensed Practical Nurse I	17.39
12072 - Licensed Practical Nurse II	19.46
12073 - Licensed Practical Nurse III	21.69
12100 - Medical Assistant	15.91
12130 - Medical Laboratory Technician	24.36
12160 - Medical Record Clerk	15.41
12190 - Medical Record Technician	18.66
12195 - Medical Transcriptionist	16.93
12210 - Nuclear Medicine Technologist	33.53
12221 - Nursing Assistant I	11.62
12222 - Nursing Assistant II	13.07
12223 - Nursing Assistant III	14.26
12224 - Nursing Assistant IV	16.01
12235 - Optical Dispenser	19.73
12236 - Optical Technician	17.39
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	16.01
12305 - Radiologic Technologist	27.07
12311 - Registered Nurse I	24.48
12312 - Registered Nurse II	29.93

12313 - Registered Nurse II Specialist		29.93
12314 - Registered Nurse III		36.21
12315 - Registered Nurse III Anesthetist		36.21
12316 - Registered Nurse IV		43.41
12317 - Scheduler (Drug and Alcohol Testing)		24.11
12320 - Substance Abuse Treatment Counselor		22.42
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.44
13012 - Exhibits Specialist II		26.54
13013 - Exhibits Specialist III		32.52
13041 - Illustrator I		19.49
13042 - Illustrator II		24.14
13043 - Illustrator III		29.54
13047 - Librarian		25.56
13050 - Library Aide/Clerk		12.41
13054 - Library Information Technology Systems Administrator		22.23
13058 - Library Technician		18.13
13061 - Media Specialist I		16.65
13062 - Media Specialist II		18.63
13063 - Media Specialist III		20.78
13071 - Photographer I		16.04
13072 - Photographer II		17.95
13073 - Photographer III		22.23
13074 - Photographer IV		27.19
13075 - Photographer V		32.91
13090 - Technical Order Library Clerk		15.27
13110 - Video Teleconference Technician		18.81
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.52
14042 - Computer Operator II		19.85
14043 - Computer Operator III		21.86
14044 - Computer Operator IV		24.28
14045 - Computer Operator V		26.89
14071 - Computer Programmer I	(see 1)	21.98
14072 - Computer Programmer II	(see 1)	25.63
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.52
14160 - Personal Computer Support Technician		27.14
14170 - System Support Specialist		26.89
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.15
15020 - Aircrew Training Devices Instructor (Rated)		37.70
15030 - Air Crew Training Devices Instructor (Pilot)		45.18
15050 - Computer Based Training Specialist / Instructor		31.15
15060 - Educational Technologist		27.92

15070 - Flight Instructor (Pilot) 45.18
15080 - Graphic Artist 23.80
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.68
15086 - Maintenance Test Pilot Rotary Wing 40.68
15088 - Non-Maintenance Test/Co-Pilot 40.68
15090 - Technical Instructor 22.97
15095 - Technical Instructor/Course Developer 28.10
15110 - Test Proctor 18.54
15120 - Tutor 18.54
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.98
16030 - Counter Attendant 9.98
16040 - Dry Cleaner 12.27
16070 - Finisher Flatwork Machine 9.98
16090 - Presser Hand 9.98
16110 - Presser Machine Drycleaning 9.98
16130 - Presser Machine Shirts 9.98
16160 - Presser Machine Wearing Apparel Laundry 9.98
16190 - Sewing Machine Operator 13.01
16220 - Tailor 13.74
16250 - Washer Machine 10.66
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.41
19040 - Tool And Die Maker 23.65
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.49
21030 - Material Coordinator 21.59
21040 - Material Expediter 21.59
21050 - Material Handling Laborer 12.75
21071 - Order Filler 12.96
21080 - Production Line Worker (Food Processing) 16.49
21110 - Shipping Packer 14.34
21130 - Shipping/Receiving Clerk 14.34
21140 - Store Worker I 12.08
21150 - Stock Clerk 16.46
21210 - Tools And Parts Attendant 16.49
21410 - Warehouse Specialist 16.49
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.20
23019 - Aircraft Logs and Records Technician 20.27
23021 - Aircraft Mechanic I 23.96
23022 - Aircraft Mechanic II 25.20
23023 - Aircraft Mechanic III 26.40
23040 - Aircraft Mechanic Helper 17.76
23050 - Aircraft Painter 22.71
23060 - Aircraft Servicer 20.27
23070 - Aircraft Survival Flight Equipment Technician 22.71
23080 - Aircraft Worker 21.47
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.47

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.96
23110 - Appliance Mechanic 19.61
23120 - Bicycle Repairer 17.33
23125 - Cable Splicer 28.23
23130 - Carpenter Maintenance 17.41
23140 - Carpet Layer 19.55
23160 - Electrician Maintenance 21.51
23181 - Electronics Technician Maintenance I 22.97
23182 - Electronics Technician Maintenance II 24.30
23183 - Electronics Technician Maintenance III 25.65
23260 - Fabric Worker 18.46
23290 - Fire Alarm System Mechanic 22.40
23310 - Fire Extinguisher Repairer 17.33
23311 - Fuel Distribution System Mechanic 26.81
23312 - Fuel Distribution System Operator 22.32
23370 - General Maintenance Worker 17.99
23380 - Ground Support Equipment Mechanic 23.96
23381 - Ground Support Equipment Servicer 20.27
23382 - Ground Support Equipment Worker 21.47
23391 - Gunsmith I 17.33
23392 - Gunsmith II 19.55
23393 - Gunsmith III 21.83
23410 - Heating Ventilation And Air-Conditioning Mechanic 19.69
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 20.70
23430 - Heavy Equipment Mechanic 20.60
23440 - Heavy Equipment Operator 18.58
23460 - Instrument Mechanic 27.79
23465 - Laboratory/Shelter Mechanic 20.68
23470 - Laborer 12.75
23510 - Locksmith 20.08
23530 - Machinery Maintenance Mechanic 21.04
23550 - Machinist Maintenance 21.17
23580 - Maintenance Trades Helper 15.22
23591 - Metrology Technician I 27.79
23592 - Metrology Technician II 29.22
23593 - Metrology Technician III 30.61
23640 - Millwright 25.56
23710 - Office Appliance Repairer 23.02
23760 - Painter Maintenance 17.41
23790 - Pipefitter Maintenance 19.42
23810 - Plumber Maintenance 18.42
23820 - Pneudraulic Systems Mechanic 21.83
23850 - Rigger 21.83
23870 - Scale Mechanic 19.55
23890 - Sheet-Metal Worker Maintenance 18.94
23910 - Small Engine Mechanic 18.98
23931 - Telecommunications Mechanic I 24.74

23932 - Telecommunications Mechanic II	26.02
23950 - Telephone Lineman	24.55
23960 - Welder Combination Maintenance	19.17
23965 - Well Driller	21.83
23970 - Woodcraft Worker	21.83
23980 - Woodworker	17.33
24000 - Personal Needs Occupations	
24550 - Case Manager	16.08
24570 - Child Care Attendant	11.22
24580 - Child Care Center Clerk	14.40
24610 - Chore Aide	11.28
24620 - Family Readiness And Support Services Coordinator	16.08
24630 - Homemaker	16.08
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.94
25040 - Sewage Plant Operator	18.01
25070 - Stationary Engineer	25.94
25190 - Ventilation Equipment Tender	18.90
25210 - Water Treatment Plant Operator	18.01
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.04
27007 - Baggage Inspector	14.03
27008 - Corrections Officer	18.78
27010 - Court Security Officer	18.01
27030 - Detection Dog Handler	15.70
27040 - Detention Officer	18.78
27070 - Firefighter	18.32
27101 - Guard I	14.03
27102 - Guard II	15.70
27131 - Police Officer I	20.79
27132 - Police Officer II	23.09
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.96
28042 - Carnival Equipment Repairer	12.84
28043 - Carnival Worker	9.10
28210 - Gate Attendant/Gate Tender	16.75
28310 - Lifeguard	12.11
28350 - Park Attendant (Aide)	18.73
28510 - Recreation Aide/Health Facility Attendant	13.67
28515 - Recreation Specialist	22.24
28630 - Sports Official	14.92
28690 - Swimming Pool Operator	15.90
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.72
29020 - Hatch Tender	25.72
29030 - Line Handler	25.72
29041 - Stevedore I	24.30
29042 - Stevedore II	27.21
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 41.44
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 28.58
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 31.48
30021 - Archeological Technician I 18.63
30022 - Archeological Technician II 21.97
30023 - Archeological Technician III 25.82
30030 - Cartographic Technician 26.02
30040 - Civil Engineering Technician 24.89
30051 - Cryogenic Technician I 24.97
30052 - Cryogenic Technician II 27.58
30061 - Drafter/CAD Operator I 18.63
30062 - Drafter/CAD Operator II 20.84
30063 - Drafter/CAD Operator III 23.22
30064 - Drafter/CAD Operator IV 28.59
30081 - Engineering Technician I 16.81
30082 - Engineering Technician II 18.88
30083 - Engineering Technician III 20.03
30084 - Engineering Technician IV 25.94
30085 - Engineering Technician V 30.68
30086 - Engineering Technician VI 37.11
30090 - Environmental Technician 22.54
30095 - Evidence Control Specialist 22.54
30210 - Laboratory Technician 20.79
30221 - Latent Fingerprint Technician I 24.97
30222 - Latent Fingerprint Technician II 27.58
30240 - Mathematical Technician 26.02
30361 - Paralegal/Legal Assistant I 19.85
30362 - Paralegal/Legal Assistant II 25.13
30363 - Paralegal/Legal Assistant III 30.71
30364 - Paralegal/Legal Assistant IV 37.15
30375 - Petroleum Supply Specialist 27.58
30390 - Photo-Optics Technician 26.02
30395 - Radiation Control Technician 27.58
30461 - Technical Writer I 24.59
30462 - Technical Writer II 30.08
30463 - Technical Writer III 36.40
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 28.59
30502 - Weather Forecaster II 34.78
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.22
30621 - Weather Observer Senior (see 2) 25.82
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 31.87
31020 - Bus Aide 12.46
31030 - Bus Driver 16.81

31043 - Driver Courier	14.32
31260 - Parking and Lot Attendant	10.87
31290 - Shuttle Bus Driver	15.37
31310 - Taxi Driver	12.88
31361 - Truckdriver Light	15.37
31362 - Truckdriver Medium	17.89
31363 - Truckdriver Heavy	20.57
31364 - Truckdriver Tractor-Trailer	20.57
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.54
99030 - Cashier	9.07
99050 - Desk Clerk	10.24
99095 - Embalmer	36.45
99130 - Flight Follower	26.34
99251 - Laboratory Animal Caretaker I	11.95
99252 - Laboratory Animal Caretaker II	12.82
99260 - Marketing Analyst	26.16
99310 - Mortician	36.45
99410 - Pest Controller	15.91
99510 - Photofinishing Worker	13.84
99710 - Recycling Laborer	14.19
99711 - Recycling Specialist	16.85
99730 - Refuse Collector	13.06
99810 - Sales Clerk	12.18
99820 - School Crossing Guard	13.59
99830 - Survey Party Chief	19.49
99831 - Surveying Aide	9.70
99832 - Surveying Technician	19.22
99840 - Vending Machine Attendant	17.86
99841 - Vending Machine Repairer	21.62
99842 - Vending Machine Repairer Helper	17.86

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

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

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

paid sick 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.: 2015-4405
Revision No.: 15
Date Of Last Revision: 04/20/2021

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: North Carolina

Area: North Carolina Counties of Camden Chowan Pasquotank Perquimans

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.14
01012 - Accounting Clerk II		15.88
01013 - Accounting Clerk III		17.77
01020 - Administrative Assistant		23.74
01035 - Court Reporter		18.44
01041 - Customer Service Representative I		12.65
01042 - Customer Service Representative II		13.80
01043 - Customer Service Representative III		15.50
01051 - Data Entry Operator I		13.21
01052 - Data Entry Operator II		14.42
01060 - Dispatcher Motor Vehicle		17.05
01070 - Document Preparation Clerk		14.68
01090 - Duplicating Machine Operator		14.68
01111 - General Clerk I		13.64
01112 - General Clerk II		14.88

01113 - General Clerk III 16.70
01120 - Housing Referral Assistant 20.55
01141 - Messenger Courier 12.22
01191 - Order Clerk I 13.46
01192 - Order Clerk II 17.61
01261 - Personnel Assistant (Employment) I 16.49
01262 - Personnel Assistant (Employment) II 18.44
01263 - Personnel Assistant (Employment) III 20.55
01270 - Production Control Clerk 26.00
01290 - Rental Clerk 15.26
01300 - Scheduler Maintenance 16.49
01311 - Secretary I 16.49
01312 - Secretary II 18.44
01313 - Secretary III 20.55
01320 - Service Order Dispatcher 15.37
01410 - Supply Technician 23.74
01420 - Survey Worker 14.81
01460 - Switchboard Operator/Receptionist 13.93
01531 - Travel Clerk I 12.40
01532 - Travel Clerk II 13.04
01533 - Travel Clerk III 13.75
01611 - Word Processor I 14.68
01612 - Word Processor II 16.49
01613 - Word Processor III 18.44
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 14.67
07041 - Cook I 11.33
07042 - Cook II 12.86
07070 - Dishwasher 10.84
07130 - Food Service Worker 11.13
07210 - Meat Cutter 16.63
07260 - Waiter/Waitress 9.09
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 21.43

09040 - Furniture Handler 14.67
09080 - Furniture Refinisher 19.44
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 12.27
11060 - Elevator Operator 11.78
11090 - Gardener 15.51
11122 - Housekeeping Aide 11.92
11150 - Janitor 11.92
11210 - Laborer Grounds Maintenance 12.20
11240 - Maid or Houseman 10.80
11260 - Pruner 11.63
11270 - Tractor Operator 14.36
11330 - Trail Maintenance Worker 12.20
11360 - Window Cleaner 12.91
12000 - Health Occupations
12010 - Ambulance Driver 18.52
12011 - Breath Alcohol Technician 20.20
12012 - Certified Occupational Therapist Assistant 27.71
12015 - Certified Physical Therapist Assistant 29.30
12020 - Dental Assistant 21.92
12025 - Dental Hygienist 40.24
12030 - EKG Technician 30.60
12035 - Electroneurodiagnostic Technologist 30.60
12040 - Emergency Medical Technician 18.52
12071 - Licensed Practical Nurse I 18.06
12072 - Licensed Practical Nurse II 20.20
12073 - Licensed Practical Nurse III 22.51
12100 - Medical Assistant 14.90
12130 - Medical Laboratory Technician 22.87
12160 - Medical Record Clerk 14.80
12190 - Medical Record Technician 17.17
12195 - Medical Transcriptionist 18.06
12210 - Nuclear Medicine Technologist 44.38
12221 - Nursing Assistant I 11.27
12222 - Nursing Assistant II 12.66
12223 - Nursing Assistant III 13.82
12224 - Nursing Assistant IV 15.52
12235 - Optical Dispenser 20.20
12236 - Optical Technician 18.06
12250 - Pharmacy Technician 17.33
12280 - Phlebotomist 14.08
12305 - Radiologic Technologist 30.60
12311 - Registered Nurse I 25.14
12312 - Registered Nurse II 30.75
12313 - Registered Nurse II Specialist 30.75
12314 - Registered Nurse III 37.21
12315 - Registered Nurse III Anesthetist 37.21

12316 - Registered Nurse IV		44.59
12317 - Scheduler (Drug and Alcohol Testing)		25.01
12320 - Substance Abuse Treatment Counselor		24.72
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		11.45
13054 - Library Information Technology Systems Administrator		23.82
13058 - Library Technician		18.46
13061 - Media Specialist I		16.68
13062 - Media Specialist II		18.66
13063 - Media Specialist III		20.80
13071 - Photographer I		16.45
13072 - Photographer II		18.63
13073 - Photographer III		23.08
13074 - Photographer IV		27.89
13075 - Photographer V		33.74
13090 - Technical Order Library Clerk		15.11
13110 - Video Teleconference Technician		16.66
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)	20.07
14072 - Computer Programmer II	(see 1)	24.57
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.56
14160 - Personal Computer Support Technician		21.57
14170 - System Support Specialist		23.88
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		31.98
15070 - Flight Instructor (Pilot)		48.04
15080 - Graphic Artist		24.28
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.24

15086 - Maintenance Test Pilot Rotary Wing 41.24
15088 - Non-Maintenance Test/Co-Pilot 41.24
15090 - Technical Instructor 20.94
15095 - Technical Instructor/Course Developer 25.61
15110 - Test Proctor 17.61
15120 - Tutor 17.61
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.77
16030 - Counter Attendant 9.77
16040 - Dry Cleaner 11.49
16070 - Finisher Flatwork Machine 9.77
16090 - Presser Hand 9.77
16110 - Presser Machine Drycleaning 9.77
16130 - Presser Machine Shirts 9.77
16160 - Presser Machine Wearing Apparel Laundry 9.77
16190 - Sewing Machine Operator 12.06
16220 - Tailor 12.65
16250 - Washer Machine 10.37
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.60
19040 - Tool And Die Maker 28.68
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.55
21030 - Material Coordinator 26.00
21040 - Material Expediter 26.00
21050 - Material Handling Laborer 12.10
21071 - Order Filler 13.86
21080 - Production Line Worker (Food Processing) 15.55
21110 - Shipping Packer 15.92
21130 - Shipping/Receiving Clerk 15.92
21140 - Store Worker I 13.19
21150 - Stock Clerk 17.64
21210 - Tools And Parts Attendant 15.55
21410 - Warehouse Specialist 15.55
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.76
23019 - Aircraft Logs and Records Technician 21.39
23021 - Aircraft Mechanic I 25.43
23022 - Aircraft Mechanic II 26.76
23023 - Aircraft Mechanic III 28.05
23040 - Aircraft Mechanic Helper 18.54
23050 - Aircraft Painter 24.09
23060 - Aircraft Servicer 21.39
23070 - Aircraft Survival Flight Equipment Technician 24.09
23080 - Aircraft Worker 22.72
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.72
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.43
23110 - Appliance Mechanic 23.57

23120 - Bicycle Repairer	19.60
23125 - Cable Splicer	29.57
23130 - Carpenter Maintenance	19.24
23140 - Carpet Layer	20.22
23160 - Electrician Maintenance	22.00
23181 - Electronics Technician Maintenance I	31.58
23182 - Electronics Technician Maintenance II	33.50
23183 - Electronics Technician Maintenance III	35.34
23260 - Fabric Worker	20.93
23290 - Fire Alarm System Mechanic	24.88
23310 - Fire Extinguisher Repairer	19.60
23311 - Fuel Distribution System Mechanic	25.88
23312 - Fuel Distribution System Operator	20.37
23370 - General Maintenance Worker	18.30
23380 - Ground Support Equipment Mechanic	25.43
23381 - Ground Support Equipment Servicer	21.39
23382 - Ground Support Equipment Worker	22.72
23391 - Gunsmith I	19.60
23392 - Gunsmith II	22.24
23393 - Gunsmith III	24.88
23410 - Heating Ventilation And Air-Conditioning Mechanic	21.23
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	22.35
23430 - Heavy Equipment Mechanic	20.08
23440 - Heavy Equipment Operator	20.20
23460 - Instrument Mechanic	24.88
23465 - Laboratory/Shelter Mechanic	19.96
23470 - Laborer	12.10
23510 - Locksmith	23.57
23530 - Machinery Maintenance Mechanic	24.54
23550 - Machinist Maintenance	26.41
23580 - Maintenance Trades Helper	16.29
23591 - Metrology Technician I	24.88
23592 - Metrology Technician II	26.19
23593 - Metrology Technician III	27.45
23640 - Millwright	25.71
23710 - Office Appliance Repairer	20.81
23760 - Painter Maintenance	19.24
23790 - Pipefitter Maintenance	23.53
23810 - Plumber Maintenance	22.29
23820 - Pneudraulic Systems Mechanic	24.88
23850 - Rigger	24.88
23870 - Scale Mechanic	22.24
23890 - Sheet-Metal Worker Maintenance	27.53
23910 - Small Engine Mechanic	20.22
23931 - Telecommunications Mechanic I	24.29
23932 - Telecommunications Mechanic II	25.56
23950 - Telephone Lineman	24.91
23960 - Welder Combination Maintenance	21.42

23965 - Well Driller	24.88
23970 - Woodcraft Worker	24.88
23980 - Woodworker	19.60
24000 - Personal Needs Occupations	
24550 - Case Manager	16.10
24570 - Child Care Attendant	12.94
24580 - Child Care Center Clerk	15.99
24610 - Chore Aide	10.01
24620 - Family Readiness And Support Services Coordinator	16.10
24630 - Homemaker	16.10
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.17
25040 - Sewage Plant Operator	20.01
25070 - Stationary Engineer	25.17
25190 - Ventilation Equipment Tender	19.12
25210 - Water Treatment Plant Operator	20.01
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.96
27007 - Baggage Inspector	13.48
27008 - Corrections Officer	18.71
27010 - Court Security Officer	20.29
27030 - Detection Dog Handler	16.61
27040 - Detention Officer	18.71
27070 - Firefighter	20.37
27101 - Guard I	13.48
27102 - Guard II	16.61
27131 - Police Officer I	22.07
27132 - Police Officer II	24.53
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.74
28042 - Carnival Equipment Repairer	13.76
28043 - Carnival Worker	9.78
28210 - Gate Attendant/Gate Tender	19.23
28310 - Lifeguard	17.14
28350 - Park Attendant (Aide)	21.53
28510 - Recreation Aide/Health Facility Attendant	15.71
28515 - Recreation Specialist	26.65
28630 - Sports Official	17.14
28690 - Swimming Pool Operator	15.63
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.26
29020 - Hatch Tender	22.26
29030 - Line Handler	22.26
29041 - Stevedore I	20.96
29042 - Stevedore II	23.60
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.48
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.91
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.74

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		26.21
30051 - Cryogenic Technician I		21.24
30052 - Cryogenic Technician II		23.46
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		21.87
30095 - Evidence Control Specialist		19.18
30210 - Laboratory Technician		20.41
30221 - Latent Fingerprint Technician I		21.24
30222 - Latent Fingerprint Technician II		23.46
30240 - Mathematical Technician		26.68
30361 - Paralegal/Legal Assistant I		19.61
30362 - Paralegal/Legal Assistant II		24.30
30363 - Paralegal/Legal Assistant III		29.72
30364 - Paralegal/Legal Assistant IV		35.95
30375 - Petroleum Supply Specialist		23.46
30390 - Photo-Optics Technician		26.68
30395 - Radiation Control Technician		23.46
30461 - Technical Writer I		23.10
30462 - Technical Writer II		28.24
30463 - Technical Writer III		34.17
30491 - Unexploded Ordnance (UXO) Technician I		25.73
30492 - Unexploded Ordnance (UXO) Technician II		31.13
30493 - Unexploded Ordnance (UXO) Technician III		37.31
30494 - Unexploded (UXO) Safety Escort		25.73
30495 - Unexploded (UXO) Sweep Personnel		25.73
30501 - Weather Forecaster I		28.59
30502 - Weather Forecaster II		34.78
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		31.13
31020 - Bus Aide		12.22
31030 - Bus Driver		16.67
31043 - Driver Courier		13.40
31260 - Parking and Lot Attendant		11.09
31290 - Shuttle Bus Driver		14.26

31310 - Taxi Driver	14.26
31361 - Truckdriver Light	14.27
31362 - Truckdriver Medium	15.59
31363 - Truckdriver Heavy	17.75
31364 - Truckdriver Tractor-Trailer	17.75
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.18
99030 - Cashier	9.72
99050 - Desk Clerk	11.35
99095 - Embalmer	30.76
99130 - Flight Follower	25.73
99251 - Laboratory Animal Caretaker I	14.01
99252 - Laboratory Animal Caretaker II	15.14
99260 - Marketing Analyst	27.60
99310 - Mortician	30.76
99410 - Pest Controller	18.32
99510 - Photofinishing Worker	13.52
99710 - Recycling Laborer	16.46
99711 - Recycling Specialist	18.57
99730 - Refuse Collector	15.17
99810 - Sales Clerk	12.09
99820 - School Crossing Guard	14.68
99830 - Survey Party Chief	27.85
99831 - Surveying Aide	17.39
99832 - Surveying Technician	25.32
99840 - Vending Machine Attendant	19.11
99841 - Vending Machine Repairer	23.42
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 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.: 2015-4406
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.

State: North Carolina

Area: North Carolina Counties of Camden Chowan Pasquotank Perquimans

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.14
01012 - Accounting Clerk II		15.88
01013 - Accounting Clerk III		17.77
01020 - Administrative Assistant		22.73
01035 - Court Reporter		18.02
01041 - Customer Service Representative I		11.57
01042 - Customer Service Representative II		13.01
01043 - Customer Service Representative III		14.19
01051 - Data Entry Operator I		13.21
01052 - Data Entry Operator II		14.42
01060 - Dispatcher Motor Vehicle		16.90
01070 - Document Preparation Clerk		14.34

01090 - Duplicating Machine Operator 14.34
01111 - General Clerk I 13.64
01112 - General Clerk II 14.88
01113 - General Clerk III 16.70
01120 - Housing Referral Assistant 20.08
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 24.94
01290 - Rental Clerk 14.15
01300 - Scheduler Maintenance 16.10
01311 - Secretary I 16.10
01312 - Secretary II 18.02
01313 - Secretary III 20.08
01320 - Service Order Dispatcher 15.37
01410 - Supply Technician 22.73
01420 - Survey Worker 14.29
01460 - Switchboard Operator/Receptionist 13.35
01531 - Travel Clerk I 11.61
01532 - Travel Clerk II 12.32
01533 - Travel Clerk III 13.09
01611 - Word Processor I 14.34
01612 - Word Processor II 16.10
01613 - Word Processor III 18.02
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 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 14.67
07041 - Cook I 10.30
07042 - Cook II 11.69
07070 - Dishwasher 10.54
07130 - Food Service Worker 10.12
07210 - Meat Cutter 16.63

07260 - Waiter/Waitress	9.09
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.43
09040 - Furniture Handler	14.67
09080 - Furniture Refinisher	19.44
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	12.27
11060 - Elevator Operator	11.78
11090 - Gardener	15.51
11122 - Housekeeping Aide	11.92
11150 - Janitor	11.92
11210 - Laborer Grounds Maintenance	12.20
11240 - Maid or Houseman	10.80
11260 - Pruner	11.63
11270 - Tractor Operator	14.36
11330 - Trail Maintenance Worker	12.20
11360 - Window Cleaner	12.91
12000 - Health Occupations	
12010 - Ambulance Driver	18.52
12011 - Breath Alcohol Technician	19.71
12012 - Certified Occupational Therapist Assistant	27.04
12015 - Certified Physical Therapist Assistant	29.30
12020 - Dental Assistant	19.93
12025 - Dental Hygienist	36.58
12030 - EKG Technician	29.86
12035 - Electroneurodiagnostic Technologist	29.86
12040 - Emergency Medical Technician	18.52
12071 - Licensed Practical Nurse I	17.61
12072 - Licensed Practical Nurse II	19.71
12073 - Licensed Practical Nurse III	21.97
12100 - Medical Assistant	14.90
12130 - Medical Laboratory Technician	20.79
12160 - Medical Record Clerk	13.96
12190 - Medical Record Technician	17.17
12195 - Medical Transcriptionist	17.61
12210 - Nuclear Medicine Technologist	43.30
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	19.71
12236 - Optical Technician	17.61
12250 - Pharmacy Technician	17.33
12280 - Phlebotomist	13.69
12305 - Radiologic Technologist	29.34
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)		24.41
12320 - Substance Abuse Treatment Counselor		23.62
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		11.45
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		14.95
13072 - Photographer II		18.46
13073 - Photographer III		22.43
13074 - Photographer IV		25.35
13075 - Photographer V		30.67
13090 - Technical Order Library Clerk		15.11
13110 - Video Teleconference Technician		15.93
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)	20.07
14072 - Computer Programmer II	(see 1)	24.57
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.56
14160 - Personal Computer Support Technician		21.57
14170 - System Support Specialist		23.88
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		31.98

15070 - Flight Instructor (Pilot) 48.04
15080 - Graphic Artist 24.28
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.44
15086 - Maintenance Test Pilot Rotary Wing 40.44
15088 - Non-Maintenance Test/Co-Pilot 40.44
15090 - Technical Instructor 20.94
15095 - Technical Instructor/Course Developer 25.61
15110 - Test Proctor 17.61
15120 - Tutor 17.61
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.49
16030 - Counter Attendant 9.49
16040 - Dry Cleaner 11.13
16070 - Finisher Flatwork Machine 9.49
16090 - Presser Hand 9.49
16110 - Presser Machine Drycleaning 9.49
16130 - Presser Machine Shirts 9.49
16160 - Presser Machine Wearing Apparel Laundry 9.49
16190 - Sewing Machine Operator 11.69
16220 - Tailor 12.26
16250 - Washer Machine 10.05
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.51
19040 - Tool And Die Maker 26.07
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.55
21030 - Material Coordinator 24.94
21040 - Material Expediter 24.94
21050 - Material Handling Laborer 11.72
21071 - Order Filler 12.60
21080 - Production Line Worker (Food Processing) 15.55
21110 - Shipping Packer 14.73
21130 - Shipping/Receiving Clerk 14.73
21140 - Store Worker I 12.94
21150 - Stock Clerk 17.32
21210 - Tools And Parts Attendant 15.55
21410 - Warehouse Specialist 15.55
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.76
23019 - Aircraft Logs and Records Technician 21.39
23021 - Aircraft Mechanic I 25.43
23022 - Aircraft Mechanic II 26.76
23023 - Aircraft Mechanic III 28.05
23040 - Aircraft Mechanic Helper 18.54
23050 - Aircraft Painter 24.09
23060 - Aircraft Servicer 21.39
23070 - Aircraft Survival Flight Equipment Technician 24.09
23080 - Aircraft Worker 22.72
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.72

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.43
23110 - Appliance Mechanic 21.43
23120 - Bicycle Repairer 17.82
23125 - Cable Splicer 27.64
23130 - Carpenter Maintenance 19.24
23140 - Carpet Layer 20.22
23160 - Electrician Maintenance 22.00
23181 - Electronics Technician Maintenance I 28.71
23182 - Electronics Technician Maintenance II 30.45
23183 - Electronics Technician Maintenance III 32.13
23260 - Fabric Worker 19.03
23290 - Fire Alarm System Mechanic 22.62
23310 - Fire Extinguisher Repairer 17.82
23311 - Fuel Distribution System Mechanic 23.53
23312 - Fuel Distribution System Operator 18.52
23370 - General Maintenance Worker 18.30
23380 - Ground Support Equipment Mechanic 25.43
23381 - Ground Support Equipment Servicer 21.39
23382 - Ground Support Equipment Worker 22.72
23391 - Gunsmith I 17.82
23392 - Gunsmith II 20.22
23393 - Gunsmith III 22.62
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.24
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.31
23430 - Heavy Equipment Mechanic 20.03
23440 - Heavy Equipment Operator 20.20
23460 - Instrument Mechanic 22.62
23465 - Laboratory/Shelter Mechanic 18.15
23470 - Laborer 11.72
23510 - Locksmith 21.43
23530 - Machinery Maintenance Mechanic 24.54
23550 - Machinist Maintenance 24.01
23580 - Maintenance Trades Helper 16.29
23591 - Metrology Technician I 22.62
23592 - Metrology Technician II 23.81
23593 - Metrology Technician III 24.95
23640 - Millwright 25.71
23710 - Office Appliance Repairer 20.25
23760 - Painter Maintenance 19.24
23790 - Pipefitter Maintenance 22.99
23810 - Plumber Maintenance 21.78
23820 - Pneudraulic Systems Mechanic 22.62
23850 - Rigger 22.62
23870 - Scale Mechanic 20.22
23890 - Sheet-Metal Worker Maintenance 25.03
23910 - Small Engine Mechanic 20.22
23931 - Telecommunications Mechanic I 24.29

23932 - Telecommunications Mechanic II 25.56
23950 - Telephone Lineman 24.63
23960 - Welder Combination Maintenance 19.47
23965 - Well Driller 22.62
23970 - Woodcraft Worker 22.62
23980 - Woodworker 17.82
24000 - Personal Needs Occupations
24550 - Case Manager 14.64
24570 - Child Care Attendant 12.94
24580 - Child Care Center Clerk 15.99
24610 - Chore Aide 10.01
24620 - Family Readiness And Support Services Coordinator 14.64
24630 - Homemaker 14.64
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 25.17
25040 - Sewage Plant Operator 20.01
25070 - Stationary Engineer 25.17
25190 - Ventilation Equipment Tender 19.12
25210 - Water Treatment Plant Operator 20.01
27000 - Protective Service Occupations
27004 - Alarm Monitor 16.96
27007 - Baggage Inspector 13.48
27008 - Corrections Officer 18.71
27010 - Court Security Officer 20.29
27030 - Detection Dog Handler 16.61
27040 - Detention Officer 18.71
27070 - Firefighter 20.37
27101 - Guard I 13.48
27102 - Guard II 16.61
27131 - Police Officer I 22.07
27132 - Police Officer II 24.53
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.74
28042 - Carnival Equipment Repairer 13.76
28043 - Carnival Worker 9.78
28210 - Gate Attendant/Gate Tender 17.48
28310 - Lifeguard 15.58
28350 - Park Attendant (Aide) 19.57
28510 - Recreation Aide/Health Facility Attendant 14.28
28515 - Recreation Specialist 24.23
28630 - Sports Official 15.58
28690 - Swimming Pool Operator 15.63
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 20.73
29020 - Hatch Tender 20.73
29030 - Line Handler 20.73
29041 - Stevedore I 19.71
29042 - Stevedore II 21.80
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 18.85
30022 - Archeological Technician II 21.09
30023 - Archeological Technician III 25.14
30030 - Cartographic Technician 26.68
30040 - Civil Engineering Technician 25.60
30051 - Cryogenic Technician I 21.24
30052 - Cryogenic Technician II 23.46
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 21.87
30095 - Evidence Control Specialist 19.18
30210 - Laboratory Technician 20.41
30221 - Latent Fingerprint Technician I 21.24
30222 - Latent Fingerprint Technician II 23.46
30240 - Mathematical Technician 26.68
30361 - Paralegal/Legal Assistant I 17.83
30362 - Paralegal/Legal Assistant II 22.09
30363 - Paralegal/Legal Assistant III 27.02
30364 - Paralegal/Legal Assistant IV 32.68
30375 - Petroleum Supply Specialist 23.46
30390 - Photo-Optics Technician 26.68
30395 - Radiation Control Technician 23.46
30461 - Technical Writer I 23.10
30462 - Technical Writer II 28.24
30463 - Technical Writer III 34.17
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 28.59
30502 - Weather Forecaster II 34.78
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 12.22
31030 - Bus Driver 16.67

31043 - Driver Courier	13.40
31260 - Parking and Lot Attendant	11.09
31290 - Shuttle Bus Driver	14.22
31310 - Taxi Driver	13.70
31361 - Truckdriver Light	14.22
31362 - Truckdriver Medium	15.59
31363 - Truckdriver Heavy	17.75
31364 - Truckdriver Tractor-Trailer	17.75
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.28
99050 - Desk Clerk	11.25
99095 - Embalmer	30.76
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.74
99252 - Laboratory Animal Caretaker II	13.76
99260 - Marketing Analyst	27.60
99310 - Mortician	30.76
99410 - Pest Controller	18.32
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	16.46
99711 - Recycling Specialist	18.57
99730 - Refuse Collector	15.17
99810 - Sales Clerk	11.67
99820 - School Crossing Guard	14.41
99830 - Survey Party Chief	25.32
99831 - Surveying Aide	15.81
99832 - Surveying Technician	23.02
99840 - Vending Machine Attendant	18.77
99841 - Vending Machine Repairer	23.01
99842 - Vending Machine Repairer Helper	18.77

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

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 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.: 2015-4407
Revision No.: 15
Date Of Last Revision: 04/20/2021

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: North Carolina

Area: North Carolina Counties of Dare Hyde Martin Tyrrell Washington

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.14
01012 - Accounting Clerk II		15.88
01013 - Accounting Clerk III		17.77
01020 - Administrative Assistant		23.74
01035 - Court Reporter		18.44
01041 - Customer Service Representative I		12.65
01042 - Customer Service Representative II		13.80
01043 - Customer Service Representative III		15.50
01051 - Data Entry Operator I		13.21
01052 - Data Entry Operator II		14.42
01060 - Dispatcher Motor Vehicle		17.05
01070 - Document Preparation Clerk		14.68
01090 - Duplicating Machine Operator		14.68
01111 - General Clerk I		13.64
01112 - General Clerk II		14.88

01113 - General Clerk III 16.70
01120 - Housing Referral Assistant 20.55
01141 - Messenger Courier 11.97
01191 - Order Clerk I 13.45
01192 - Order Clerk II 14.68
01261 - Personnel Assistant (Employment) I 16.49
01262 - Personnel Assistant (Employment) II 18.44
01263 - Personnel Assistant (Employment) III 20.55
01270 - Production Control Clerk 26.00
01290 - Rental Clerk 14.88
01300 - Scheduler Maintenance 16.49
01311 - Secretary I 16.49
01312 - Secretary II 18.44
01313 - Secretary III 20.55
01320 - Service Order Dispatcher 15.25
01410 - Supply Technician 23.74
01420 - Survey Worker 14.81
01460 - Switchboard Operator/Receptionist 13.93
01531 - Travel Clerk I 12.40
01532 - Travel Clerk II 13.04
01533 - Travel Clerk III 13.75
01611 - Word Processor I 14.68
01612 - Word Processor II 16.49
01613 - Word Processor III 18.44
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.92
05010 - Automotive Electrician 19.33
05040 - Automotive Glass Installer 17.76
05070 - Automotive Worker 17.76
05110 - Mobile Equipment Servicer 15.82
05130 - Motor Equipment Metal Mechanic 19.71
05160 - Motor Equipment Metal Worker 17.76
05190 - Motor Vehicle Mechanic 19.71
05220 - Motor Vehicle Mechanic Helper 14.83
05250 - Motor Vehicle Upholstery Worker 16.17
05280 - Motor Vehicle Wrecker 17.76
05310 - Painter Automotive 18.99
05340 - Radiator Repair Specialist 17.76
05370 - Tire Repairer 13.86
05400 - Transmission Repair Specialist 19.71
07000 - Food Preparation And Service Occupations
07010 - Baker 15.62
07041 - Cook I 12.25
07042 - Cook II 13.89
07070 - Dishwasher 10.84
07130 - Food Service Worker 11.13
07210 - Meat Cutter 16.63
07260 - Waiter/Waitress 9.32
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.44

09040 - Furniture Handler 12.68
09080 - Furniture Refinisher 19.44
09090 - Furniture Refinisher Helper 14.96
09110 - Furniture Repairer Minor 17.27
09130 - Upholsterer 19.44
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.65
11060 - Elevator Operator 11.56
11090 - Gardener 15.51
11122 - Housekeeping Aide 11.27
11150 - Janitor 11.27
11210 - Laborer Grounds Maintenance 12.20
11240 - Maid or Houseman 10.24
11260 - Pruner 11.10
11270 - Tractor Operator 14.36
11330 - Trail Maintenance Worker 12.20
11360 - Window Cleaner 12.42
12000 - Health Occupations
12010 - Ambulance Driver 17.33
12011 - Breath Alcohol Technician 20.20
12012 - Certified Occupational Therapist Assistant 27.71
12015 - Certified Physical Therapist Assistant 29.30
12020 - Dental Assistant 21.92
12025 - Dental Hygienist 38.63
12030 - EKG Technician 30.60
12035 - Electroneurodiagnostic Technologist 30.60
12040 - Emergency Medical Technician 17.33
12071 - Licensed Practical Nurse I 18.06
12072 - Licensed Practical Nurse II 20.20
12073 - Licensed Practical Nurse III 22.51
12100 - Medical Assistant 14.90
12130 - Medical Laboratory Technician 22.87
12160 - Medical Record Clerk 14.09
12190 - Medical Record Technician 16.55
12195 - Medical Transcriptionist 18.06
12210 - Nuclear Medicine Technologist 44.38
12221 - Nursing Assistant I 11.27
12222 - Nursing Assistant II 12.66
12223 - Nursing Assistant III 13.82
12224 - Nursing Assistant IV 15.52
12235 - Optical Dispenser 20.20
12236 - Optical Technician 18.06
12250 - Pharmacy Technician 17.03
12280 - Phlebotomist 14.08
12305 - Radiologic Technologist 30.60
12311 - Registered Nurse I 25.14
12312 - Registered Nurse II 30.75
12313 - Registered Nurse II Specialist 30.75
12314 - Registered Nurse III 37.21
12315 - Registered Nurse III Anesthetist 37.21

12316 - Registered Nurse IV		44.59
12317 - Scheduler (Drug and Alcohol Testing)		25.01
12320 - Substance Abuse Treatment Counselor		24.72
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.90
13012 - Exhibits Specialist II		22.19
13013 - Exhibits Specialist III		27.14
13041 - Illustrator I		17.90
13042 - Illustrator II		22.19
13043 - Illustrator III		27.14
13047 - Librarian		24.56
13050 - Library Aide/Clerk		12.03
13054 - Library Information Technology Systems Administrator		22.19
13058 - Library Technician		16.74
13061 - Media Specialist I		16.07
13062 - Media Specialist II		17.90
13063 - Media Specialist III		19.96
13071 - Photographer I		16.45
13072 - Photographer II		18.40
13073 - Photographer III		22.79
13074 - Photographer IV		27.89
13075 - Photographer V		33.74
13090 - Technical Order Library Clerk		15.11
13110 - Video Teleconference Technician		16.66
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.20
14042 - Computer Operator II		15.88
14043 - Computer Operator III		18.75
14044 - Computer Operator IV		19.68
14045 - Computer Operator V		21.79
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		14.20
14160 - Personal Computer Support Technician		19.68
14170 - System Support Specialist		21.79
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.58
15020 - Aircrew Training Devices Instructor (Rated)		36.99
15030 - Air Crew Training Devices Instructor (Pilot)		41.77
15050 - Computer Based Training Specialist / Instructor		30.58
15060 - Educational Technologist		30.73
15070 - Flight Instructor (Pilot)		41.77
15080 - Graphic Artist		23.13
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.24

15086 - Maintenance Test Pilot Rotary Wing 41.24
15088 - Non-Maintenance Test/Co-Pilot 41.24
15090 - Technical Instructor 18.75
15095 - Technical Instructor/Course Developer 22.94
15110 - Test Proctor 15.14
15120 - Tutor 15.14
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.77
16030 - Counter Attendant 9.77
16040 - Dry Cleaner 11.49
16070 - Finisher Flatwork Machine 9.77
16090 - Presser Hand 9.77
16110 - Presser Machine Drycleaning 9.77
16130 - Presser Machine Shirts 9.77
16160 - Presser Machine Wearing Apparel Laundry 9.77
16190 - Sewing Machine Operator 12.06
16220 - Tailor 12.65
16250 - Washer Machine 10.37
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.57
19040 - Tool And Die Maker 28.68
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 14.33
21030 - Material Coordinator 26.00
21040 - Material Expediter 26.00
21050 - Material Handling Laborer 12.10
21071 - Order Filler 13.86
21080 - Production Line Worker (Food Processing) 14.33
21110 - Shipping Packer 15.92
21130 - Shipping/Receiving Clerk 15.92
21140 - Store Worker I 13.19
21150 - Stock Clerk 17.64
21210 - Tools And Parts Attendant 14.33
21410 - Warehouse Specialist 14.33
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.50
23019 - Aircraft Logs and Records Technician 21.18
23021 - Aircraft Mechanic I 25.18
23022 - Aircraft Mechanic II 26.50
23023 - Aircraft Mechanic III 27.77
23040 - Aircraft Mechanic Helper 18.36
23050 - Aircraft Painter 23.85
23060 - Aircraft Servicer 21.18
23070 - Aircraft Survival Flight Equipment Technician 23.85
23080 - Aircraft Worker 22.50
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.50
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.18
23110 - Appliance Mechanic 23.57

23120 - Bicycle Repairer 19.60
23125 - Cable Splicer 29.57
23130 - Carpenter Maintenance 18.30
23140 - Carpet Layer 20.22
23160 - Electrician Maintenance 22.00
23181 - Electronics Technician Maintenance I 30.84
23182 - Electronics Technician Maintenance II 33.50
23183 - Electronics Technician Maintenance III 35.34
23260 - Fabric Worker 20.93
23290 - Fire Alarm System Mechanic 23.91
23310 - Fire Extinguisher Repairer 19.60
23311 - Fuel Distribution System Mechanic 25.88
23312 - Fuel Distribution System Operator 20.37
23370 - General Maintenance Worker 17.99
23380 - Ground Support Equipment Mechanic 25.18
23381 - Ground Support Equipment Servicer 21.18
23382 - Ground Support Equipment Worker 22.50
23391 - Gunsmith I 19.60
23392 - Gunsmith II 22.24
23393 - Gunsmith III 24.88
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.23
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.35
23430 - Heavy Equipment Mechanic 20.08
23440 - Heavy Equipment Operator 18.97
23460 - Instrument Mechanic 24.88
23465 - Laboratory/Shelter Mechanic 23.57
23470 - Laborer 12.10
23510 - Locksmith 23.57
23530 - Machinery Maintenance Mechanic 24.77
23550 - Machinist Maintenance 26.41
23580 - Maintenance Trades Helper 14.67
23591 - Metrology Technician I 24.88
23592 - Metrology Technician II 26.19
23593 - Metrology Technician III 27.45
23640 - Millwright 24.88
23710 - Office Appliance Repairer 20.81
23760 - Painter Maintenance 17.05
23790 - Pipefitter Maintenance 23.53
23810 - Plumber Maintenance 22.29
23820 - Pneudraulic Systems Mechanic 24.88
23850 - Rigger 24.88
23870 - Scale Mechanic 22.24
23890 - Sheet-Metal Worker Maintenance 27.53
23910 - Small Engine Mechanic 20.22
23931 - Telecommunications Mechanic I 24.29
23932 - Telecommunications Mechanic II 25.56
23950 - Telephone Lineman 24.91
23960 - Welder Combination Maintenance 20.87

23965 - Well Driller	24.88
23970 - Woodcraft Worker	24.88
23980 - Woodworker	19.60
24000 - Personal Needs Occupations	
24550 - Case Manager	16.49
24570 - Child Care Attendant	12.94
24580 - Child Care Center Clerk	16.04
24610 - Chore Aide	10.26
24620 - Family Readiness And Support Services Coordinator	16.49
24630 - Homemaker	16.91
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.91
25040 - Sewage Plant Operator	19.00
25070 - Stationary Engineer	25.04
25190 - Ventilation Equipment Tender	17.42
25210 - Water Treatment Plant Operator	19.00
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.26
27007 - Baggage Inspector	13.48
27008 - Corrections Officer	18.16
27010 - Court Security Officer	19.15
27030 - Detection Dog Handler	15.51
27040 - Detention Officer	18.16
27070 - Firefighter	19.13
27101 - Guard I	13.48
27102 - Guard II	15.51
27131 - Police Officer I	19.78
27132 - Police Officer II	21.98
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.74
28042 - Carnival Equipment Repairer	13.76
28043 - Carnival Worker	9.78
28210 - Gate Attendant/Gate Tender	19.23
28310 - Lifeguard	16.60
28350 - Park Attendant (Aide)	21.53
28510 - Recreation Aide/Health Facility Attendant	15.71
28515 - Recreation Specialist	26.57
28630 - Sports Official	17.14
28690 - Swimming Pool Operator	18.94
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.24
29020 - Hatch Tender	22.24
29030 - Line Handler	22.24
29041 - Stevedore I	20.93
29042 - Stevedore II	23.57
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.48
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.91
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.74

30021 - Archeological Technician I		15.11
30022 - Archeological Technician II		18.98
30023 - Archeological Technician III		22.25
30030 - Cartographic Technician		22.36
30040 - Civil Engineering Technician		25.43
30051 - Cryogenic Technician I		21.24
30052 - Cryogenic Technician II		23.46
30061 - Drafter/CAD Operator I		15.11
30062 - Drafter/CAD Operator II		16.96
30063 - Drafter/CAD Operator III		18.98
30064 - Drafter/CAD Operator IV		22.83
30081 - Engineering Technician I		14.39
30082 - Engineering Technician II		16.14
30083 - Engineering Technician III		18.06
30084 - Engineering Technician IV		22.38
30085 - Engineering Technician V		27.38
30086 - Engineering Technician VI		33.12
30090 - Environmental Technician		19.53
30095 - Evidence Control Specialist		19.18
30210 - Laboratory Technician		22.43
30221 - Latent Fingerprint Technician I		21.24
30222 - Latent Fingerprint Technician II		23.46
30240 - Mathematical Technician		22.25
30361 - Paralegal/Legal Assistant I		19.61
30362 - Paralegal/Legal Assistant II		24.30
30363 - Paralegal/Legal Assistant III		29.72
30364 - Paralegal/Legal Assistant IV		35.95
30375 - Petroleum Supply Specialist		23.46
30390 - Photo-Optics Technician		21.48
30395 - Radiation Control Technician		23.46
30461 - Technical Writer I		21.77
30462 - Technical Writer II		26.63
30463 - Technical Writer III		32.22
30491 - Unexploded Ordnance (UXO) Technician I		25.73
30492 - Unexploded Ordnance (UXO) Technician II		31.13
30493 - Unexploded Ordnance (UXO) Technician III		37.31
30494 - Unexploded (UXO) Safety Escort		25.73
30495 - Unexploded (UXO) Sweep Personnel		25.73
30501 - Weather Forecaster I		28.59
30502 - Weather Forecaster II		34.78
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	18.98
30621 - Weather Observer Senior	(see 2)	20.69
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		31.13
31020 - Bus Aide		12.22
31030 - Bus Driver		16.67
31043 - Driver Courier		13.20
31260 - Parking and Lot Attendant		11.09
31290 - Shuttle Bus Driver		14.26

31310 - Taxi Driver	12.58
31361 - Truckdriver Light	14.27
31362 - Truckdriver Medium	15.23
31363 - Truckdriver Heavy	17.71
31364 - Truckdriver Tractor-Trailer	17.71
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.18
99030 - Cashier	9.72
99050 - Desk Clerk	11.35
99095 - Embalmer	29.98
99130 - Flight Follower	25.73
99251 - Laboratory Animal Caretaker I	14.01
99252 - Laboratory Animal Caretaker II	15.14
99260 - Marketing Analyst	27.60
99310 - Mortician	29.98
99410 - Pest Controller	18.13
99510 - Photofinishing Worker	13.52
99710 - Recycling Laborer	14.38
99711 - Recycling Specialist	17.00
99730 - Refuse Collector	13.05
99810 - Sales Clerk	12.09
99820 - School Crossing Guard	14.68
99830 - Survey Party Chief	31.23
99831 - Surveying Aide	18.48
99832 - Surveying Technician	25.32
99840 - Vending Machine Attendant	19.11
99841 - Vending Machine Repairer	23.42
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 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.: 2015-4408
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.

State: North Carolina

Area: North Carolina Counties of Dare Hyde Martin Tyrrell Washington

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.14
01012 - Accounting Clerk II		15.88
01013 - Accounting Clerk III		17.77
01020 - Administrative Assistant		22.73
01035 - Court Reporter		18.02
01041 - Customer Service Representative I		11.57
01042 - Customer Service Representative II		13.01
01043 - Customer Service Representative III		14.19
01051 - Data Entry Operator I		13.21
01052 - Data Entry Operator II		14.42
01060 - Dispatcher Motor Vehicle		16.90
01070 - Document Preparation Clerk		14.34

01090 - Duplicating Machine Operator 14.34
01111 - General Clerk I 13.64
01112 - General Clerk II 14.88
01113 - General Clerk III 16.70
01120 - Housing Referral Assistant 20.08
01141 - Messenger Courier 11.69
01191 - Order Clerk I 13.13
01192 - Order Clerk II 14.32
01261 - Personnel Assistant (Employment) I 15.56
01262 - Personnel Assistant (Employment) II 17.41
01263 - Personnel Assistant (Employment) III 19.40
01270 - Production Control Clerk 24.81
01290 - Rental Clerk 13.53
01300 - Scheduler Maintenance 16.10
01311 - Secretary I 16.10
01312 - Secretary II 18.02
01313 - Secretary III 20.08
01320 - Service Order Dispatcher 14.50
01410 - Supply Technician 22.73
01420 - Survey Worker 14.29
01460 - Switchboard Operator/Receptionist 13.35
01531 - Travel Clerk I 11.61
01532 - Travel Clerk II 12.32
01533 - Travel Clerk III 12.99
01611 - Word Processor I 14.34
01612 - Word Processor II 16.10
01613 - Word Processor III 18.02
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.71
05010 - Automotive Electrician 19.33
05040 - Automotive Glass Installer 17.76
05070 - Automotive Worker 17.76
05110 - Mobile Equipment Servicer 15.82
05130 - Motor Equipment Metal Mechanic 19.71
05160 - Motor Equipment Metal Worker 17.76
05190 - Motor Vehicle Mechanic 19.71
05220 - Motor Vehicle Mechanic Helper 14.83
05250 - Motor Vehicle Upholstery Worker 16.17
05280 - Motor Vehicle Wrecker 17.76
05310 - Painter Automotive 18.99
05340 - Radiator Repair Specialist 17.76
05370 - Tire Repairer 13.86
05400 - Transmission Repair Specialist 19.71
07000 - Food Preparation And Service Occupations
07010 - Baker 15.62
07041 - Cook I 11.58
07042 - Cook II 13.08
07070 - Dishwasher 10.54
07130 - Food Service Worker 10.12
07210 - Meat Cutter 16.63

07260 - Waiter/Waitress	9.32
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.44
09040 - Furniture Handler	12.68
09080 - Furniture Refinisher	19.44
09090 - Furniture Refinisher Helper	14.96
09110 - Furniture Repairer Minor	17.27
09130 - Upholsterer	19.44
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.65
11060 - Elevator Operator	11.54
11090 - Gardener	15.51
11122 - Housekeeping Aide	10.97
11150 - Janitor	10.97
11210 - Laborer Grounds Maintenance	12.20
11240 - Maid or Houseman	10.24
11260 - Pruner	11.10
11270 - Tractor Operator	14.36
11330 - Trail Maintenance Worker	12.20
11360 - Window Cleaner	12.09
12000 - Health Occupations	
12010 - Ambulance Driver	17.33
12011 - Breath Alcohol Technician	19.71
12012 - Certified Occupational Therapist Assistant	27.04
12015 - Certified Physical Therapist Assistant	29.30
12020 - Dental Assistant	19.93
12025 - Dental Hygienist	35.12
12030 - EKG Technician	29.86
12035 - Electroneurodiagnostic Technologist	29.86
12040 - Emergency Medical Technician	17.33
12071 - Licensed Practical Nurse I	17.61
12072 - Licensed Practical Nurse II	19.71
12073 - Licensed Practical Nurse III	21.97
12100 - Medical Assistant	14.90
12130 - Medical Laboratory Technician	20.79
12160 - Medical Record Clerk	12.81
12190 - Medical Record Technician	15.76
12195 - Medical Transcriptionist	17.61
12210 - Nuclear Medicine Technologist	43.30
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	18.83
12236 - Optical Technician	17.61
12250 - Pharmacy Technician	17.03
12280 - Phlebotomist	13.69
12305 - Radiologic Technologist	29.34
12311 - Registered Nurse I	24.34
12312 - Registered Nurse II	29.78

12313 - Registered Nurse II Specialist		29.78
12314 - Registered Nurse III		36.03
12315 - Registered Nurse III Anesthetist		36.03
12316 - Registered Nurse IV		43.18
12317 - Scheduler (Drug and Alcohol Testing)		24.41
12320 - Substance Abuse Treatment Counselor		23.62
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.27
13012 - Exhibits Specialist II		20.17
13013 - Exhibits Specialist III		24.67
13041 - Illustrator I		16.27
13042 - Illustrator II		20.17
13043 - Illustrator III		24.67
13047 - Librarian		22.33
13050 - Library Aide/Clerk		12.03
13054 - Library Information Technology Systems Administrator		20.17
13058 - Library Technician		15.22
13061 - Media Specialist I		14.61
13062 - Media Specialist II		16.27
13063 - Media Specialist III		18.15
13071 - Photographer I		14.95
13072 - Photographer II		16.73
13073 - Photographer III		20.72
13074 - Photographer IV		25.35
13075 - Photographer V		30.67
13090 - Technical Order Library Clerk		15.11
13110 - Video Teleconference Technician		16.35
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.20
14042 - Computer Operator II		15.88
14043 - Computer Operator III		18.75
14044 - Computer Operator IV		19.68
14045 - Computer Operator V		21.79
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		14.20
14160 - Personal Computer Support Technician		19.68
14170 - System Support Specialist		21.79
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.58
15020 - Aircrew Training Devices Instructor (Rated)		36.99
15030 - Air Crew Training Devices Instructor (Pilot)		41.77
15050 - Computer Based Training Specialist / Instructor		30.58
15060 - Educational Technologist		30.73

15070 - Flight Instructor (Pilot) 41.77
15080 - Graphic Artist 21.96
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.44
15086 - Maintenance Test Pilot Rotary Wing 40.44
15088 - Non-Maintenance Test/Co-Pilot 40.44
15090 - Technical Instructor 18.75
15095 - Technical Instructor/Course Developer 22.94
15110 - Test Proctor 15.14
15120 - Tutor 15.14
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.49
16030 - Counter Attendant 9.49
16040 - Dry Cleaner 11.13
16070 - Finisher Flatwork Machine 9.49
16090 - Presser Hand 9.49
16110 - Presser Machine Drycleaning 9.49
16130 - Presser Machine Shirts 9.49
16160 - Presser Machine Wearing Apparel Laundry 9.49
16190 - Sewing Machine Operator 11.69
16220 - Tailor 12.26
16250 - Washer Machine 10.05
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.43
19040 - Tool And Die Maker 26.07
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 13.70
21030 - Material Coordinator 24.81
21040 - Material Expediter 24.81
21050 - Material Handling Laborer 11.72
21071 - Order Filler 12.60
21080 - Production Line Worker (Food Processing) 13.70
21110 - Shipping Packer 14.73
21130 - Shipping/Receiving Clerk 14.73
21140 - Store Worker I 12.94
21150 - Stock Clerk 17.32
21210 - Tools And Parts Attendant 13.70
21410 - Warehouse Specialist 13.70
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.84
23019 - Aircraft Logs and Records Technician 20.81
23021 - Aircraft Mechanic I 24.61
23022 - Aircraft Mechanic II 25.84
23023 - Aircraft Mechanic III 27.73
23040 - Aircraft Mechanic Helper 18.28
23050 - Aircraft Painter 23.36
23060 - Aircraft Servicer 20.81
23070 - Aircraft Survival Flight Equipment Technician 23.36
23080 - Aircraft Worker 22.07
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.07

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.61
23110 - Appliance Mechanic 21.43
23120 - Bicycle Repairer 17.82
23125 - Cable Splicer 27.64
23130 - Carpenter Maintenance 18.30
23140 - Carpet Layer 20.22
23160 - Electrician Maintenance 22.00
23181 - Electronics Technician Maintenance I 28.04
23182 - Electronics Technician Maintenance II 30.45
23183 - Electronics Technician Maintenance III 32.13
23260 - Fabric Worker 19.03
23290 - Fire Alarm System Mechanic 21.74
23310 - Fire Extinguisher Repairer 17.82
23311 - Fuel Distribution System Mechanic 23.53
23312 - Fuel Distribution System Operator 18.52
23370 - General Maintenance Worker 17.01
23380 - Ground Support Equipment Mechanic 24.61
23381 - Ground Support Equipment Servicer 20.81
23382 - Ground Support Equipment Worker 22.07
23391 - Gunsmith I 17.82
23392 - Gunsmith II 20.22
23393 - Gunsmith III 22.62
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.24
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.30
23430 - Heavy Equipment Mechanic 19.64
23440 - Heavy Equipment Operator 18.97
23460 - Instrument Mechanic 22.62
23465 - Laboratory/Shelter Mechanic 21.43
23470 - Laborer 11.72
23510 - Locksmith 21.43
23530 - Machinery Maintenance Mechanic 24.77
23550 - Machinist Maintenance 24.01
23580 - Maintenance Trades Helper 14.67
23591 - Metrology Technician I 22.62
23592 - Metrology Technician II 23.81
23593 - Metrology Technician III 24.95
23640 - Millwright 22.62
23710 - Office Appliance Repairer 20.25
23760 - Painter Maintenance 17.05
23790 - Pipefitter Maintenance 22.31
23810 - Plumber Maintenance 21.14
23820 - Pneudraulic Systems Mechanic 22.62
23850 - Rigger 22.62
23870 - Scale Mechanic 20.22
23890 - Sheet-Metal Worker Maintenance 25.03
23910 - Small Engine Mechanic 20.22
23931 - Telecommunications Mechanic I 24.29

23932 - Telecommunications Mechanic II 25.56
23950 - Telephone Lineman 24.16
23960 - Welder Combination Maintenance 18.97
23965 - Well Driller 22.62
23970 - Woodcraft Worker 22.62
23980 - Woodworker 17.82
24000 - Personal Needs Occupations
24550 - Case Manager 14.99
24570 - Child Care Attendant 12.94
24580 - Child Care Center Clerk 16.04
24610 - Chore Aide 10.26
24620 - Family Readiness And Support Services Coordinator 14.99
24630 - Homemaker 16.20
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 24.05
25040 - Sewage Plant Operator 19.00
25070 - Stationary Engineer 25.04
25190 - Ventilation Equipment Tender 17.42
25210 - Water Treatment Plant Operator 19.00
27000 - Protective Service Occupations
27004 - Alarm Monitor 15.28
27007 - Baggage Inspector 13.48
27008 - Corrections Officer 18.03
27010 - Court Security Officer 19.15
27030 - Detection Dog Handler 15.51
27040 - Detention Officer 18.03
27070 - Firefighter 18.30
27101 - Guard I 13.48
27102 - Guard II 15.51
27131 - Police Officer I 19.04
27132 - Police Officer II 21.15
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.74
28042 - Carnival Equipment Repairer 13.76
28043 - Carnival Worker 9.78
28210 - Gate Attendant/Gate Tender 17.48
28310 - Lifeguard 15.09
28350 - Park Attendant (Aide) 19.57
28510 - Recreation Aide/Health Facility Attendant 14.28
28515 - Recreation Specialist 24.15
28630 - Sports Official 15.58
28690 - Swimming Pool Operator 18.94
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 20.22
29020 - Hatch Tender 20.22
29030 - Line Handler 20.22
29041 - Stevedore I 19.03
29042 - Stevedore II 21.43
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 15.11
30022 - Archeological Technician II 18.98
30023 - Archeological Technician III 22.25
30030 - Cartographic Technician 22.36
30040 - Civil Engineering Technician 23.12
30051 - Cryogenic Technician I 21.24
30052 - Cryogenic Technician II 23.46
30061 - Drafter/CAD Operator I 15.11
30062 - Drafter/CAD Operator II 16.96
30063 - Drafter/CAD Operator III 18.98
30064 - Drafter/CAD Operator IV 22.83
30081 - Engineering Technician I 14.39
30082 - Engineering Technician II 16.14
30083 - Engineering Technician III 18.06
30084 - Engineering Technician IV 22.38
30085 - Engineering Technician V 27.38
30086 - Engineering Technician VI 33.12
30090 - Environmental Technician 19.53
30095 - Evidence Control Specialist 19.18
30210 - Laboratory Technician 22.43
30221 - Latent Fingerprint Technician I 21.24
30222 - Latent Fingerprint Technician II 23.46
30240 - Mathematical Technician 22.25
30361 - Paralegal/Legal Assistant I 17.83
30362 - Paralegal/Legal Assistant II 22.09
30363 - Paralegal/Legal Assistant III 27.02
30364 - Paralegal/Legal Assistant IV 32.68
30375 - Petroleum Supply Specialist 23.46
30390 - Photo-Optics Technician 21.48
30395 - Radiation Control Technician 23.46
30461 - Technical Writer I 21.77
30462 - Technical Writer II 26.63
30463 - Technical Writer III 32.22
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 28.59
30502 - Weather Forecaster II 34.78
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 18.98
30621 - Weather Observer Senior (see 2) 20.69
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.22
31030 - Bus Driver 16.67

31043 - Driver Courier	12.90
31260 - Parking and Lot Attendant	11.09
31290 - Shuttle Bus Driver	14.04
31310 - Taxi Driver	11.44
31361 - Truckdriver Light	14.04
31362 - Truckdriver Medium	14.99
31363 - Truckdriver Heavy	17.71
31364 - Truckdriver Tractor-Trailer	17.71
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.28
99050 - Desk Clerk	11.25
99095 - Embalmer	29.98
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.74
99252 - Laboratory Animal Caretaker II	13.76
99260 - Marketing Analyst	27.60
99310 - Mortician	29.98
99410 - Pest Controller	18.11
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	14.38
99711 - Recycling Specialist	17.00
99730 - Refuse Collector	13.05
99810 - Sales Clerk	11.67
99820 - School Crossing Guard	14.41
99830 - Survey Party Chief	28.39
99831 - Surveying Aide	16.80
99832 - Surveying Technician	23.02
99840 - Vending Machine Attendant	18.77
99841 - Vending Machine Repairer	23.01
99842 - Vending Machine Repairer Helper	18.77

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

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 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.: 2015-4409
Revision No.: 15
Date Of Last Revision: 04/20/2021

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: North Carolina

Area: North Carolina Counties of Bertie Halifax Hertford Northampton Warren

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.14
01012 - Accounting Clerk II		15.88
01013 - Accounting Clerk III		17.93
01020 - Administrative Assistant		23.74
01035 - Court Reporter		18.44
01041 - Customer Service Representative I		12.65
01042 - Customer Service Representative II		13.80
01043 - Customer Service Representative III		15.50
01051 - Data Entry Operator I		13.21
01052 - Data Entry Operator II		14.42
01060 - Dispatcher Motor Vehicle		17.90
01070 - Document Preparation Clerk		14.68
01090 - Duplicating Machine Operator		14.68
01111 - General Clerk I		13.64
01112 - General Clerk II		14.88

01113 - General Clerk III 16.70
01120 - Housing Referral Assistant 20.55
01141 - Messenger Courier 12.67
01191 - Order Clerk I 13.45
01192 - Order Clerk II 14.68
01261 - Personnel Assistant (Employment) I 16.52
01262 - Personnel Assistant (Employment) II 18.48
01263 - Personnel Assistant (Employment) III 20.55
01270 - Production Control Clerk 26.00
01290 - Rental Clerk 15.26
01300 - Scheduler Maintenance 16.49
01311 - Secretary I 16.49
01312 - Secretary II 18.44
01313 - Secretary III 20.55
01320 - Service Order Dispatcher 16.49
01410 - Supply Technician 23.74
01420 - Survey Worker 15.07
01460 - Switchboard Operator/Receptionist 13.93
01531 - Travel Clerk I 12.40
01532 - Travel Clerk II 13.04
01533 - Travel Clerk III 13.75
01611 - Word Processor I 14.68
01612 - Word Processor II 16.49
01613 - Word Processor III 18.44
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.57
05010 - Automotive Electrician 18.04
05040 - Automotive Glass Installer 18.02
05070 - Automotive Worker 18.23
05110 - Mobile Equipment Servicer 16.60
05130 - Motor Equipment Metal Mechanic 19.89
05160 - Motor Equipment Metal Worker 18.23
05190 - Motor Vehicle Mechanic 20.65
05220 - Motor Vehicle Mechanic Helper 15.03
05250 - Motor Vehicle Upholstery Worker 17.24
05280 - Motor Vehicle Wrecker 18.23
05310 - Painter Automotive 18.91
05340 - Radiator Repair Specialist 18.23
05370 - Tire Repairer 14.14
05400 - Transmission Repair Specialist 20.24
07000 - Food Preparation And Service Occupations
07010 - Baker 15.62
07041 - Cook I 12.25
07042 - Cook II 13.89
07070 - Dishwasher 10.84
07130 - Food Service Worker 11.13
07210 - Meat Cutter 16.63
07260 - Waiter/Waitress 9.23
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.44

09040 - Furniture Handler 12.68
09080 - Furniture Refinisher 19.44
09090 - Furniture Refinisher Helper 14.96
09110 - Furniture Repairer Minor 17.27
09130 - Upholsterer 19.44
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.27
11060 - Elevator Operator 11.56
11090 - Gardener 15.51
11122 - Housekeeping Aide 11.27
11150 - Janitor 11.27
11210 - Laborer Grounds Maintenance 12.20
11240 - Maid or Houseman 10.96
11260 - Pruner 11.10
11270 - Tractor Operator 14.36
11330 - Trail Maintenance Worker 12.20
11360 - Window Cleaner 12.42
12000 - Health Occupations
12010 - Ambulance Driver 17.33
12011 - Breath Alcohol Technician 20.20
12012 - Certified Occupational Therapist Assistant 27.71
12015 - Certified Physical Therapist Assistant 29.30
12020 - Dental Assistant 21.93
12025 - Dental Hygienist 38.63
12030 - EKG Technician 30.60
12035 - Electroneurodiagnostic Technologist 30.60
12040 - Emergency Medical Technician 17.33
12071 - Licensed Practical Nurse I 18.06
12072 - Licensed Practical Nurse II 20.20
12073 - Licensed Practical Nurse III 22.51
12100 - Medical Assistant 14.90
12130 - Medical Laboratory Technician 23.25
12160 - Medical Record Clerk 15.41
12190 - Medical Record Technician 18.66
12195 - Medical Transcriptionist 18.06
12210 - Nuclear Medicine Technologist 44.38
12221 - Nursing Assistant I 11.62
12222 - Nursing Assistant II 13.07
12223 - Nursing Assistant III 14.26
12224 - Nursing Assistant IV 16.01
12235 - Optical Dispenser 20.20
12236 - Optical Technician 18.06
12250 - Pharmacy Technician 15.91
12280 - Phlebotomist 16.01
12305 - Radiologic Technologist 30.60
12311 - Registered Nurse I 25.14
12312 - Registered Nurse II 30.75
12313 - Registered Nurse II Specialist 30.75
12314 - Registered Nurse III 37.21
12315 - Registered Nurse III Anesthetist 37.21

12316 - Registered Nurse IV		44.59
12317 - Scheduler (Drug and Alcohol Testing)		25.01
12320 - Substance Abuse Treatment Counselor		24.72
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.44
13012 - Exhibits Specialist II		26.54
13013 - Exhibits Specialist III		32.52
13041 - Illustrator I		19.49
13042 - Illustrator II		24.14
13043 - Illustrator III		29.54
13047 - Librarian		25.56
13050 - Library Aide/Clerk		12.41
13054 - Library Information Technology Systems Administrator		23.08
13058 - Library Technician		18.63
13061 - Media Specialist I		16.66
13062 - Media Specialist II		18.63
13063 - Media Specialist III		20.78
13071 - Photographer I		16.66
13072 - Photographer II		18.63
13073 - Photographer III		23.08
13074 - Photographer IV		28.23
13075 - Photographer V		34.17
13090 - Technical Order Library Clerk		15.11
13110 - Video Teleconference Technician		18.81
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.52
14042 - Computer Operator II		19.85
14043 - Computer Operator III		21.86
14044 - Computer Operator IV		24.28
14045 - Computer Operator V		26.89
14071 - Computer Programmer I	(see 1)	21.98
14072 - Computer Programmer II	(see 1)	25.63
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.52
14160 - Personal Computer Support Technician		27.14
14170 - System Support Specialist		26.89
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.15
15020 - Aircrew Training Devices Instructor (Rated)		37.70
15030 - Air Crew Training Devices Instructor (Pilot)		45.18
15050 - Computer Based Training Specialist / Instructor		31.15
15060 - Educational Technologist		31.98
15070 - Flight Instructor (Pilot)		45.18
15080 - Graphic Artist		23.80
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.24

15086 - Maintenance Test Pilot Rotary Wing 41.24
15088 - Non-Maintenance Test/Co-Pilot 41.24
15090 - Technical Instructor 22.97
15095 - Technical Instructor/Course Developer 28.10
15110 - Test Proctor 18.54
15120 - Tutor 18.54
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.77
16030 - Counter Attendant 9.77
16040 - Dry Cleaner 11.49
16070 - Finisher Flatwork Machine 9.77
16090 - Presser Hand 9.77
16110 - Presser Machine Drycleaning 9.77
16130 - Presser Machine Shirts 9.77
16160 - Presser Machine Wearing Apparel Laundry 9.77
16190 - Sewing Machine Operator 12.06
16220 - Tailor 12.65
16250 - Washer Machine 10.37
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.57
19040 - Tool And Die Maker 28.68
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 14.33
21030 - Material Coordinator 26.00
21040 - Material Expediter 26.00
21050 - Material Handling Laborer 12.10
21071 - Order Filler 13.86
21080 - Production Line Worker (Food Processing) 14.33
21110 - Shipping Packer 15.92
21130 - Shipping/Receiving Clerk 15.92
21140 - Store Worker I 13.19
21150 - Stock Clerk 17.64
21210 - Tools And Parts Attendant 14.33
21410 - Warehouse Specialist 14.33
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.76
23019 - Aircraft Logs and Records Technician 21.39
23021 - Aircraft Mechanic I 25.43
23022 - Aircraft Mechanic II 26.76
23023 - Aircraft Mechanic III 28.05
23040 - Aircraft Mechanic Helper 18.54
23050 - Aircraft Painter 24.09
23060 - Aircraft Servicer 21.39
23070 - Aircraft Survival Flight Equipment Technician 24.09
23080 - Aircraft Worker 22.72
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.72
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.43
23110 - Appliance Mechanic 23.57

23120 - Bicycle Repairer 19.60
23125 - Cable Splicer 29.57
23130 - Carpenter Maintenance 18.30
23140 - Carpet Layer 20.22
23160 - Electrician Maintenance 22.00
23181 - Electronics Technician Maintenance I 31.58
23182 - Electronics Technician Maintenance II 33.50
23183 - Electronics Technician Maintenance III 35.34
23260 - Fabric Worker 20.93
23290 - Fire Alarm System Mechanic 24.88
23310 - Fire Extinguisher Repairer 19.60
23311 - Fuel Distribution System Mechanic 25.88
23312 - Fuel Distribution System Operator 22.40
23370 - General Maintenance Worker 17.99
23380 - Ground Support Equipment Mechanic 25.43
23381 - Ground Support Equipment Servicer 21.39
23382 - Ground Support Equipment Worker 22.72
23391 - Gunsmith I 19.60
23392 - Gunsmith II 22.24
23393 - Gunsmith III 24.88
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.23
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.35
23430 - Heavy Equipment Mechanic 20.08
23440 - Heavy Equipment Operator 18.97
23460 - Instrument Mechanic 24.91
23465 - Laboratory/Shelter Mechanic 23.57
23470 - Laborer 12.10
23510 - Locksmith 23.57
23530 - Machinery Maintenance Mechanic 25.07
23550 - Machinist Maintenance 26.41
23580 - Maintenance Trades Helper 15.39
23591 - Metrology Technician I 24.91
23592 - Metrology Technician II 26.22
23593 - Metrology Technician III 27.48
23640 - Millwright 24.88
23710 - Office Appliance Repairer 20.93
23760 - Painter Maintenance 17.41
23790 - Pipefitter Maintenance 23.53
23810 - Plumber Maintenance 22.29
23820 - Pneudraulic Systems Mechanic 24.88
23850 - Rigger 24.88
23870 - Scale Mechanic 22.24
23890 - Sheet-Metal Worker Maintenance 27.53
23910 - Small Engine Mechanic 20.22
23931 - Telecommunications Mechanic I 24.71
23932 - Telecommunications Mechanic II 26.02
23950 - Telephone Lineman 24.91
23960 - Welder Combination Maintenance 20.87

23965 - Well Driller	24.88
23970 - Woodcraft Worker	24.88
23980 - Woodworker	19.60
24000 - Personal Needs Occupations	
24550 - Case Manager	16.91
24570 - Child Care Attendant	12.94
24580 - Child Care Center Clerk	15.99
24610 - Chore Aide	10.86
24620 - Family Readiness And Support Services Coordinator	16.91
24630 - Homemaker	16.91
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.94
25040 - Sewage Plant Operator	18.50
25070 - Stationary Engineer	25.94
25190 - Ventilation Equipment Tender	18.90
25210 - Water Treatment Plant Operator	18.50
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.26
27007 - Baggage Inspector	13.60
27008 - Corrections Officer	18.16
27010 - Court Security Officer	19.15
27030 - Detection Dog Handler	15.26
27040 - Detention Officer	18.16
27070 - Firefighter	20.15
27101 - Guard I	13.60
27102 - Guard II	15.26
27131 - Police Officer I	20.79
27132 - Police Officer II	23.09
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.74
28042 - Carnival Equipment Repairer	13.76
28043 - Carnival Worker	9.78
28210 - Gate Attendant/Gate Tender	19.23
28310 - Lifeguard	17.14
28350 - Park Attendant (Aide)	21.53
28510 - Recreation Aide/Health Facility Attendant	15.71
28515 - Recreation Specialist	26.65
28630 - Sports Official	17.14
28690 - Swimming Pool Operator	15.90
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.37
29020 - Hatch Tender	22.37
29030 - Line Handler	22.37
29041 - Stevedore I	21.00
29042 - Stevedore II	23.62
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.48
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.91
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.74

30021 - Archeological Technician I		18.63
30022 - Archeological Technician II		21.97
30023 - Archeological Technician III		25.82
30030 - Cartographic Technician		26.02
30040 - Civil Engineering Technician		26.21
30051 - Cryogenic Technician I		21.24
30052 - Cryogenic Technician II		23.46
30061 - Drafter/CAD Operator I		18.63
30062 - Drafter/CAD Operator II		20.84
30063 - Drafter/CAD Operator III		23.22
30064 - Drafter/CAD Operator IV		28.59
30081 - Engineering Technician I		16.81
30082 - Engineering Technician II		18.88
30083 - Engineering Technician III		20.03
30084 - Engineering Technician IV		25.94
30085 - Engineering Technician V		30.68
30086 - Engineering Technician VI		37.11
30090 - Environmental Technician		20.50
30095 - Evidence Control Specialist		19.18
30210 - Laboratory Technician		18.35
30221 - Latent Fingerprint Technician I		21.24
30222 - Latent Fingerprint Technician II		23.46
30240 - Mathematical Technician		26.02
30361 - Paralegal/Legal Assistant I		20.54
30362 - Paralegal/Legal Assistant II		25.45
30363 - Paralegal/Legal Assistant III		31.13
30364 - Paralegal/Legal Assistant IV		37.67
30375 - Petroleum Supply Specialist		23.46
30390 - Photo-Optics Technician		26.02
30395 - Radiation Control Technician		23.46
30461 - Technical Writer I		24.59
30462 - Technical Writer II		30.08
30463 - Technical Writer III		36.40
30491 - Unexploded Ordnance (UXO) Technician I		25.73
30492 - Unexploded Ordnance (UXO) Technician II		31.13
30493 - Unexploded Ordnance (UXO) Technician III		37.31
30494 - Unexploded (UXO) Safety Escort		25.73
30495 - Unexploded (UXO) Sweep Personnel		25.73
30501 - Weather Forecaster I		28.59
30502 - Weather Forecaster II		34.78
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.22
30621 - Weather Observer Senior	(see 2)	25.82
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		31.13
31020 - Bus Aide		12.22
31030 - Bus Driver		16.67
31043 - Driver Courier		13.26
31260 - Parking and Lot Attendant		11.09
31290 - Shuttle Bus Driver		14.28

31310 - Taxi Driver	14.26
31361 - Truckdriver Light	14.28
31362 - Truckdriver Medium	17.89
31363 - Truckdriver Heavy	18.39
31364 - Truckdriver Tractor-Trailer	18.39
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.18
99030 - Cashier	9.72
99050 - Desk Clerk	11.35
99095 - Embalmer	36.45
99130 - Flight Follower	25.73
99251 - Laboratory Animal Caretaker I	14.05
99252 - Laboratory Animal Caretaker II	15.18
99260 - Marketing Analyst	27.60
99310 - Mortician	36.45
99410 - Pest Controller	18.32
99510 - Photofinishing Worker	13.52
99710 - Recycling Laborer	14.38
99711 - Recycling Specialist	17.00
99730 - Refuse Collector	13.06
99810 - Sales Clerk	12.18
99820 - School Crossing Guard	14.68
99830 - Survey Party Chief	25.68
99831 - Surveying Aide	12.78
99832 - Surveying Technician	25.32
99840 - Vending Machine Attendant	19.11
99841 - Vending Machine Repairer	23.42
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 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.: 2015-4410
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.

State: North Carolina

Area: North Carolina Counties of Bertie Halifax Hertford Northampton Warren

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.14
01012 - Accounting Clerk II		15.88
01013 - Accounting Clerk III		17.93
01020 - Administrative Assistant		22.73
01035 - Court Reporter		18.02
01041 - Customer Service Representative I		11.57
01042 - Customer Service Representative II		13.01
01043 - Customer Service Representative III		14.19
01051 - Data Entry Operator I		13.21
01052 - Data Entry Operator II		14.42
01060 - Dispatcher Motor Vehicle		17.90
01070 - Document Preparation Clerk		14.34

01090 - Duplicating Machine Operator 14.34
01111 - General Clerk I 13.64
01112 - General Clerk II 14.88
01113 - General Clerk III 16.70
01120 - Housing Referral Assistant 20.08
01141 - Messenger Courier 12.67
01191 - Order Clerk I 13.17
01192 - Order Clerk II 14.37
01261 - Personnel Assistant (Employment) I 16.52
01262 - Personnel Assistant (Employment) II 18.48
01263 - Personnel Assistant (Employment) III 20.43
01270 - Production Control Clerk 24.81
01290 - Rental Clerk 14.98
01300 - Scheduler Maintenance 16.10
01311 - Secretary I 16.10
01312 - Secretary II 18.02
01313 - Secretary III 20.08
01320 - Service Order Dispatcher 16.49
01410 - Supply Technician 22.73
01420 - Survey Worker 15.07
01460 - Switchboard Operator/Receptionist 13.35
01531 - Travel Clerk I 11.61
01532 - Travel Clerk II 12.35
01533 - Travel Clerk III 13.17
01611 - Word Processor I 14.34
01612 - Word Processor II 16.10
01613 - Word Processor III 18.22
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.57
05010 - Automotive Electrician 18.04
05040 - Automotive Glass Installer 18.02
05070 - Automotive Worker 18.23
05110 - Mobile Equipment Servicer 16.60
05130 - Motor Equipment Metal Mechanic 19.89
05160 - Motor Equipment Metal Worker 18.23
05190 - Motor Vehicle Mechanic 20.65
05220 - Motor Vehicle Mechanic Helper 15.03
05250 - Motor Vehicle Upholstery Worker 17.24
05280 - Motor Vehicle Wrecker 18.23
05310 - Painter Automotive 18.91
05340 - Radiator Repair Specialist 18.23
05370 - Tire Repairer 14.14
05400 - Transmission Repair Specialist 20.24
07000 - Food Preparation And Service Occupations
07010 - Baker 15.62
07041 - Cook I 11.76
07042 - Cook II 13.24
07070 - Dishwasher 10.54
07130 - Food Service Worker 10.12
07210 - Meat Cutter 16.63

07260 - Waiter/Waitress	9.23
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.44
09040 - Furniture Handler	12.68
09080 - Furniture Refinisher	19.44
09090 - Furniture Refinisher Helper	14.96
09110 - Furniture Repairer Minor	17.27
09130 - Upholsterer	19.44
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.27
11060 - Elevator Operator	11.54
11090 - Gardener	15.51
11122 - Housekeeping Aide	11.20
11150 - Janitor	11.20
11210 - Laborer Grounds Maintenance	12.20
11240 - Maid or Houseman	10.96
11260 - Pruner	11.10
11270 - Tractor Operator	14.36
11330 - Trail Maintenance Worker	12.20
11360 - Window Cleaner	12.17
12000 - Health Occupations	
12010 - Ambulance Driver	17.33
12011 - Breath Alcohol Technician	19.71
12012 - Certified Occupational Therapist Assistant	27.04
12015 - Certified Physical Therapist Assistant	29.30
12020 - Dental Assistant	19.94
12025 - Dental Hygienist	35.12
12030 - EKG Technician	29.86
12035 - Electroneurodiagnostic Technologist	29.86
12040 - Emergency Medical Technician	17.33
12071 - Licensed Practical Nurse I	17.61
12072 - Licensed Practical Nurse II	19.71
12073 - Licensed Practical Nurse III	21.97
12100 - Medical Assistant	14.90
12130 - Medical Laboratory Technician	21.29
12160 - Medical Record Clerk	15.41
12190 - Medical Record Technician	18.66
12195 - Medical Transcriptionist	17.61
12210 - Nuclear Medicine Technologist	43.30
12221 - Nursing Assistant I	11.62
12222 - Nursing Assistant II	13.07
12223 - Nursing Assistant III	14.26
12224 - Nursing Assistant IV	16.01
12235 - Optical Dispenser	19.73
12236 - Optical Technician	17.61
12250 - Pharmacy Technician	15.47
12280 - Phlebotomist	16.01
12305 - Radiologic Technologist	29.34
12311 - Registered Nurse I	24.34
12312 - Registered Nurse II	29.78

12313 - Registered Nurse II Specialist		29.78
12314 - Registered Nurse III		36.03
12315 - Registered Nurse III Anesthetist		36.03
12316 - Registered Nurse IV		43.18
12317 - Scheduler (Drug and Alcohol Testing)		24.41
12320 - Substance Abuse Treatment Counselor		23.62
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.44
13012 - Exhibits Specialist II		26.54
13013 - Exhibits Specialist III		32.52
13041 - Illustrator I		19.49
13042 - Illustrator II		24.14
13043 - Illustrator III		29.54
13047 - Librarian		25.56
13050 - Library Aide/Clerk		12.41
13054 - Library Information Technology Systems Administrator		22.23
13058 - Library Technician		18.13
13061 - Media Specialist I		16.65
13062 - Media Specialist II		18.63
13063 - Media Specialist III		20.78
13071 - Photographer I		16.04
13072 - Photographer II		17.95
13073 - Photographer III		22.23
13074 - Photographer IV		27.19
13075 - Photographer V		32.91
13090 - Technical Order Library Clerk		15.11
13110 - Video Teleconference Technician		18.81
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.52
14042 - Computer Operator II		19.85
14043 - Computer Operator III		21.86
14044 - Computer Operator IV		24.28
14045 - Computer Operator V		26.89
14071 - Computer Programmer I	(see 1)	21.98
14072 - Computer Programmer II	(see 1)	25.63
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.52
14160 - Personal Computer Support Technician		27.14
14170 - System Support Specialist		26.89
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.15
15020 - Aircrew Training Devices Instructor (Rated)		37.70
15030 - Air Crew Training Devices Instructor (Pilot)		45.18
15050 - Computer Based Training Specialist / Instructor		31.15
15060 - Educational Technologist		31.98

15070 - Flight Instructor (Pilot) 45.18
15080 - Graphic Artist 23.80
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.44
15086 - Maintenance Test Pilot Rotary Wing 40.44
15088 - Non-Maintenance Test/Co-Pilot 40.44
15090 - Technical Instructor 22.97
15095 - Technical Instructor/Course Developer 28.10
15110 - Test Proctor 18.54
15120 - Tutor 18.54
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.49
16030 - Counter Attendant 9.49
16040 - Dry Cleaner 11.13
16070 - Finisher Flatwork Machine 9.49
16090 - Presser Hand 9.49
16110 - Presser Machine Drycleaning 9.49
16130 - Presser Machine Shirts 9.49
16160 - Presser Machine Wearing Apparel Laundry 9.49
16190 - Sewing Machine Operator 11.80
16220 - Tailor 12.45
16250 - Washer Machine 10.05
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.43
19040 - Tool And Die Maker 26.07
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 13.97
21030 - Material Coordinator 24.81
21040 - Material Expediter 24.81
21050 - Material Handling Laborer 11.80
21071 - Order Filler 12.60
21080 - Production Line Worker (Food Processing) 13.97
21110 - Shipping Packer 14.73
21130 - Shipping/Receiving Clerk 14.73
21140 - Store Worker I 12.94
21150 - Stock Clerk 17.32
21210 - Tools And Parts Attendant 13.97
21410 - Warehouse Specialist 13.97
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.76
23019 - Aircraft Logs and Records Technician 21.39
23021 - Aircraft Mechanic I 25.43
23022 - Aircraft Mechanic II 26.76
23023 - Aircraft Mechanic III 28.05
23040 - Aircraft Mechanic Helper 18.54
23050 - Aircraft Painter 24.09
23060 - Aircraft Servicer 21.39
23070 - Aircraft Survival Flight Equipment Technician 24.09
23080 - Aircraft Worker 22.72
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.72

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.43
23110 - Appliance Mechanic 21.43
23120 - Bicycle Repairer 17.82
23125 - Cable Splicer 27.64
23130 - Carpenter Maintenance 18.30
23140 - Carpet Layer 20.22
23160 - Electrician Maintenance 22.00
23181 - Electronics Technician Maintenance I 28.71
23182 - Electronics Technician Maintenance II 30.45
23183 - Electronics Technician Maintenance III 32.13
23260 - Fabric Worker 19.03
23290 - Fire Alarm System Mechanic 22.62
23310 - Fire Extinguisher Repairer 17.82
23311 - Fuel Distribution System Mechanic 23.53
23312 - Fuel Distribution System Operator 20.36
23370 - General Maintenance Worker 17.49
23380 - Ground Support Equipment Mechanic 25.43
23381 - Ground Support Equipment Servicer 21.39
23382 - Ground Support Equipment Worker 22.72
23391 - Gunsmith I 17.82
23392 - Gunsmith II 20.22
23393 - Gunsmith III 22.62
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.24
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.30
23430 - Heavy Equipment Mechanic 19.64
23440 - Heavy Equipment Operator 18.97
23460 - Instrument Mechanic 23.85
23465 - Laboratory/Shelter Mechanic 21.43
23470 - Laborer 11.72
23510 - Locksmith 21.43
23530 - Machinery Maintenance Mechanic 25.07
23550 - Machinist Maintenance 24.01
23580 - Maintenance Trades Helper 15.39
23591 - Metrology Technician I 23.85
23592 - Metrology Technician II 25.05
23593 - Metrology Technician III 25.31
23640 - Millwright 22.62
23710 - Office Appliance Repairer 20.93
23760 - Painter Maintenance 17.41
23790 - Pipefitter Maintenance 22.99
23810 - Plumber Maintenance 21.78
23820 - Pneudraulic Systems Mechanic 22.62
23850 - Rigger 22.62
23870 - Scale Mechanic 20.22
23890 - Sheet-Metal Worker Maintenance 25.03
23910 - Small Engine Mechanic 20.22
23931 - Telecommunications Mechanic I 24.71

23932 - Telecommunications Mechanic II	26.02
23950 - Telephone Lineman	24.16
23960 - Welder Combination Maintenance	18.97
23965 - Well Driller	22.62
23970 - Woodcraft Worker	22.62
23980 - Woodworker	17.82
24000 - Personal Needs Occupations	
24550 - Case Manager	15.63
24570 - Child Care Attendant	12.94
24580 - Child Care Center Clerk	15.99
24610 - Chore Aide	10.86
24620 - Family Readiness And Support Services Coordinator	15.63
24630 - Homemaker	16.01
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.94
25040 - Sewage Plant Operator	18.03
25070 - Stationary Engineer	25.94
25190 - Ventilation Equipment Tender	18.90
25210 - Water Treatment Plant Operator	18.03
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.86
27007 - Baggage Inspector	13.60
27008 - Corrections Officer	18.03
27010 - Court Security Officer	19.15
27030 - Detection Dog Handler	15.26
27040 - Detention Officer	18.03
27070 - Firefighter	20.15
27101 - Guard I	13.60
27102 - Guard II	15.26
27131 - Police Officer I	20.79
27132 - Police Officer II	23.09
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.74
28042 - Carnival Equipment Repairer	13.76
28043 - Carnival Worker	9.78
28210 - Gate Attendant/Gate Tender	17.48
28310 - Lifeguard	15.58
28350 - Park Attendant (Aide)	19.57
28510 - Recreation Aide/Health Facility Attendant	14.28
28515 - Recreation Specialist	24.23
28630 - Sports Official	15.58
28690 - Swimming Pool Operator	15.90
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.37
29020 - Hatch Tender	22.37
29030 - Line Handler	22.37
29041 - Stevedore I	21.00
29042 - Stevedore II	23.62
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 18.63
30022 - Archeological Technician II 21.97
30023 - Archeological Technician III 25.82
30030 - Cartographic Technician 26.02
30040 - Civil Engineering Technician 25.17
30051 - Cryogenic Technician I 21.24
30052 - Cryogenic Technician II 23.46
30061 - Drafter/CAD Operator I 18.63
30062 - Drafter/CAD Operator II 20.84
30063 - Drafter/CAD Operator III 23.22
30064 - Drafter/CAD Operator IV 28.59
30081 - Engineering Technician I 16.81
30082 - Engineering Technician II 18.88
30083 - Engineering Technician III 20.03
30084 - Engineering Technician IV 25.94
30085 - Engineering Technician V 30.68
30086 - Engineering Technician VI 37.11
30090 - Environmental Technician 20.50
30095 - Evidence Control Specialist 19.18
30210 - Laboratory Technician 18.35
30221 - Latent Fingerprint Technician I 21.24
30222 - Latent Fingerprint Technician II 23.46
30240 - Mathematical Technician 26.02
30361 - Paralegal/Legal Assistant I 19.85
30362 - Paralegal/Legal Assistant II 25.13
30363 - Paralegal/Legal Assistant III 30.71
30364 - Paralegal/Legal Assistant IV 37.15
30375 - Petroleum Supply Specialist 23.46
30390 - Photo-Optics Technician 26.02
30395 - Radiation Control Technician 23.46
30461 - Technical Writer I 24.59
30462 - Technical Writer II 30.08
30463 - Technical Writer III 36.40
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 28.59
30502 - Weather Forecaster II 34.78
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.22
30621 - Weather Observer Senior (see 2) 25.82
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.22
31030 - Bus Driver 16.67

31043 - Driver Courier	13.26
31260 - Parking and Lot Attendant	11.09
31290 - Shuttle Bus Driver	14.28
31310 - Taxi Driver	13.79
31361 - Truckdriver Light	14.28
31362 - Truckdriver Medium	17.89
31363 - Truckdriver Heavy	18.39
31364 - Truckdriver Tractor-Trailer	18.39
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.28
99050 - Desk Clerk	11.25
99095 - Embalmer	36.45
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.11
99252 - Laboratory Animal Caretaker II	14.12
99260 - Marketing Analyst	27.60
99310 - Mortician	36.45
99410 - Pest Controller	18.32
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	14.38
99711 - Recycling Specialist	17.00
99730 - Refuse Collector	13.06
99810 - Sales Clerk	12.18
99820 - School Crossing Guard	14.41
99830 - Survey Party Chief	23.35
99831 - Surveying Aide	11.62
99832 - Surveying Technician	23.02
99840 - Vending Machine Attendant	18.77
99841 - Vending Machine Repairer	23.01
99842 - Vending Machine Repairer Helper	18.77

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

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 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.: 2015-4411
Revision No.: 15
Date Of Last Revision: 04/20/2021

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: North Carolina

Area: North Carolina Counties of Anson Cleveland Stanly Wilkes

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.36
01012 - Accounting Clerk II		16.13
01013 - Accounting Clerk III		18.04
01020 - Administrative Assistant		26.85
01035 - Court Reporter		19.88
01041 - Customer Service Representative I		13.64
01042 - Customer Service Representative II		15.32
01043 - Customer Service Representative III		16.72
01051 - Data Entry Operator I		13.36
01052 - Data Entry Operator II		14.58
01060 - Dispatcher Motor Vehicle		18.91
01070 - Document Preparation Clerk		15.83
01090 - Duplicating Machine Operator		15.83
01111 - General Clerk I		13.42
01112 - General Clerk II		14.64

01113 - General Clerk III 16.44
01120 - Housing Referral Assistant 22.66
01141 - Messenger Courier 13.62
01191 - Order Clerk I 15.11
01192 - Order Clerk II 16.49
01261 - Personnel Assistant (Employment) I 16.02
01262 - Personnel Assistant (Employment) II 17.92
01263 - Personnel Assistant (Employment) III 19.98
01270 - Production Control Clerk 21.59
01290 - Rental Clerk 15.24
01300 - Scheduler Maintenance 17.63
01311 - Secretary I 17.63
01312 - Secretary II 19.88
01313 - Secretary III 22.66
01320 - Service Order Dispatcher 16.82
01410 - Supply Technician 26.85
01420 - Survey Worker 18.35
01460 - Switchboard Operator/Receptionist 13.96
01531 - Travel Clerk I 12.07
01532 - Travel Clerk II 12.84
01533 - Travel Clerk III 13.68
01611 - Word Processor I 14.65
01612 - Word Processor II 16.59
01613 - Word Processor III 18.55
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.91
05010 - Automotive Electrician 20.99
05040 - Automotive Glass Installer 19.38
05070 - Automotive Worker 19.87
05110 - Mobile Equipment Servicer 17.29
05130 - Motor Equipment Metal Mechanic 22.06
05160 - Motor Equipment Metal Worker 19.87
05190 - Motor Vehicle Mechanic 22.06
05220 - Motor Vehicle Mechanic Helper 16.29
05250 - Motor Vehicle Upholstery Worker 18.92
05280 - Motor Vehicle Wrecker 19.87
05310 - Painter Automotive 20.99
05340 - Radiator Repair Specialist 19.87
05370 - Tire Repairer 14.07
05400 - Transmission Repair Specialist 22.06
07000 - Food Preparation And Service Occupations
07010 - Baker 12.24
07041 - Cook I 11.97
07042 - Cook II 13.51
07070 - Dishwasher 9.75
07130 - Food Service Worker 10.61
07210 - Meat Cutter 15.21
07260 - Waiter/Waitress 9.15
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 16.96

09040 - Furniture Handler 11.19
09080 - Furniture Refinisher 16.92
09090 - Furniture Refinisher Helper 13.21
09110 - Furniture Repairer Minor 15.10
09130 - Upholsterer 16.99
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.57
11060 - Elevator Operator 11.57
11090 - Gardener 15.96
11122 - Housekeeping Aide 11.93
11150 - Janitor 11.93
11210 - Laborer Grounds Maintenance 12.53
11240 - Maid or Houseman 10.13
11260 - Pruner 11.35
11270 - Tractor Operator 14.88
11330 - Trail Maintenance Worker 12.53
11360 - Window Cleaner 13.17
12000 - Health Occupations
12010 - Ambulance Driver 18.67
12011 - Breath Alcohol Technician 19.88
12012 - Certified Occupational Therapist Assistant 29.82
12015 - Certified Physical Therapist Assistant 29.47
12020 - Dental Assistant 21.12
12025 - Dental Hygienist 35.23
12030 - EKG Technician 30.13
12035 - Electroneurodiagnostic Technologist 30.13
12040 - Emergency Medical Technician 18.67
12071 - Licensed Practical Nurse I 17.78
12072 - Licensed Practical Nurse II 19.88
12073 - Licensed Practical Nurse III 22.16
12100 - Medical Assistant 16.97
12130 - Medical Laboratory Technician 25.18
12160 - Medical Record Clerk 14.52
12190 - Medical Record Technician 17.55
12195 - Medical Transcriptionist 17.78
12210 - Nuclear Medicine Technologist 33.67
12221 - Nursing Assistant I 11.65
12222 - Nursing Assistant II 13.09
12223 - Nursing Assistant III 14.29
12224 - Nursing Assistant IV 16.05
12235 - Optical Dispenser 18.46
12236 - Optical Technician 17.78
12250 - Pharmacy Technician 14.68
12280 - Phlebotomist 16.13
12305 - Radiologic Technologist 27.58
12311 - Registered Nurse I 25.23
12312 - Registered Nurse II 30.86
12313 - Registered Nurse II Specialist 30.86
12314 - Registered Nurse III 37.35
12315 - Registered Nurse III Anesthetist 37.35

12316 - Registered Nurse IV		44.75
12317 - Scheduler (Drug and Alcohol Testing)		24.62
12320 - Substance Abuse Treatment Counselor		22.77
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.52
13012 - Exhibits Specialist II		22.94
13013 - Exhibits Specialist III		28.07
13041 - Illustrator I		18.52
13042 - Illustrator II		22.94
13043 - Illustrator III		28.07
13047 - Librarian		25.41
13050 - Library Aide/Clerk		12.16
13054 - Library Information Technology Systems Administrator		22.94
13058 - Library Technician		15.93
13061 - Media Specialist I		16.56
13062 - Media Specialist II		18.52
13063 - Media Specialist III		20.64
13071 - Photographer I		16.56
13072 - Photographer II		18.52
13073 - Photographer III		22.94
13074 - Photographer IV		28.07
13075 - Photographer V		33.96
13090 - Technical Order Library Clerk		15.27
13110 - Video Teleconference Technician		18.01
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.13
14042 - Computer Operator II		20.28
14043 - Computer Operator III		22.62
14044 - Computer Operator IV		25.14
14045 - Computer Operator V		27.83
14071 - Computer Programmer I	(see 1)	21.70
14072 - Computer Programmer II	(see 1)	26.95
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.13
14160 - Personal Computer Support Technician		25.14
14170 - System Support Specialist		28.28
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.35
15020 - Aircrew Training Devices Instructor (Rated)		35.52
15030 - Air Crew Training Devices Instructor (Pilot)		42.56
15050 - Computer Based Training Specialist / Instructor		29.35
15060 - Educational Technologist		28.26
15070 - Flight Instructor (Pilot)		42.56
15080 - Graphic Artist		24.05
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 24.46
15095 - Technical Instructor/Course Developer 29.92
15110 - Test Proctor 19.74
15120 - Tutor 19.74
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.30
16030 - Counter Attendant 10.30
16040 - Dry Cleaner 12.66
16070 - Finisher Flatwork Machine 10.30
16090 - Presser Hand 10.30
16110 - Presser Machine Drycleaning 10.30
16130 - Presser Machine Shirts 10.30
16160 - Presser Machine Wearing Apparel Laundry 10.30
16190 - Sewing Machine Operator 13.43
16220 - Tailor 14.18
16250 - Washer Machine 11.00
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.41
19040 - Tool And Die Maker 23.65
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.60
21030 - Material Coordinator 21.59
21040 - Material Expediter 21.59
21050 - Material Handling Laborer 13.21
21071 - Order Filler 13.02
21080 - Production Line Worker (Food Processing) 17.60
21110 - Shipping Packer 15.49
21130 - Shipping/Receiving Clerk 15.49
21140 - Store Worker I 12.38
21150 - Stock Clerk 16.82
21210 - Tools And Parts Attendant 17.60
21410 - Warehouse Specialist 17.60
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.20
23019 - Aircraft Logs and Records Technician 20.27
23021 - Aircraft Mechanic I 23.96
23022 - Aircraft Mechanic II 25.20
23023 - Aircraft Mechanic III 26.40
23040 - Aircraft Mechanic Helper 17.76
23050 - Aircraft Painter 22.71
23060 - Aircraft Servicer 20.27
23070 - Aircraft Survival Flight Equipment Technician 22.71
23080 - Aircraft Worker 21.47
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.47
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.96
23110 - Appliance Mechanic 19.61

23120 - Bicycle Repairer 17.33
23125 - Cable Splicer 29.03
23130 - Carpenter Maintenance 17.03
23140 - Carpet Layer 19.55
23160 - Electrician Maintenance 22.05
23181 - Electronics Technician Maintenance I 22.97
23182 - Electronics Technician Maintenance II 24.30
23183 - Electronics Technician Maintenance III 25.65
23260 - Fabric Worker 18.46
23290 - Fire Alarm System Mechanic 22.40
23310 - Fire Extinguisher Repairer 17.33
23311 - Fuel Distribution System Mechanic 26.94
23312 - Fuel Distribution System Operator 22.32
23370 - General Maintenance Worker 18.18
23380 - Ground Support Equipment Mechanic 23.96
23381 - Ground Support Equipment Servicer 20.27
23382 - Ground Support Equipment Worker 21.47
23391 - Gunsmith I 17.33
23392 - Gunsmith II 19.55
23393 - Gunsmith III 21.83
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.70
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.76
23430 - Heavy Equipment Mechanic 20.60
23440 - Heavy Equipment Operator 18.39
23460 - Instrument Mechanic 27.79
23465 - Laboratory/Shelter Mechanic 20.68
23470 - Laborer 13.21
23510 - Locksmith 20.41
23530 - Machinery Maintenance Mechanic 23.07
23550 - Machinist Maintenance 21.17
23580 - Maintenance Trades Helper 13.37
23591 - Metrology Technician I 27.79
23592 - Metrology Technician II 29.22
23593 - Metrology Technician III 30.61
23640 - Millwright 26.05
23710 - Office Appliance Repairer 22.29
23760 - Painter Maintenance 15.52
23790 - Pipefitter Maintenance 20.62
23810 - Plumber Maintenance 18.41
23820 - Pneudraulic Systems Mechanic 21.83
23850 - Rigger 21.83
23870 - Scale Mechanic 19.55
23890 - Sheet-Metal Worker Maintenance 19.04
23910 - Small Engine Mechanic 18.30
23931 - Telecommunications Mechanic I 25.39
23932 - Telecommunications Mechanic II 26.65
23950 - Telephone Lineman 24.55
23960 - Welder Combination Maintenance 19.39

23965 - Well Driller		21.83
23970 - Woodcraft Worker		21.83
23980 - Woodworker		17.33
24000 - Personal Needs Occupations		
24550 - Case Manager		16.80
24570 - Child Care Attendant		10.44
24580 - Child Care Center Clerk		13.02
24610 - Chore Aide		10.46
24620 - Family Readiness And Support Services Coordinator		16.80
24630 - Homemaker		16.80
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		25.04
25040 - Sewage Plant Operator		18.58
25070 - Stationary Engineer		25.04
25190 - Ventilation Equipment Tender		18.55
25210 - Water Treatment Plant Operator		18.58
27000 - Protective Service Occupations		
27004 - Alarm Monitor		16.47
27007 - Baggage Inspector		14.36
27008 - Corrections Officer		18.88
27010 - Court Security Officer		18.30
27030 - Detection Dog Handler		16.06
27040 - Detention Officer		18.88
27070 - Firefighter		18.54
27101 - Guard I		14.36
27102 - Guard II		16.06
27131 - Police Officer I		19.63
27132 - Police Officer II		21.81
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.00
28042 - Carnival Equipment Repairer		12.88
28043 - Carnival Worker		9.16
28210 - Gate Attendant/Gate Tender		16.75
28310 - Lifeguard		13.72
28350 - Park Attendant (Aide)		18.73
28510 - Recreation Aide/Health Facility Attendant		13.67
28515 - Recreation Specialist		22.48
28630 - Sports Official		14.92
28690 - Swimming Pool Operator		17.14
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		25.72
29020 - Hatch Tender		25.72
29030 - Line Handler		25.72
29041 - Stevedore I		24.30
29042 - Stevedore II		27.21
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	41.86
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	28.86
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	31.79

30021 - Archeological Technician I		16.27
30022 - Archeological Technician II		18.89
30023 - Archeological Technician III		23.01
30030 - Cartographic Technician		23.07
30040 - Civil Engineering Technician		24.89
30051 - Cryogenic Technician I		24.97
30052 - Cryogenic Technician II		27.58
30061 - Drafter/CAD Operator I		16.27
30062 - Drafter/CAD Operator II		18.89
30063 - Drafter/CAD Operator III		20.96
30064 - Drafter/CAD Operator IV		24.97
30081 - Engineering Technician I		15.07
30082 - Engineering Technician II		16.92
30083 - Engineering Technician III		18.92
30084 - Engineering Technician IV		23.44
30085 - Engineering Technician V		28.68
30086 - Engineering Technician VI		34.70
30090 - Environmental Technician		22.54
30095 - Evidence Control Specialist		22.54
30210 - Laboratory Technician		21.12
30221 - Latent Fingerprint Technician I		24.97
30222 - Latent Fingerprint Technician II		27.58
30240 - Mathematical Technician		23.04
30361 - Paralegal/Legal Assistant I		19.67
30362 - Paralegal/Legal Assistant II		24.37
30363 - Paralegal/Legal Assistant III		29.81
30364 - Paralegal/Legal Assistant IV		36.07
30375 - Petroleum Supply Specialist		27.58
30390 - Photo-Optics Technician		23.07
30395 - Radiation Control Technician		27.58
30461 - Technical Writer I		22.54
30462 - Technical Writer II		27.58
30463 - Technical Writer III		33.37
30491 - Unexploded Ordnance (UXO) Technician I		26.61
30492 - Unexploded Ordnance (UXO) Technician II		32.19
30493 - Unexploded Ordnance (UXO) Technician III		38.58
30494 - Unexploded (UXO) Safety Escort		26.61
30495 - Unexploded (UXO) Sweep Personnel		26.61
30501 - Weather Forecaster I		24.97
30502 - Weather Forecaster II		30.37
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	20.96
30621 - Weather Observer Senior	(see 2)	22.54
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		32.19
31020 - Bus Aide		14.27
31030 - Bus Driver		19.38
31043 - Driver Courier		15.70
31260 - Parking and Lot Attendant		11.58
31290 - Shuttle Bus Driver		16.78

31310 - Taxi Driver	14.17
31361 - Truckdriver Light	16.78
31362 - Truckdriver Medium	18.59
31363 - Truckdriver Heavy	20.87
31364 - Truckdriver Tractor-Trailer	20.87
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.69
99030 - Cashier	9.50
99050 - Desk Clerk	10.97
99095 - Embalmer	31.43
99130 - Flight Follower	26.61
99251 - Laboratory Animal Caretaker I	11.95
99252 - Laboratory Animal Caretaker II	12.82
99260 - Marketing Analyst	26.19
99310 - Mortician	31.43
99410 - Pest Controller	15.91
99510 - Photofinishing Worker	13.98
99710 - Recycling Laborer	14.56
99711 - Recycling Specialist	17.29
99730 - Refuse Collector	13.19
99810 - Sales Clerk	11.52
99820 - School Crossing Guard	13.92
99830 - Survey Party Chief	20.81
99831 - Surveying Aide	14.04
99832 - Surveying Technician	19.22
99840 - Vending Machine Attendant	15.86
99841 - Vending Machine Repairer	18.85
99842 - Vending Machine Repairer Helper	15.86

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 weeks after 15 years. Length of service includes the whole span of continuous service 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.: 2015-4412
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.

State: North Carolina

Area: North Carolina Counties of Anson Cleveland Stanly Wilkes

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.15
01012 - Accounting Clerk II		15.88
01013 - Accounting Clerk III		17.76
01020 - Administrative Assistant		26.85
01035 - Court Reporter		19.88
01041 - Customer Service Representative I		12.40
01042 - Customer Service Representative II		13.93
01043 - Customer Service Representative III		15.20
01051 - Data Entry Operator I		13.08
01052 - Data Entry Operator II		14.27
01060 - Dispatcher Motor Vehicle		17.88
01070 - Document Preparation Clerk		14.39

01090 - Duplicating Machine Operator 14.39
01111 - General Clerk I 13.19
01112 - General Clerk II 14.38
01113 - General Clerk III 16.15
01120 - Housing Referral Assistant 22.66
01141 - Messenger Courier 12.87
01191 - Order Clerk I 15.11
01192 - Order Clerk II 16.49
01261 - Personnel Assistant (Employment) I 16.02
01262 - Personnel Assistant (Employment) II 17.92
01263 - Personnel Assistant (Employment) III 19.98
01270 - Production Control Clerk 21.59
01290 - Rental Clerk 15.24
01300 - Scheduler Maintenance 17.63
01311 - Secretary I 17.63
01312 - Secretary II 19.88
01313 - Secretary III 22.66
01320 - Service Order Dispatcher 15.29
01410 - Supply Technician 26.85
01420 - Survey Worker 18.35
01460 - Switchboard Operator/Receptionist 13.87
01531 - Travel Clerk I 11.60
01532 - Travel Clerk II 12.35
01533 - Travel Clerk III 13.17
01611 - Word Processor I 14.61
01612 - Word Processor II 16.59
01613 - Word Processor III 18.55
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.91
05010 - Automotive Electrician 20.99
05040 - Automotive Glass Installer 19.38
05070 - Automotive Worker 19.87
05110 - Mobile Equipment Servicer 17.29
05130 - Motor Equipment Metal Mechanic 22.06
05160 - Motor Equipment Metal Worker 19.87
05190 - Motor Vehicle Mechanic 22.06
05220 - Motor Vehicle Mechanic Helper 16.29
05250 - Motor Vehicle Upholstery Worker 18.92
05280 - Motor Vehicle Wrecker 19.87
05310 - Painter Automotive 20.99
05340 - Radiator Repair Specialist 19.87
05370 - Tire Repairer 13.72
05400 - Transmission Repair Specialist 22.06
07000 - Food Preparation And Service Occupations
07010 - Baker 12.13
07041 - Cook I 11.48
07042 - Cook II 12.95
07070 - Dishwasher 9.36
07130 - Food Service Worker 9.74
07210 - Meat Cutter 15.21

07260 - Waiter/Waitress	9.15
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.37
09040 - Furniture Handler	10.92
09080 - Furniture Refinisher	15.38
09090 - Furniture Refinisher Helper	12.01
09110 - Furniture Repairer Minor	13.73
09130 - Upholsterer	16.28
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.03
11060 - Elevator Operator	11.03
11090 - Gardener	14.82
11122 - Housekeeping Aide	11.62
11150 - Janitor	11.62
11210 - Laborer Grounds Maintenance	12.06
11240 - Maid or Houseman	9.33
11260 - Pruner	10.75
11270 - Tractor Operator	14.36
11330 - Trail Maintenance Worker	12.06
11360 - Window Cleaner	13.11
12000 - Health Occupations	
12010 - Ambulance Driver	18.67
12011 - Breath Alcohol Technician	19.46
12012 - Certified Occupational Therapist Assistant	29.82
12015 - Certified Physical Therapist Assistant	29.47
12020 - Dental Assistant	19.93
12025 - Dental Hygienist	35.23
12030 - EKG Technician	29.34
12035 - Electroneurodiagnostic Technologist	29.34
12040 - Emergency Medical Technician	18.67
12071 - Licensed Practical Nurse I	17.39
12072 - Licensed Practical Nurse II	19.46
12073 - Licensed Practical Nurse III	21.69
12100 - Medical Assistant	15.91
12130 - Medical Laboratory Technician	24.36
12160 - Medical Record Clerk	14.26
12190 - Medical Record Technician	17.55
12195 - Medical Transcriptionist	16.93
12210 - Nuclear Medicine Technologist	33.53
12221 - Nursing Assistant I	11.38
12222 - Nursing Assistant II	12.79
12223 - Nursing Assistant III	13.96
12224 - Nursing Assistant IV	15.67
12235 - Optical Dispenser	18.46
12236 - Optical Technician	17.39
12250 - Pharmacy Technician	14.22
12280 - Phlebotomist	15.11
12305 - Radiologic Technologist	27.07
12311 - Registered Nurse I	24.48
12312 - Registered Nurse II	29.93

12313 - Registered Nurse II Specialist		29.93
12314 - Registered Nurse III		36.21
12315 - Registered Nurse III Anesthetist		36.21
12316 - Registered Nurse IV		43.41
12317 - Scheduler (Drug and Alcohol Testing)		24.11
12320 - Substance Abuse Treatment Counselor		22.42
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.17
13012 - Exhibits Specialist II		22.52
13013 - Exhibits Specialist III		27.55
13041 - Illustrator I		18.17
13042 - Illustrator II		22.52
13043 - Illustrator III		27.55
13047 - Librarian		24.94
13050 - Library Aide/Clerk		12.16
13054 - Library Information Technology Systems Administrator		22.52
13058 - Library Technician		14.48
13061 - Media Specialist I		16.25
13062 - Media Specialist II		18.17
13063 - Media Specialist III		20.26
13071 - Photographer I		15.85
13072 - Photographer II		17.73
13073 - Photographer III		21.96
13074 - Photographer IV		26.87
13075 - Photographer V		32.51
13090 - Technical Order Library Clerk		15.27
13110 - Video Teleconference Technician		18.01
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.48
14042 - Computer Operator II		18.44
14043 - Computer Operator III		20.56
14044 - Computer Operator IV		22.85
14045 - Computer Operator V		25.30
14071 - Computer Programmer I	(see 1)	21.04
14072 - Computer Programmer II	(see 1)	26.95
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		16.48
14160 - Personal Computer Support Technician		22.85
14170 - System Support Specialist		26.58
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.05
15020 - Aircrew Training Devices Instructor (Rated)		33.93
15030 - Air Crew Training Devices Instructor (Pilot)		40.68
15050 - Computer Based Training Specialist / Instructor		28.05
15060 - Educational Technologist		27.92

15070 - Flight Instructor (Pilot) 40.68
15080 - Graphic Artist 24.05
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.68
15086 - Maintenance Test Pilot Rotary Wing 40.68
15088 - Non-Maintenance Test/Co-Pilot 40.68
15090 - Technical Instructor 24.46
15095 - Technical Instructor/Course Developer 29.92
15110 - Test Proctor 19.74
15120 - Tutor 19.74
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.98
16030 - Counter Attendant 9.98
16040 - Dry Cleaner 12.27
16070 - Finisher Flatwork Machine 9.98
16090 - Presser Hand 9.98
16110 - Presser Machine Drycleaning 9.98
16130 - Presser Machine Shirts 9.98
16160 - Presser Machine Wearing Apparel Laundry 9.98
16190 - Sewing Machine Operator 13.01
16220 - Tailor 13.74
16250 - Washer Machine 10.66
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.41
19040 - Tool And Die Maker 23.65
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.62
21030 - Material Coordinator 21.59
21040 - Material Expediter 21.59
21050 - Material Handling Laborer 12.75
21071 - Order Filler 13.02
21080 - Production Line Worker (Food Processing) 16.62
21110 - Shipping Packer 14.62
21130 - Shipping/Receiving Clerk 14.62
21140 - Store Worker I 12.08
21150 - Stock Clerk 16.46
21210 - Tools And Parts Attendant 16.62
21410 - Warehouse Specialist 16.62
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.20
23019 - Aircraft Logs and Records Technician 20.27
23021 - Aircraft Mechanic I 23.96
23022 - Aircraft Mechanic II 25.20
23023 - Aircraft Mechanic III 26.40
23040 - Aircraft Mechanic Helper 17.76
23050 - Aircraft Painter 22.71
23060 - Aircraft Servicer 20.27
23070 - Aircraft Survival Flight Equipment Technician 22.71
23080 - Aircraft Worker 21.47
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.47

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.96
23110 - Appliance Mechanic 19.61
23120 - Bicycle Repairer 17.33
23125 - Cable Splicer 28.23
23130 - Carpenter Maintenance 16.75
23140 - Carpet Layer 19.55
23160 - Electrician Maintenance 21.51
23181 - Electronics Technician Maintenance I 22.97
23182 - Electronics Technician Maintenance II 24.30
23183 - Electronics Technician Maintenance III 25.65
23260 - Fabric Worker 18.46
23290 - Fire Alarm System Mechanic 22.40
23310 - Fire Extinguisher Repairer 17.33
23311 - Fuel Distribution System Mechanic 26.94
23312 - Fuel Distribution System Operator 22.32
23370 - General Maintenance Worker 17.99
23380 - Ground Support Equipment Mechanic 23.96
23381 - Ground Support Equipment Servicer 20.27
23382 - Ground Support Equipment Worker 21.47
23391 - Gunsmith I 17.33
23392 - Gunsmith II 19.55
23393 - Gunsmith III 21.83
23410 - Heating Ventilation And Air-Conditioning Mechanic 19.95
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 20.96
23430 - Heavy Equipment Mechanic 20.60
23440 - Heavy Equipment Operator 18.39
23460 - Instrument Mechanic 27.79
23465 - Laboratory/Shelter Mechanic 20.68
23470 - Laborer 12.75
23510 - Locksmith 20.08
23530 - Machinery Maintenance Mechanic 22.08
23550 - Machinist Maintenance 21.17
23580 - Maintenance Trades Helper 12.80
23591 - Metrology Technician I 27.79
23592 - Metrology Technician II 29.22
23593 - Metrology Technician III 30.61
23640 - Millwright 26.05
23710 - Office Appliance Repairer 22.29
23760 - Painter Maintenance 15.52
23790 - Pipefitter Maintenance 20.62
23810 - Plumber Maintenance 18.41
23820 - Pneudraulic Systems Mechanic 21.83
23850 - Rigger 21.83
23870 - Scale Mechanic 19.55
23890 - Sheet-Metal Worker Maintenance 17.31
23910 - Small Engine Mechanic 18.01
23931 - Telecommunications Mechanic I 25.39

23932 - Telecommunications Mechanic II 26.65
23950 - Telephone Lineman 24.55
23960 - Welder Combination Maintenance 19.17
23965 - Well Driller 21.83
23970 - Woodcraft Worker 21.83
23980 - Woodworker 17.33
24000 - Personal Needs Occupations
24550 - Case Manager 16.08
24570 - Child Care Attendant 10.44
24580 - Child Care Center Clerk 13.02
24610 - Chore Aide 10.46
24620 - Family Readiness And Support Services Coordinator 16.08
24630 - Homemaker 16.08
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 25.04
25040 - Sewage Plant Operator 17.69
25070 - Stationary Engineer 25.04
25190 - Ventilation Equipment Tender 18.55
25210 - Water Treatment Plant Operator 17.69
27000 - Protective Service Occupations
27004 - Alarm Monitor 16.04
27007 - Baggage Inspector 14.03
27008 - Corrections Officer 18.78
27010 - Court Security Officer 18.30
27030 - Detection Dog Handler 15.70
27040 - Detention Officer 18.78
27070 - Firefighter 18.54
27101 - Guard I 14.03
27102 - Guard II 15.70
27131 - Police Officer I 19.63
27132 - Police Officer II 21.81
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 11.96
28042 - Carnival Equipment Repairer 12.84
28043 - Carnival Worker 9.10
28210 - Gate Attendant/Gate Tender 16.75
28310 - Lifeguard 13.72
28350 - Park Attendant (Aide) 18.73
28510 - Recreation Aide/Health Facility Attendant 13.67
28515 - Recreation Specialist 22.24
28630 - Sports Official 14.92
28690 - Swimming Pool Operator 17.14
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 25.72
29020 - Hatch Tender 25.72
29030 - Line Handler 25.72
29041 - Stevedore I 24.30
29042 - Stevedore II 27.21
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 41.44
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 28.58
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 31.48
30021 - Archeological Technician I 16.27
30022 - Archeological Technician II 18.89
30023 - Archeological Technician III 23.01
30030 - Cartographic Technician 23.07
30040 - Civil Engineering Technician 24.89
30051 - Cryogenic Technician I 24.97
30052 - Cryogenic Technician II 27.58
30061 - Drafter/CAD Operator I 16.27
30062 - Drafter/CAD Operator II 18.89
30063 - Drafter/CAD Operator III 20.96
30064 - Drafter/CAD Operator IV 24.97
30081 - Engineering Technician I 15.07
30082 - Engineering Technician II 16.92
30083 - Engineering Technician III 18.92
30084 - Engineering Technician IV 23.44
30085 - Engineering Technician V 28.68
30086 - Engineering Technician VI 34.70
30090 - Environmental Technician 22.54
30095 - Evidence Control Specialist 22.54
30210 - Laboratory Technician 20.99
30221 - Latent Fingerprint Technician I 24.97
30222 - Latent Fingerprint Technician II 27.58
30240 - Mathematical Technician 23.04
30361 - Paralegal/Legal Assistant I 18.43
30362 - Paralegal/Legal Assistant II 22.83
30363 - Paralegal/Legal Assistant III 27.93
30364 - Paralegal/Legal Assistant IV 33.79
30375 - Petroleum Supply Specialist 27.58
30390 - Photo-Optics Technician 23.07
30395 - Radiation Control Technician 27.58
30461 - Technical Writer I 22.54
30462 - Technical Writer II 27.58
30463 - Technical Writer III 33.37
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 24.97
30502 - Weather Forecaster II 30.37
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.96
30621 - Weather Observer Senior (see 2) 22.54
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 31.87
31020 - Bus Aide 14.27
31030 - Bus Driver 19.38

31043 - Driver Courier	15.70
31260 - Parking and Lot Attendant	10.87
31290 - Shuttle Bus Driver	16.78
31310 - Taxi Driver	12.88
31361 - Truckdriver Light	16.78
31362 - Truckdriver Medium	18.59
31363 - Truckdriver Heavy	20.57
31364 - Truckdriver Tractor-Trailer	20.57
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.54
99030 - Cashier	9.50
99050 - Desk Clerk	10.24
99095 - Embalmer	31.43
99130 - Flight Follower	26.34
99251 - Laboratory Animal Caretaker I	11.95
99252 - Laboratory Animal Caretaker II	12.82
99260 - Marketing Analyst	26.16
99310 - Mortician	31.43
99410 - Pest Controller	15.91
99510 - Photofinishing Worker	13.84
99710 - Recycling Laborer	14.34
99711 - Recycling Specialist	16.99
99730 - Refuse Collector	12.82
99810 - Sales Clerk	11.51
99820 - School Crossing Guard	13.59
99830 - Survey Party Chief	20.81
99831 - Surveying Aide	14.04
99832 - Surveying Technician	19.22
99840 - Vending Machine Attendant	14.42
99841 - Vending Machine Repairer	17.14
99842 - Vending Machine Repairer Helper	14.42

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

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 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.: 2015-4413
Revision No.: 15
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Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: North Carolina

Area: North Carolina Counties of Lee Moore Richmond

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.36
01012 - Accounting Clerk II		16.13
01013 - Accounting Clerk III		18.04
01020 - Administrative Assistant		25.91
01035 - Court Reporter		18.41
01041 - Customer Service Representative I		13.64
01042 - Customer Service Representative II		15.32
01043 - Customer Service Representative III		16.72
01051 - Data Entry Operator I		13.36
01052 - Data Entry Operator II		14.58
01060 - Dispatcher Motor Vehicle		18.82
01070 - Document Preparation Clerk		15.83
01090 - Duplicating Machine Operator		15.83
01111 - General Clerk I		13.42
01112 - General Clerk II		14.64

01113 - General Clerk III 16.44
01120 - Housing Referral Assistant 20.51
01141 - Messenger Courier 13.62
01191 - Order Clerk I 15.11
01192 - Order Clerk II 16.49
01261 - Personnel Assistant (Employment) I 16.02
01262 - Personnel Assistant (Employment) II 17.92
01263 - Personnel Assistant (Employment) III 19.98
01270 - Production Control Clerk 21.59
01290 - Rental Clerk 12.05
01300 - Scheduler Maintenance 16.46
01311 - Secretary I 16.46
01312 - Secretary II 18.41
01313 - Secretary III 20.51
01320 - Service Order Dispatcher 16.82
01410 - Supply Technician 25.91
01420 - Survey Worker 14.35
01460 - Switchboard Operator/Receptionist 13.96
01531 - Travel Clerk I 12.07
01532 - Travel Clerk II 12.84
01533 - Travel Clerk III 13.68
01611 - Word Processor I 14.65
01612 - Word Processor II 16.46
01613 - Word Processor III 18.41
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.71
05010 - Automotive Electrician 19.33
05040 - Automotive Glass Installer 17.76
05070 - Automotive Worker 17.76
05110 - Mobile Equipment Servicer 15.82
05130 - Motor Equipment Metal Mechanic 19.71
05160 - Motor Equipment Metal Worker 17.76
05190 - Motor Vehicle Mechanic 19.71
05220 - Motor Vehicle Mechanic Helper 14.83
05250 - Motor Vehicle Upholstery Worker 16.17
05280 - Motor Vehicle Wrecker 17.76
05310 - Painter Automotive 18.99
05340 - Radiator Repair Specialist 17.76
05370 - Tire Repairer 14.07
05400 - Transmission Repair Specialist 19.71
07000 - Food Preparation And Service Occupations
07010 - Baker 13.08
07041 - Cook I 11.97
07042 - Cook II 13.51
07070 - Dishwasher 9.75
07130 - Food Service Worker 10.61
07210 - Meat Cutter 15.21
07260 - Waiter/Waitress 9.32
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 17.05

09040 - Furniture Handler 11.47
09080 - Furniture Refinisher 17.05
09090 - Furniture Refinisher Helper 13.34
09110 - Furniture Repairer Minor 15.19
09130 - Upholsterer 17.05
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.57
11060 - Elevator Operator 11.57
11090 - Gardener 15.96
11122 - Housekeeping Aide 11.93
11150 - Janitor 11.93
11210 - Laborer Grounds Maintenance 12.53
11240 - Maid or Houseman 10.13
11260 - Pruner 11.35
11270 - Tractor Operator 14.88
11330 - Trail Maintenance Worker 12.53
11360 - Window Cleaner 13.17
12000 - Health Occupations
12010 - Ambulance Driver 18.67
12011 - Breath Alcohol Technician 19.88
12012 - Certified Occupational Therapist Assistant 29.82
12015 - Certified Physical Therapist Assistant 29.47
12020 - Dental Assistant 21.12
12025 - Dental Hygienist 33.54
12030 - EKG Technician 30.13
12035 - Electroneurodiagnostic Technologist 30.13
12040 - Emergency Medical Technician 18.67
12071 - Licensed Practical Nurse I 17.78
12072 - Licensed Practical Nurse II 19.88
12073 - Licensed Practical Nurse III 22.16
12100 - Medical Assistant 16.97
12130 - Medical Laboratory Technician 25.18
12160 - Medical Record Clerk 14.52
12190 - Medical Record Technician 17.55
12195 - Medical Transcriptionist 17.78
12210 - Nuclear Medicine Technologist 33.67
12221 - Nursing Assistant I 11.65
12222 - Nursing Assistant II 13.09
12223 - Nursing Assistant III 14.29
12224 - Nursing Assistant IV 16.05
12235 - Optical Dispenser 17.89
12236 - Optical Technician 17.78
12250 - Pharmacy Technician 17.03
12280 - Phlebotomist 16.13
12305 - Radiologic Technologist 27.58
12311 - Registered Nurse I 25.23
12312 - Registered Nurse II 30.86
12313 - Registered Nurse II Specialist 30.86
12314 - Registered Nurse III 37.35
12315 - Registered Nurse III Anesthetist 37.35

12316 - Registered Nurse IV		44.75
12317 - Scheduler (Drug and Alcohol Testing)		24.62
12320 - Substance Abuse Treatment Counselor		22.77
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.52
13012 - Exhibits Specialist II		22.94
13013 - Exhibits Specialist III		28.07
13041 - Illustrator I		18.52
13042 - Illustrator II		22.94
13043 - Illustrator III		28.07
13047 - Librarian		25.41
13050 - Library Aide/Clerk		12.16
13054 - Library Information Technology Systems Administrator		22.94
13058 - Library Technician		16.24
13061 - Media Specialist I		16.56
13062 - Media Specialist II		18.52
13063 - Media Specialist III		20.64
13071 - Photographer I		16.56
13072 - Photographer II		18.52
13073 - Photographer III		22.94
13074 - Photographer IV		28.07
13075 - Photographer V		33.96
13090 - Technical Order Library Clerk		15.27
13110 - Video Teleconference Technician		16.56
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.91
14042 - Computer Operator II		19.22
14043 - Computer Operator III		22.62
14044 - Computer Operator IV		23.82
14045 - Computer Operator V		26.37
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		17.91
14160 - Personal Computer Support Technician		23.82
14170 - System Support Specialist		28.28
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.58
15020 - Aircrew Training Devices Instructor (Rated)		36.99
15030 - Air Crew Training Devices Instructor (Pilot)		42.56
15050 - Computer Based Training Specialist / Instructor		30.58
15060 - Educational Technologist		28.26
15070 - Flight Instructor (Pilot)		42.56
15080 - Graphic Artist		21.52
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 22.05
15095 - Technical Instructor/Course Developer 26.97
15110 - Test Proctor 17.80
15120 - Tutor 17.80
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.30
16030 - Counter Attendant 10.30
16040 - Dry Cleaner 12.66
16070 - Finisher Flatwork Machine 10.30
16090 - Presser Hand 10.30
16110 - Presser Machine Drycleaning 10.30
16130 - Presser Machine Shirts 10.30
16160 - Presser Machine Wearing Apparel Laundry 10.30
16190 - Sewing Machine Operator 13.43
16220 - Tailor 14.18
16250 - Washer Machine 11.00
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.22
19040 - Tool And Die Maker 24.40
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.60
21030 - Material Coordinator 21.59
21040 - Material Expediter 21.59
21050 - Material Handling Laborer 13.21
21071 - Order Filler 12.91
21080 - Production Line Worker (Food Processing) 17.60
21110 - Shipping Packer 15.49
21130 - Shipping/Receiving Clerk 15.49
21140 - Store Worker I 12.38
21150 - Stock Clerk 16.82
21210 - Tools And Parts Attendant 17.60
21410 - Warehouse Specialist 17.60
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.20
23019 - Aircraft Logs and Records Technician 20.27
23021 - Aircraft Mechanic I 23.96
23022 - Aircraft Mechanic II 25.20
23023 - Aircraft Mechanic III 26.40
23040 - Aircraft Mechanic Helper 17.76
23050 - Aircraft Painter 22.71
23060 - Aircraft Servicer 20.27
23070 - Aircraft Survival Flight Equipment Technician 22.71
23080 - Aircraft Worker 21.47
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.47
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.96
23110 - Appliance Mechanic 19.61

23120 - Bicycle Repairer	17.33
23125 - Cable Splicer	29.03
23130 - Carpenter Maintenance	17.05
23140 - Carpet Layer	19.55
23160 - Electrician Maintenance	22.05
23181 - Electronics Technician Maintenance I	22.97
23182 - Electronics Technician Maintenance II	24.30
23183 - Electronics Technician Maintenance III	25.65
23260 - Fabric Worker	18.46
23290 - Fire Alarm System Mechanic	22.08
23310 - Fire Extinguisher Repairer	17.33
23311 - Fuel Distribution System Mechanic	25.70
23312 - Fuel Distribution System Operator	20.43
23370 - General Maintenance Worker	18.18
23380 - Ground Support Equipment Mechanic	23.96
23381 - Ground Support Equipment Servicer	20.27
23382 - Ground Support Equipment Worker	21.47
23391 - Gunsmith I	17.33
23392 - Gunsmith II	19.55
23393 - Gunsmith III	21.83
23410 - Heating Ventilation And Air-Conditioning Mechanic	20.70
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	21.76
23430 - Heavy Equipment Mechanic	20.60
23440 - Heavy Equipment Operator	18.39
23460 - Instrument Mechanic	22.26
23465 - Laboratory/Shelter Mechanic	20.68
23470 - Laborer	13.21
23510 - Locksmith	20.41
23530 - Machinery Maintenance Mechanic	23.07
23550 - Machinist Maintenance	21.17
23580 - Maintenance Trades Helper	13.37
23591 - Metrology Technician I	22.26
23592 - Metrology Technician II	23.41
23593 - Metrology Technician III	24.52
23640 - Millwright	25.56
23710 - Office Appliance Repairer	21.56
23760 - Painter Maintenance	17.05
23790 - Pipefitter Maintenance	19.42
23810 - Plumber Maintenance	18.41
23820 - Pneudraulic Systems Mechanic	21.83
23850 - Rigger	21.83
23870 - Scale Mechanic	19.55
23890 - Sheet-Metal Worker Maintenance	20.31
23910 - Small Engine Mechanic	18.98
23931 - Telecommunications Mechanic I	24.74
23932 - Telecommunications Mechanic II	26.02
23950 - Telephone Lineman	24.55
23960 - Welder Combination Maintenance	19.39

23965 - Well Driller		21.83
23970 - Woodcraft Worker		21.83
23980 - Woodworker		17.33
24000 - Personal Needs Occupations		
24550 - Case Manager		16.80
24570 - Child Care Attendant		11.68
24580 - Child Care Center Clerk		14.58
24610 - Chore Aide		10.46
24620 - Family Readiness And Support Services Coordinator		16.80
24630 - Homemaker		16.80
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		25.04
25040 - Sewage Plant Operator		19.00
25070 - Stationary Engineer		25.04
25190 - Ventilation Equipment Tender		18.55
25210 - Water Treatment Plant Operator		19.00
27000 - Protective Service Occupations		
27004 - Alarm Monitor		16.47
27007 - Baggage Inspector		14.36
27008 - Corrections Officer		18.88
27010 - Court Security Officer		17.24
27030 - Detection Dog Handler		16.06
27040 - Detention Officer		18.88
27070 - Firefighter		15.64
27101 - Guard I		14.36
27102 - Guard II		16.06
27131 - Police Officer I		19.21
27132 - Police Officer II		21.35
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.00
28042 - Carnival Equipment Repairer		12.88
28043 - Carnival Worker		9.16
28210 - Gate Attendant/Gate Tender		16.23
28310 - Lifeguard		11.34
28350 - Park Attendant (Aide)		18.15
28510 - Recreation Aide/Health Facility Attendant		13.43
28515 - Recreation Specialist		22.48
28630 - Sports Official		14.45
28690 - Swimming Pool Operator		18.94
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		25.45
29020 - Hatch Tender		25.45
29030 - Line Handler		25.45
29041 - Stevedore I		24.04
29042 - Stevedore II		26.92
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	41.86
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	28.86
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	31.79

30021 - Archeological Technician I		16.27
30022 - Archeological Technician II		18.98
30023 - Archeological Technician III		22.54
30030 - Cartographic Technician		22.54
30040 - Civil Engineering Technician		24.89
30051 - Cryogenic Technician I		24.97
30052 - Cryogenic Technician II		27.58
30061 - Drafter/CAD Operator I		16.27
30062 - Drafter/CAD Operator II		18.21
30063 - Drafter/CAD Operator III		20.29
30064 - Drafter/CAD Operator IV		24.97
30081 - Engineering Technician I		15.05
30082 - Engineering Technician II		16.90
30083 - Engineering Technician III		18.90
30084 - Engineering Technician IV		23.41
30085 - Engineering Technician V		28.64
30086 - Engineering Technician VI		34.66
30090 - Environmental Technician		22.54
30095 - Evidence Control Specialist		22.54
30210 - Laboratory Technician		22.43
30221 - Latent Fingerprint Technician I		24.97
30222 - Latent Fingerprint Technician II		27.58
30240 - Mathematical Technician		22.54
30361 - Paralegal/Legal Assistant I		19.67
30362 - Paralegal/Legal Assistant II		24.37
30363 - Paralegal/Legal Assistant III		29.81
30364 - Paralegal/Legal Assistant IV		36.07
30375 - Petroleum Supply Specialist		27.58
30390 - Photo-Optics Technician		22.54
30395 - Radiation Control Technician		27.58
30461 - Technical Writer I		22.54
30462 - Technical Writer II		27.58
30463 - Technical Writer III		33.37
30491 - Unexploded Ordnance (UXO) Technician I		26.61
30492 - Unexploded Ordnance (UXO) Technician II		32.19
30493 - Unexploded Ordnance (UXO) Technician III		38.58
30494 - Unexploded (UXO) Safety Escort		26.61
30495 - Unexploded (UXO) Sweep Personnel		26.61
30501 - Weather Forecaster I		24.97
30502 - Weather Forecaster II		30.37
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	20.29
30621 - Weather Observer Senior	(see 2)	22.54
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		32.19
31020 - Bus Aide		11.41
31030 - Bus Driver		16.48
31043 - Driver Courier		15.17
31260 - Parking and Lot Attendant		10.82
31290 - Shuttle Bus Driver		15.37

31310 - Taxi Driver	14.17
31361 - Truckdriver Light	16.28
31362 - Truckdriver Medium	17.34
31363 - Truckdriver Heavy	20.87
31364 - Truckdriver Tractor-Trailer	20.87
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.69
99030 - Cashier	9.37
99050 - Desk Clerk	10.81
99095 - Embalmer	30.36
99130 - Flight Follower	26.61
99251 - Laboratory Animal Caretaker I	11.95
99252 - Laboratory Animal Caretaker II	12.82
99260 - Marketing Analyst	26.19
99310 - Mortician	30.36
99410 - Pest Controller	15.91
99510 - Photofinishing Worker	13.98
99710 - Recycling Laborer	14.56
99711 - Recycling Specialist	17.29
99730 - Refuse Collector	13.19
99810 - Sales Clerk	11.52
99820 - School Crossing Guard	13.92
99830 - Survey Party Chief	23.69
99831 - Surveying Aide	14.01
99832 - Surveying Technician	19.22
99840 - Vending Machine Attendant	18.14
99841 - Vending Machine Repairer	21.87
99842 - Vending Machine Repairer Helper	18.14

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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.: 2015-4414
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.

State: North Carolina

Area: North Carolina Counties of Lee Moore Richmond

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.15
01012 - Accounting Clerk II		15.88
01013 - Accounting Clerk III		17.76
01020 - Administrative Assistant		24.88
01035 - Court Reporter		18.08
01041 - Customer Service Representative I		12.40
01042 - Customer Service Representative II		13.93
01043 - Customer Service Representative III		15.20
01051 - Data Entry Operator I		13.08
01052 - Data Entry Operator II		14.27
01060 - Dispatcher Motor Vehicle		17.11
01070 - Document Preparation Clerk		14.39

01090 - Duplicating Machine Operator 14.39
01111 - General Clerk I 13.19
01112 - General Clerk II 14.38
01113 - General Clerk III 16.15
01120 - Housing Referral Assistant 20.15
01141 - Messenger Courier 12.87
01191 - Order Clerk I 15.11
01192 - Order Clerk II 16.49
01261 - Personnel Assistant (Employment) I 16.02
01262 - Personnel Assistant (Employment) II 17.92
01263 - Personnel Assistant (Employment) III 19.98
01270 - Production Control Clerk 21.59
01290 - Rental Clerk 11.91
01300 - Scheduler Maintenance 16.16
01311 - Secretary I 16.16
01312 - Secretary II 18.08
01313 - Secretary III 20.15
01320 - Service Order Dispatcher 15.29
01410 - Supply Technician 24.88
01420 - Survey Worker 14.03
01460 - Switchboard Operator/Receptionist 13.71
01531 - Travel Clerk I 11.60
01532 - Travel Clerk II 12.35
01533 - Travel Clerk III 13.17
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 19.71
05010 - Automotive Electrician 19.33
05040 - Automotive Glass Installer 17.76
05070 - Automotive Worker 17.76
05110 - Mobile Equipment Servicer 15.82
05130 - Motor Equipment Metal Mechanic 19.71
05160 - Motor Equipment Metal Worker 17.76
05190 - Motor Vehicle Mechanic 19.71
05220 - Motor Vehicle Mechanic Helper 14.83
05250 - Motor Vehicle Upholstery Worker 16.17
05280 - Motor Vehicle Wrecker 17.76
05310 - Painter Automotive 18.99
05340 - Radiator Repair Specialist 17.76
05370 - Tire Repairer 13.72
05400 - Transmission Repair Specialist 19.71
07000 - Food Preparation And Service Occupations
07010 - Baker 13.08
07041 - Cook I 11.58
07042 - Cook II 13.08
07070 - Dishwasher 9.36
07130 - Food Service Worker 9.74
07210 - Meat Cutter 15.21

07260 - Waiter/Waitress	9.32
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.05
09040 - Furniture Handler	11.47
09080 - Furniture Refinisher	17.05
09090 - Furniture Refinisher Helper	13.34
09110 - Furniture Repairer Minor	15.17
09130 - Upholsterer	17.05
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.03
11060 - Elevator Operator	11.03
11090 - Gardener	15.06
11122 - Housekeeping Aide	11.53
11150 - Janitor	11.53
11210 - Laborer Grounds Maintenance	11.65
11240 - Maid or Houseman	9.33
11260 - Pruner	10.56
11270 - Tractor Operator	13.81
11330 - Trail Maintenance Worker	11.65
11360 - Window Cleaner	12.73
12000 - Health Occupations	
12010 - Ambulance Driver	18.67
12011 - Breath Alcohol Technician	19.46
12012 - Certified Occupational Therapist Assistant	29.82
12015 - Certified Physical Therapist Assistant	29.47
12020 - Dental Assistant	19.93
12025 - Dental Hygienist	32.82
12030 - EKG Technician	29.34
12035 - Electroneurodiagnostic Technologist	29.34
12040 - Emergency Medical Technician	18.67
12071 - Licensed Practical Nurse I	17.39
12072 - Licensed Practical Nurse II	19.46
12073 - Licensed Practical Nurse III	21.69
12100 - Medical Assistant	15.91
12130 - Medical Laboratory Technician	24.36
12160 - Medical Record Clerk	14.26
12190 - Medical Record Technician	17.55
12195 - Medical Transcriptionist	16.93
12210 - Nuclear Medicine Technologist	33.53
12221 - Nursing Assistant I	11.38
12222 - Nursing Assistant II	12.79
12223 - Nursing Assistant III	13.96
12224 - Nursing Assistant IV	15.67
12235 - Optical Dispenser	17.89
12236 - Optical Technician	17.39
12250 - Pharmacy Technician	17.03
12280 - Phlebotomist	15.11
12305 - Radiologic Technologist	27.07
12311 - Registered Nurse I	24.48
12312 - Registered Nurse II	29.93

12313 - Registered Nurse II Specialist		29.93
12314 - Registered Nurse III		36.21
12315 - Registered Nurse III Anesthetist		36.21
12316 - Registered Nurse IV		43.41
12317 - Scheduler (Drug and Alcohol Testing)		24.11
12320 - Substance Abuse Treatment Counselor		22.42
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.17
13012 - Exhibits Specialist II		22.52
13013 - Exhibits Specialist III		27.55
13041 - Illustrator I		18.17
13042 - Illustrator II		22.52
13043 - Illustrator III		27.55
13047 - Librarian		24.94
13050 - Library Aide/Clerk		12.16
13054 - Library Information Technology Systems Administrator		22.52
13058 - Library Technician		15.22
13061 - Media Specialist I		16.25
13062 - Media Specialist II		18.17
13063 - Media Specialist III		20.26
13071 - Photographer I		15.63
13072 - Photographer II		17.44
13073 - Photographer III		21.58
13074 - Photographer IV		26.34
13075 - Photographer V		31.87
13090 - Technical Order Library Clerk		15.27
13110 - Video Teleconference Technician		16.35
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.28
14042 - Computer Operator II		17.47
14043 - Computer Operator III		20.56
14044 - Computer Operator IV		21.65
14045 - Computer Operator V		23.97
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		16.28
14160 - Personal Computer Support Technician		21.65
14170 - System Support Specialist		26.58
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.58
15020 - Aircrew Training Devices Instructor (Rated)		36.99
15030 - Air Crew Training Devices Instructor (Pilot)		41.77
15050 - Computer Based Training Specialist / Instructor		30.58
15060 - Educational Technologist		27.92

15070 - Flight Instructor (Pilot) 41.77
15080 - Graphic Artist 21.52
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.68
15086 - Maintenance Test Pilot Rotary Wing 40.68
15088 - Non-Maintenance Test/Co-Pilot 40.68
15090 - Technical Instructor 20.43
15095 - Technical Instructor/Course Developer 24.99
15110 - Test Proctor 16.49
15120 - Tutor 16.49
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.98
16030 - Counter Attendant 9.98
16040 - Dry Cleaner 12.27
16070 - Finisher Flatwork Machine 9.98
16090 - Presser Hand 9.98
16110 - Presser Machine Drycleaning 9.98
16130 - Presser Machine Shirts 9.98
16160 - Presser Machine Wearing Apparel Laundry 9.98
16190 - Sewing Machine Operator 13.01
16220 - Tailor 13.74
16250 - Washer Machine 10.66
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.22
19040 - Tool And Die Maker 24.40
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.49
21030 - Material Coordinator 21.59
21040 - Material Expediter 21.59
21050 - Material Handling Laborer 12.75
21071 - Order Filler 12.33
21080 - Production Line Worker (Food Processing) 16.49
21110 - Shipping Packer 14.34
21130 - Shipping/Receiving Clerk 14.34
21140 - Store Worker I 12.08
21150 - Stock Clerk 16.46
21210 - Tools And Parts Attendant 16.49
21410 - Warehouse Specialist 16.49
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.20
23019 - Aircraft Logs and Records Technician 20.27
23021 - Aircraft Mechanic I 23.96
23022 - Aircraft Mechanic II 25.20
23023 - Aircraft Mechanic III 26.40
23040 - Aircraft Mechanic Helper 17.76
23050 - Aircraft Painter 22.71
23060 - Aircraft Servicer 20.27
23070 - Aircraft Survival Flight Equipment Technician 22.71
23080 - Aircraft Worker 21.47
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.47

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.96
23110 - Appliance Mechanic 19.61
23120 - Bicycle Repairer 17.33
23125 - Cable Splicer 28.23
23130 - Carpenter Maintenance 17.05
23140 - Carpet Layer 19.55
23160 - Electrician Maintenance 21.51
23181 - Electronics Technician Maintenance I 22.97
23182 - Electronics Technician Maintenance II 24.30
23183 - Electronics Technician Maintenance III 25.65
23260 - Fabric Worker 18.46
23290 - Fire Alarm System Mechanic 22.08
23310 - Fire Extinguisher Repairer 17.33
23311 - Fuel Distribution System Mechanic 25.70
23312 - Fuel Distribution System Operator 20.43
23370 - General Maintenance Worker 17.99
23380 - Ground Support Equipment Mechanic 23.96
23381 - Ground Support Equipment Servicer 20.27
23382 - Ground Support Equipment Worker 21.47
23391 - Gunsmith I 17.33
23392 - Gunsmith II 19.55
23393 - Gunsmith III 21.83
23410 - Heating Ventilation And Air-Conditioning Mechanic 18.98
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 19.95
23430 - Heavy Equipment Mechanic 20.60
23440 - Heavy Equipment Operator 18.39
23460 - Instrument Mechanic 22.26
23465 - Laboratory/Shelter Mechanic 20.68
23470 - Laborer 12.75
23510 - Locksmith 20.08
23530 - Machinery Maintenance Mechanic 21.04
23550 - Machinist Maintenance 21.17
23580 - Maintenance Trades Helper 13.34
23591 - Metrology Technician I 22.26
23592 - Metrology Technician II 23.41
23593 - Metrology Technician III 24.52
23640 - Millwright 25.56
23710 - Office Appliance Repairer 21.56
23760 - Painter Maintenance 17.05
23790 - Pipefitter Maintenance 19.42
23810 - Plumber Maintenance 18.41
23820 - Pneudraulic Systems Mechanic 21.83
23850 - Rigger 21.83
23870 - Scale Mechanic 19.55
23890 - Sheet-Metal Worker Maintenance 18.46
23910 - Small Engine Mechanic 18.98
23931 - Telecommunications Mechanic I 24.74

23932 - Telecommunications Mechanic II 26.02
23950 - Telephone Lineman 24.55
23960 - Welder Combination Maintenance 19.17
23965 - Well Driller 21.83
23970 - Woodcraft Worker 21.83
23980 - Woodworker 17.33
24000 - Personal Needs Occupations
24550 - Case Manager 16.08
24570 - Child Care Attendant 11.68
24580 - Child Care Center Clerk 14.58
24610 - Chore Aide 10.46
24620 - Family Readiness And Support Services Coordinator 16.08
24630 - Homemaker 16.20
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 25.04
25040 - Sewage Plant Operator 19.00
25070 - Stationary Engineer 25.04
25190 - Ventilation Equipment Tender 18.55
25210 - Water Treatment Plant Operator 19.00
27000 - Protective Service Occupations
27004 - Alarm Monitor 16.04
27007 - Baggage Inspector 14.03
27008 - Corrections Officer 18.78
27010 - Court Security Officer 16.89
27030 - Detection Dog Handler 15.70
27040 - Detention Officer 18.78
27070 - Firefighter 15.64
27101 - Guard I 14.03
27102 - Guard II 15.70
27131 - Police Officer I 18.99
27132 - Police Officer II 21.11
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 11.96
28042 - Carnival Equipment Repairer 12.84
28043 - Carnival Worker 9.10
28210 - Gate Attendant/Gate Tender 16.04
28310 - Lifeguard 11.34
28350 - Park Attendant (Aide) 17.95
28510 - Recreation Aide/Health Facility Attendant 13.43
28515 - Recreation Specialist 22.24
28630 - Sports Official 14.29
28690 - Swimming Pool Operator 18.94
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 25.45
29020 - Hatch Tender 25.45
29030 - Line Handler 25.45
29041 - Stevedore I 24.04
29042 - Stevedore II 26.92
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 41.44
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 28.58
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 31.48
30021 - Archeological Technician I 16.27
30022 - Archeological Technician II 18.98
30023 - Archeological Technician III 22.54
30030 - Cartographic Technician 22.54
30040 - Civil Engineering Technician 24.89
30051 - Cryogenic Technician I 24.97
30052 - Cryogenic Technician II 27.58
30061 - Drafter/CAD Operator I 16.27
30062 - Drafter/CAD Operator II 18.21
30063 - Drafter/CAD Operator III 20.29
30064 - Drafter/CAD Operator IV 24.97
30081 - Engineering Technician I 14.49
30082 - Engineering Technician II 16.27
30083 - Engineering Technician III 18.21
30084 - Engineering Technician IV 22.54
30085 - Engineering Technician V 27.58
30086 - Engineering Technician VI 33.37
30090 - Environmental Technician 22.54
30095 - Evidence Control Specialist 22.54
30210 - Laboratory Technician 22.43
30221 - Latent Fingerprint Technician I 24.97
30222 - Latent Fingerprint Technician II 27.58
30240 - Mathematical Technician 22.54
30361 - Paralegal/Legal Assistant I 17.93
30362 - Paralegal/Legal Assistant II 22.20
30363 - Paralegal/Legal Assistant III 27.17
30364 - Paralegal/Legal Assistant IV 32.86
30375 - Petroleum Supply Specialist 27.58
30390 - Photo-Optics Technician 22.54
30395 - Radiation Control Technician 27.58
30461 - Technical Writer I 22.54
30462 - Technical Writer II 27.58
30463 - Technical Writer III 33.37
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 24.97
30502 - Weather Forecaster II 30.37
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.29
30621 - Weather Observer Senior (see 2) 22.54
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 31.87
31020 - Bus Aide 11.41
31030 - Bus Driver 16.48

31043 - Driver Courier	14.32
31260 - Parking and Lot Attendant	9.84
31290 - Shuttle Bus Driver	15.37
31310 - Taxi Driver	12.88
31361 - Truckdriver Light	15.37
31362 - Truckdriver Medium	16.37
31363 - Truckdriver Heavy	20.57
31364 - Truckdriver Tractor-Trailer	20.57
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.54
99030 - Cashier	9.07
99050 - Desk Clerk	9.83
99095 - Embalmer	30.36
99130 - Flight Follower	26.34
99251 - Laboratory Animal Caretaker I	11.95
99252 - Laboratory Animal Caretaker II	12.82
99260 - Marketing Analyst	26.16
99310 - Mortician	30.36
99410 - Pest Controller	15.91
99510 - Photofinishing Worker	13.84
99710 - Recycling Laborer	14.15
99711 - Recycling Specialist	16.79
99730 - Refuse Collector	12.82
99810 - Sales Clerk	11.18
99820 - School Crossing Guard	13.59
99830 - Survey Party Chief	23.69
99831 - Surveying Aide	14.01
99832 - Surveying Technician	19.22
99840 - Vending Machine Attendant	16.49
99841 - Vending Machine Repairer	19.88
99842 - Vending Machine Repairer Helper	16.49

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 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.: 2015-4415
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Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: North Carolina

Area: North Carolina Counties of Caswell Montgomery Surry

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.36
01012 - Accounting Clerk II		16.13
01013 - Accounting Clerk III		18.44
01020 - Administrative Assistant		25.91
01035 - Court Reporter		19.34
01041 - Customer Service Representative I		13.64
01042 - Customer Service Representative II		15.32
01043 - Customer Service Representative III		16.72
01051 - Data Entry Operator I		13.36
01052 - Data Entry Operator II		14.58
01060 - Dispatcher Motor Vehicle		18.91
01070 - Document Preparation Clerk		15.83
01090 - Duplicating Machine Operator		15.83
01111 - General Clerk I		13.42
01112 - General Clerk II		14.64

01113 - General Clerk III 16.44
01120 - Housing Referral Assistant 21.82
01141 - Messenger Courier 13.62
01191 - Order Clerk I 15.28
01192 - Order Clerk II 16.78
01261 - Personnel Assistant (Employment) I 16.02
01262 - Personnel Assistant (Employment) II 19.34
01263 - Personnel Assistant (Employment) III 21.72
01270 - Production Control Clerk 21.59
01290 - Rental Clerk 15.12
01300 - Scheduler Maintenance 16.46
01311 - Secretary I 16.46
01312 - Secretary II 18.41
01313 - Secretary III 21.82
01320 - Service Order Dispatcher 16.91
01410 - Supply Technician 25.91
01420 - Survey Worker 17.55
01460 - Switchboard Operator/Receptionist 13.96
01531 - Travel Clerk I 12.07
01532 - Travel Clerk II 12.84
01533 - Travel Clerk III 13.68
01611 - Word Processor I 14.65
01612 - Word Processor II 16.46
01613 - Word Processor III 18.44
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.56
05010 - Automotive Electrician 20.10
05040 - Automotive Glass Installer 19.11
05070 - Automotive Worker 20.11
05110 - Mobile Equipment Servicer 16.93
05130 - Motor Equipment Metal Mechanic 22.36
05160 - Motor Equipment Metal Worker 20.11
05190 - Motor Vehicle Mechanic 20.56
05220 - Motor Vehicle Mechanic Helper 15.86
05250 - Motor Vehicle Upholstery Worker 18.96
05280 - Motor Vehicle Wrecker 20.11
05310 - Painter Automotive 20.57
05340 - Radiator Repair Specialist 20.11
05370 - Tire Repairer 14.07
05400 - Transmission Repair Specialist 22.36
07000 - Food Preparation And Service Occupations
07010 - Baker 12.24
07041 - Cook I 11.97
07042 - Cook II 13.51
07070 - Dishwasher 9.75
07130 - Food Service Worker 10.61
07210 - Meat Cutter 15.21
07260 - Waiter/Waitress 9.15
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 17.73

09040 - Furniture Handler 11.19
09080 - Furniture Refinisher 17.02
09090 - Furniture Refinisher Helper 13.29
09110 - Furniture Repairer Minor 15.19
09130 - Upholsterer 16.99
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.57
11060 - Elevator Operator 11.57
11090 - Gardener 15.96
11122 - Housekeeping Aide 11.93
11150 - Janitor 11.93
11210 - Laborer Grounds Maintenance 12.53
11240 - Maid or Houseman 10.13
11260 - Pruner 11.35
11270 - Tractor Operator 14.88
11330 - Trail Maintenance Worker 12.53
11360 - Window Cleaner 13.17
12000 - Health Occupations
12010 - Ambulance Driver 18.67
12011 - Breath Alcohol Technician 19.88
12012 - Certified Occupational Therapist Assistant 29.82
12015 - Certified Physical Therapist Assistant 29.47
12020 - Dental Assistant 21.12
12025 - Dental Hygienist 33.54
12030 - EKG Technician 30.13
12035 - Electroneurodiagnostic Technologist 30.13
12040 - Emergency Medical Technician 18.67
12071 - Licensed Practical Nurse I 17.78
12072 - Licensed Practical Nurse II 19.88
12073 - Licensed Practical Nurse III 22.16
12100 - Medical Assistant 16.97
12130 - Medical Laboratory Technician 25.18
12160 - Medical Record Clerk 14.52
12190 - Medical Record Technician 17.55
12195 - Medical Transcriptionist 17.78
12210 - Nuclear Medicine Technologist 33.67
12221 - Nursing Assistant I 11.65
12222 - Nursing Assistant II 13.09
12223 - Nursing Assistant III 14.29
12224 - Nursing Assistant IV 16.05
12235 - Optical Dispenser 18.04
12236 - Optical Technician 17.78
12250 - Pharmacy Technician 14.75
12280 - Phlebotomist 16.13
12305 - Radiologic Technologist 27.58
12311 - Registered Nurse I 25.23
12312 - Registered Nurse II 30.86
12313 - Registered Nurse II Specialist 30.86
12314 - Registered Nurse III 37.35
12315 - Registered Nurse III Anesthetist 37.35

12316 - Registered Nurse IV		44.75
12317 - Scheduler (Drug and Alcohol Testing)		24.62
12320 - Substance Abuse Treatment Counselor		22.77
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.52
13012 - Exhibits Specialist II		22.94
13013 - Exhibits Specialist III		28.07
13041 - Illustrator I		18.52
13042 - Illustrator II		22.94
13043 - Illustrator III		28.07
13047 - Librarian		25.41
13050 - Library Aide/Clerk		12.10
13054 - Library Information Technology Systems Administrator		22.94
13058 - Library Technician		15.69
13061 - Media Specialist I		16.56
13062 - Media Specialist II		18.52
13063 - Media Specialist III		20.64
13071 - Photographer I		16.56
13072 - Photographer II		18.52
13073 - Photographer III		22.94
13074 - Photographer IV		28.09
13075 - Photographer V		33.96
13090 - Technical Order Library Clerk		15.27
13110 - Video Teleconference Technician		16.56
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.13
14042 - Computer Operator II		20.28
14043 - Computer Operator III		22.62
14044 - Computer Operator IV		25.14
14045 - Computer Operator V		27.83
14071 - Computer Programmer I	(see 1)	24.60
14072 - Computer Programmer II	(see 1)	26.89
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.13
14160 - Personal Computer Support Technician		25.14
14170 - System Support Specialist		28.28
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.35
15020 - Aircrew Training Devices Instructor (Rated)		35.52
15030 - Air Crew Training Devices Instructor (Pilot)		42.56
15050 - Computer Based Training Specialist / Instructor		29.35
15060 - Educational Technologist		28.26
15070 - Flight Instructor (Pilot)		42.56
15080 - Graphic Artist		21.18
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 22.05
15095 - Technical Instructor/Course Developer 26.97
15110 - Test Proctor 17.80
15120 - Tutor 17.80
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.30
16030 - Counter Attendant 10.30
16040 - Dry Cleaner 12.66
16070 - Finisher Flatwork Machine 10.30
16090 - Presser Hand 10.30
16110 - Presser Machine Drycleaning 10.30
16130 - Presser Machine Shirts 10.30
16160 - Presser Machine Wearing Apparel Laundry 10.30
16190 - Sewing Machine Operator 13.43
16220 - Tailor 14.18
16250 - Washer Machine 11.00
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.05
19040 - Tool And Die Maker 23.65
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.60
21030 - Material Coordinator 21.59
21040 - Material Expediter 21.59
21050 - Material Handling Laborer 13.21
21071 - Order Filler 13.81
21080 - Production Line Worker (Food Processing) 17.60
21110 - Shipping Packer 15.49
21130 - Shipping/Receiving Clerk 15.49
21140 - Store Worker I 12.38
21150 - Stock Clerk 16.82
21210 - Tools And Parts Attendant 17.60
21410 - Warehouse Specialist 17.60
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.20
23019 - Aircraft Logs and Records Technician 20.27
23021 - Aircraft Mechanic I 23.96
23022 - Aircraft Mechanic II 25.20
23023 - Aircraft Mechanic III 26.40
23040 - Aircraft Mechanic Helper 17.76
23050 - Aircraft Painter 22.71
23060 - Aircraft Servicer 20.27
23070 - Aircraft Survival Flight Equipment Technician 22.71
23080 - Aircraft Worker 21.47
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.47
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.96
23110 - Appliance Mechanic 19.61

23120 - Bicycle Repairer	17.33
23125 - Cable Splicer	29.03
23130 - Carpenter Maintenance	17.03
23140 - Carpet Layer	19.55
23160 - Electrician Maintenance	22.05
23181 - Electronics Technician Maintenance I	22.97
23182 - Electronics Technician Maintenance II	24.30
23183 - Electronics Technician Maintenance III	25.65
23260 - Fabric Worker	18.46
23290 - Fire Alarm System Mechanic	22.36
23310 - Fire Extinguisher Repairer	17.33
23311 - Fuel Distribution System Mechanic	25.70
23312 - Fuel Distribution System Operator	20.46
23370 - General Maintenance Worker	18.18
23380 - Ground Support Equipment Mechanic	23.96
23381 - Ground Support Equipment Servicer	20.27
23382 - Ground Support Equipment Worker	21.47
23391 - Gunsmith I	17.33
23392 - Gunsmith II	19.55
23393 - Gunsmith III	21.83
23410 - Heating Ventilation And Air-Conditioning Mechanic	20.70
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	21.76
23430 - Heavy Equipment Mechanic	20.60
23440 - Heavy Equipment Operator	19.07
23460 - Instrument Mechanic	23.07
23465 - Laboratory/Shelter Mechanic	20.68
23470 - Laborer	13.21
23510 - Locksmith	20.41
23530 - Machinery Maintenance Mechanic	23.14
23550 - Machinist Maintenance	21.17
23580 - Maintenance Trades Helper	13.37
23591 - Metrology Technician I	23.07
23592 - Metrology Technician II	24.24
23593 - Metrology Technician III	25.39
23640 - Millwright	25.56
23710 - Office Appliance Repairer	22.44
23760 - Painter Maintenance	16.01
23790 - Pipefitter Maintenance	19.42
23810 - Plumber Maintenance	18.41
23820 - Pneudraulic Systems Mechanic	21.83
23850 - Rigger	21.83
23870 - Scale Mechanic	19.55
23890 - Sheet-Metal Worker Maintenance	20.31
23910 - Small Engine Mechanic	18.98
23931 - Telecommunications Mechanic I	24.91
23932 - Telecommunications Mechanic II	26.27
23950 - Telephone Lineman	24.57
23960 - Welder Combination Maintenance	19.58

23965 - Well Driller		23.51
23970 - Woodcraft Worker		21.83
23980 - Woodworker		17.33
24000 - Personal Needs Occupations		
24550 - Case Manager		16.80
24570 - Child Care Attendant		10.44
24580 - Child Care Center Clerk		13.20
24610 - Chore Aide		10.46
24620 - Family Readiness And Support Services Coordinator		16.80
24630 - Homemaker		16.80
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		25.75
25040 - Sewage Plant Operator		18.58
25070 - Stationary Engineer		25.75
25190 - Ventilation Equipment Tender		18.55
25210 - Water Treatment Plant Operator		18.58
27000 - Protective Service Occupations		
27004 - Alarm Monitor		16.47
27007 - Baggage Inspector		14.36
27008 - Corrections Officer		18.88
27010 - Court Security Officer		17.24
27030 - Detection Dog Handler		16.06
27040 - Detention Officer		18.88
27070 - Firefighter		15.62
27101 - Guard I		14.36
27102 - Guard II		16.06
27131 - Police Officer I		19.21
27132 - Police Officer II		21.35
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.00
28042 - Carnival Equipment Repairer		12.88
28043 - Carnival Worker		9.16
28210 - Gate Attendant/Gate Tender		16.75
28310 - Lifeguard		11.34
28350 - Park Attendant (Aide)		18.73
28510 - Recreation Aide/Health Facility Attendant		13.67
28515 - Recreation Specialist		22.48
28630 - Sports Official		14.92
28690 - Swimming Pool Operator		16.23
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		25.72
29020 - Hatch Tender		25.72
29030 - Line Handler		25.72
29041 - Stevedore I		24.30
29042 - Stevedore II		27.21
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	41.86
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	28.86
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	31.79

30021 - Archeological Technician I		16.27
30022 - Archeological Technician II		18.21
30023 - Archeological Technician III		22.54
30030 - Cartographic Technician		22.54
30040 - Civil Engineering Technician		24.89
30051 - Cryogenic Technician I		24.97
30052 - Cryogenic Technician II		27.58
30061 - Drafter/CAD Operator I		16.27
30062 - Drafter/CAD Operator II		18.21
30063 - Drafter/CAD Operator III		20.29
30064 - Drafter/CAD Operator IV		24.97
30081 - Engineering Technician I		15.89
30082 - Engineering Technician II		17.83
30083 - Engineering Technician III		19.95
30084 - Engineering Technician IV		27.17
30085 - Engineering Technician V		31.79
30086 - Engineering Technician VI		38.47
30090 - Environmental Technician		22.54
30095 - Evidence Control Specialist		22.54
30210 - Laboratory Technician		21.12
30221 - Latent Fingerprint Technician I		24.97
30222 - Latent Fingerprint Technician II		27.58
30240 - Mathematical Technician		22.54
30361 - Paralegal/Legal Assistant I		19.67
30362 - Paralegal/Legal Assistant II		24.37
30363 - Paralegal/Legal Assistant III		29.81
30364 - Paralegal/Legal Assistant IV		36.07
30375 - Petroleum Supply Specialist		27.58
30390 - Photo-Optics Technician		22.54
30395 - Radiation Control Technician		27.58
30461 - Technical Writer I		22.87
30462 - Technical Writer II		27.98
30463 - Technical Writer III		33.85
30491 - Unexploded Ordnance (UXO) Technician I		26.61
30492 - Unexploded Ordnance (UXO) Technician II		32.19
30493 - Unexploded Ordnance (UXO) Technician III		38.58
30494 - Unexploded (UXO) Safety Escort		26.61
30495 - Unexploded (UXO) Sweep Personnel		26.61
30501 - Weather Forecaster I		24.97
30502 - Weather Forecaster II		30.37
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	20.29
30621 - Weather Observer Senior	(see 2)	22.54
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		32.19
31020 - Bus Aide		9.32
31030 - Bus Driver		14.73
31043 - Driver Courier		15.17
31260 - Parking and Lot Attendant		11.58
31290 - Shuttle Bus Driver		15.37

31310 - Taxi Driver	14.17
31361 - Truckdriver Light	16.28
31362 - Truckdriver Medium	17.34
31363 - Truckdriver Heavy	20.87
31364 - Truckdriver Tractor-Trailer	20.87
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.69
99030 - Cashier	10.07
99050 - Desk Clerk	10.32
99095 - Embalmer	31.43
99130 - Flight Follower	26.61
99251 - Laboratory Animal Caretaker I	11.95
99252 - Laboratory Animal Caretaker II	12.82
99260 - Marketing Analyst	26.19
99310 - Mortician	31.43
99410 - Pest Controller	15.91
99510 - Photofinishing Worker	13.98
99710 - Recycling Laborer	14.56
99711 - Recycling Specialist	17.29
99730 - Refuse Collector	13.19
99810 - Sales Clerk	11.91
99820 - School Crossing Guard	13.92
99830 - Survey Party Chief	21.14
99831 - Surveying Aide	15.65
99832 - Surveying Technician	19.22
99840 - Vending Machine Attendant	16.94
99841 - Vending Machine Repairer	20.33
99842 - Vending Machine Repairer Helper	16.94

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 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.: 2015-4416
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.

State: North Carolina

Area: North Carolina Counties of Caswell Montgomery Surry

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.15
01012 - Accounting Clerk II		15.88
01013 - Accounting Clerk III		18.44
01020 - Administrative Assistant		24.88
01035 - Court Reporter		19.34
01041 - Customer Service Representative I		12.40
01042 - Customer Service Representative II		13.93
01043 - Customer Service Representative III		15.20
01051 - Data Entry Operator I		13.08
01052 - Data Entry Operator II		14.27
01060 - Dispatcher Motor Vehicle		18.88
01070 - Document Preparation Clerk		14.39

01090 - Duplicating Machine Operator 14.39
01111 - General Clerk I 13.19
01112 - General Clerk II 14.38
01113 - General Clerk III 16.15
01120 - Housing Referral Assistant 21.82
01141 - Messenger Courier 12.87
01191 - Order Clerk I 15.28
01192 - Order Clerk II 16.78
01261 - Personnel Assistant (Employment) I 16.02
01262 - Personnel Assistant (Employment) II 19.34
01263 - Personnel Assistant (Employment) III 21.72
01270 - Production Control Clerk 21.59
01290 - Rental Clerk 15.12
01300 - Scheduler Maintenance 16.16
01311 - Secretary I 16.16
01312 - Secretary II 18.08
01313 - Secretary III 21.82
01320 - Service Order Dispatcher 16.39
01410 - Supply Technician 24.88
01420 - Survey Worker 17.55
01460 - Switchboard Operator/Receptionist 13.71
01531 - Travel Clerk I 11.60
01532 - Travel Clerk II 12.35
01533 - Travel Clerk III 13.17
01611 - Word Processor I 14.39
01612 - Word Processor II 16.16
01613 - Word Processor III 18.44
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.56
05010 - Automotive Electrician 20.10
05040 - Automotive Glass Installer 19.11
05070 - Automotive Worker 20.11
05110 - Mobile Equipment Servicer 16.93
05130 - Motor Equipment Metal Mechanic 22.36
05160 - Motor Equipment Metal Worker 20.11
05190 - Motor Vehicle Mechanic 20.56
05220 - Motor Vehicle Mechanic Helper 15.86
05250 - Motor Vehicle Upholstery Worker 18.96
05280 - Motor Vehicle Wrecker 20.11
05310 - Painter Automotive 20.57
05340 - Radiator Repair Specialist 20.11
05370 - Tire Repairer 13.72
05400 - Transmission Repair Specialist 22.36
07000 - Food Preparation And Service Occupations
07010 - Baker 11.37
07041 - Cook I 11.48
07042 - Cook II 12.95
07070 - Dishwasher 9.36
07130 - Food Service Worker 9.74
07210 - Meat Cutter 15.21

07260 - Waiter/Waitress	9.15
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.73
09040 - Furniture Handler	11.13
09080 - Furniture Refinisher	16.70
09090 - Furniture Refinisher Helper	12.94
09110 - Furniture Repairer Minor	14.71
09130 - Upholsterer	15.55
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.03
11060 - Elevator Operator	11.03
11090 - Gardener	14.82
11122 - Housekeeping Aide	11.53
11150 - Janitor	11.53
11210 - Laborer Grounds Maintenance	11.99
11240 - Maid or Houseman	9.33
11260 - Pruner	10.93
11270 - Tractor Operator	13.81
11330 - Trail Maintenance Worker	11.99
11360 - Window Cleaner	12.73
12000 - Health Occupations	
12010 - Ambulance Driver	18.67
12011 - Breath Alcohol Technician	19.46
12012 - Certified Occupational Therapist Assistant	29.82
12015 - Certified Physical Therapist Assistant	29.47
12020 - Dental Assistant	19.93
12025 - Dental Hygienist	33.45
12030 - EKG Technician	29.34
12035 - Electroneurodiagnostic Technologist	29.34
12040 - Emergency Medical Technician	18.67
12071 - Licensed Practical Nurse I	17.39
12072 - Licensed Practical Nurse II	19.46
12073 - Licensed Practical Nurse III	21.69
12100 - Medical Assistant	15.91
12130 - Medical Laboratory Technician	24.36
12160 - Medical Record Clerk	14.26
12190 - Medical Record Technician	17.55
12195 - Medical Transcriptionist	17.20
12210 - Nuclear Medicine Technologist	33.53
12221 - Nursing Assistant I	11.38
12222 - Nursing Assistant II	12.79
12223 - Nursing Assistant III	13.96
12224 - Nursing Assistant IV	15.67
12235 - Optical Dispenser	18.04
12236 - Optical Technician	17.39
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	15.11
12305 - Radiologic Technologist	27.07
12311 - Registered Nurse I	24.48
12312 - Registered Nurse II	29.93

12313 - Registered Nurse II Specialist		29.93
12314 - Registered Nurse III		36.21
12315 - Registered Nurse III Anesthetist		36.21
12316 - Registered Nurse IV		43.41
12317 - Scheduler (Drug and Alcohol Testing)		24.11
12320 - Substance Abuse Treatment Counselor		22.42
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.17
13012 - Exhibits Specialist II		22.52
13013 - Exhibits Specialist III		27.55
13041 - Illustrator I		18.17
13042 - Illustrator II		22.52
13043 - Illustrator III		27.55
13047 - Librarian		24.94
13050 - Library Aide/Clerk		11.61
13054 - Library Information Technology Systems Administrator		22.52
13058 - Library Technician		14.26
13061 - Media Specialist I		16.25
13062 - Media Specialist II		18.17
13063 - Media Specialist III		20.26
13071 - Photographer I		15.93
13072 - Photographer II		18.06
13073 - Photographer III		21.67
13074 - Photographer IV		28.09
13075 - Photographer V		33.10
13090 - Technical Order Library Clerk		15.27
13110 - Video Teleconference Technician		16.54
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.48
14042 - Computer Operator II		18.44
14043 - Computer Operator III		20.56
14044 - Computer Operator IV		22.85
14045 - Computer Operator V		25.30
14071 - Computer Programmer I	(see 1)	24.60
14072 - Computer Programmer II	(see 1)	25.89
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.48
14160 - Personal Computer Support Technician		22.85
14170 - System Support Specialist		26.58
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.88
15020 - Aircrew Training Devices Instructor (Rated)		34.92
15030 - Air Crew Training Devices Instructor (Pilot)		41.88
15050 - Computer Based Training Specialist / Instructor		28.88
15060 - Educational Technologist		27.92

15070 - Flight Instructor (Pilot) 41.88
15080 - Graphic Artist 21.18
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.68
15086 - Maintenance Test Pilot Rotary Wing 40.68
15088 - Non-Maintenance Test/Co-Pilot 40.68
15090 - Technical Instructor 20.85
15095 - Technical Instructor/Course Developer 25.51
15110 - Test Proctor 16.84
15120 - Tutor 16.84
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.98
16030 - Counter Attendant 9.98
16040 - Dry Cleaner 12.27
16070 - Finisher Flatwork Machine 9.98
16090 - Presser Hand 9.98
16110 - Presser Machine Drycleaning 9.98
16130 - Presser Machine Shirts 9.98
16160 - Presser Machine Wearing Apparel Laundry 9.98
16190 - Sewing Machine Operator 13.01
16220 - Tailor 13.74
16250 - Washer Machine 10.66
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.05
19040 - Tool And Die Maker 23.65
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.86
21030 - Material Coordinator 21.59
21040 - Material Expediter 21.59
21050 - Material Handling Laborer 12.75
21071 - Order Filler 13.81
21080 - Production Line Worker (Food Processing) 16.86
21110 - Shipping Packer 14.34
21130 - Shipping/Receiving Clerk 14.34
21140 - Store Worker I 12.08
21150 - Stock Clerk 16.46
21210 - Tools And Parts Attendant 16.86
21410 - Warehouse Specialist 16.86
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.20
23019 - Aircraft Logs and Records Technician 20.27
23021 - Aircraft Mechanic I 23.96
23022 - Aircraft Mechanic II 25.20
23023 - Aircraft Mechanic III 26.40
23040 - Aircraft Mechanic Helper 17.76
23050 - Aircraft Painter 22.71
23060 - Aircraft Servicer 20.27
23070 - Aircraft Survival Flight Equipment Technician 22.71
23080 - Aircraft Worker 21.47
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.47

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.96
23110 - Appliance Mechanic 19.61
23120 - Bicycle Repairer 17.33
23125 - Cable Splicer 28.23
23130 - Carpenter Maintenance 16.75
23140 - Carpet Layer 19.55
23160 - Electrician Maintenance 21.51
23181 - Electronics Technician Maintenance I 22.97
23182 - Electronics Technician Maintenance II 24.30
23183 - Electronics Technician Maintenance III 25.65
23260 - Fabric Worker 18.46
23290 - Fire Alarm System Mechanic 22.36
23310 - Fire Extinguisher Repairer 17.33
23311 - Fuel Distribution System Mechanic 25.70
23312 - Fuel Distribution System Operator 20.46
23370 - General Maintenance Worker 17.99
23380 - Ground Support Equipment Mechanic 23.96
23381 - Ground Support Equipment Servicer 20.27
23382 - Ground Support Equipment Worker 21.47
23391 - Gunsmith I 17.33
23392 - Gunsmith II 19.55
23393 - Gunsmith III 21.83
23410 - Heating Ventilation And Air-Conditioning Mechanic 18.98
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 19.95
23430 - Heavy Equipment Mechanic 20.60
23440 - Heavy Equipment Operator 19.07
23460 - Instrument Mechanic 23.07
23465 - Laboratory/Shelter Mechanic 20.68
23470 - Laborer 12.75
23510 - Locksmith 20.08
23530 - Machinery Maintenance Mechanic 23.14
23550 - Machinist Maintenance 21.17
23580 - Maintenance Trades Helper 13.10
23591 - Metrology Technician I 23.07
23592 - Metrology Technician II 24.24
23593 - Metrology Technician III 25.39
23640 - Millwright 25.56
23710 - Office Appliance Repairer 22.44
23760 - Painter Maintenance 16.01
23790 - Pipefitter Maintenance 19.42
23810 - Plumber Maintenance 18.41
23820 - Pneudraulic Systems Mechanic 21.83
23850 - Rigger 21.83
23870 - Scale Mechanic 19.55
23890 - Sheet-Metal Worker Maintenance 18.46
23910 - Small Engine Mechanic 18.98
23931 - Telecommunications Mechanic I 24.91

23932 - Telecommunications Mechanic II 26.27
23950 - Telephone Lineman 24.57
23960 - Welder Combination Maintenance 19.58
23965 - Well Driller 23.51
23970 - Woodcraft Worker 21.83
23980 - Woodworker 17.33
24000 - Personal Needs Occupations
24550 - Case Manager 16.08
24570 - Child Care Attendant 10.44
24580 - Child Care Center Clerk 13.20
24610 - Chore Aide 10.46
24620 - Family Readiness And Support Services Coordinator 16.08
24630 - Homemaker 16.08
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 25.75
25040 - Sewage Plant Operator 17.45
25070 - Stationary Engineer 25.75
25190 - Ventilation Equipment Tender 18.55
25210 - Water Treatment Plant Operator 17.45
27000 - Protective Service Occupations
27004 - Alarm Monitor 16.04
27007 - Baggage Inspector 14.03
27008 - Corrections Officer 18.78
27010 - Court Security Officer 16.89
27030 - Detection Dog Handler 15.70
27040 - Detention Officer 18.78
27070 - Firefighter 15.62
27101 - Guard I 14.03
27102 - Guard II 15.70
27131 - Police Officer I 18.99
27132 - Police Officer II 21.11
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 11.96
28042 - Carnival Equipment Repairer 12.84
28043 - Carnival Worker 9.10
28210 - Gate Attendant/Gate Tender 16.75
28310 - Lifeguard 11.34
28350 - Park Attendant (Aide) 18.73
28510 - Recreation Aide/Health Facility Attendant 13.67
28515 - Recreation Specialist 22.24
28630 - Sports Official 14.92
28690 - Swimming Pool Operator 16.23
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 25.72
29020 - Hatch Tender 25.72
29030 - Line Handler 25.72
29041 - Stevedore I 24.30
29042 - Stevedore II 27.21
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 41.44
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 28.58
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 31.48
30021 - Archeological Technician I 16.27
30022 - Archeological Technician II 18.21
30023 - Archeological Technician III 22.54
30030 - Cartographic Technician 22.54
30040 - Civil Engineering Technician 24.89
30051 - Cryogenic Technician I 24.97
30052 - Cryogenic Technician II 27.58
30061 - Drafter/CAD Operator I 16.27
30062 - Drafter/CAD Operator II 18.21
30063 - Drafter/CAD Operator III 20.29
30064 - Drafter/CAD Operator IV 24.97
30081 - Engineering Technician I 15.89
30082 - Engineering Technician II 17.83
30083 - Engineering Technician III 19.95
30084 - Engineering Technician IV 27.17
30085 - Engineering Technician V 31.79
30086 - Engineering Technician VI 38.47
30090 - Environmental Technician 22.54
30095 - Evidence Control Specialist 22.54
30210 - Laboratory Technician 20.99
30221 - Latent Fingerprint Technician I 24.97
30222 - Latent Fingerprint Technician II 27.58
30240 - Mathematical Technician 22.54
30361 - Paralegal/Legal Assistant I 19.37
30362 - Paralegal/Legal Assistant II 24.00
30363 - Paralegal/Legal Assistant III 29.36
30364 - Paralegal/Legal Assistant IV 35.52
30375 - Petroleum Supply Specialist 27.58
30390 - Photo-Optics Technician 22.54
30395 - Radiation Control Technician 27.58
30461 - Technical Writer I 22.87
30462 - Technical Writer II 27.98
30463 - Technical Writer III 33.85
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 24.97
30502 - Weather Forecaster II 30.37
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.29
30621 - Weather Observer Senior (see 2) 22.54
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 31.87
31020 - Bus Aide 9.32
31030 - Bus Driver 14.73

31043 - Driver Courier	14.32
31260 - Parking and Lot Attendant	10.87
31290 - Shuttle Bus Driver	15.37
31310 - Taxi Driver	12.88
31361 - Truckdriver Light	15.37
31362 - Truckdriver Medium	17.32
31363 - Truckdriver Heavy	20.57
31364 - Truckdriver Tractor-Trailer	20.57
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.54
99030 - Cashier	10.07
99050 - Desk Clerk	9.38
99095 - Embalmer	31.43
99130 - Flight Follower	26.34
99251 - Laboratory Animal Caretaker I	11.95
99252 - Laboratory Animal Caretaker II	12.82
99260 - Marketing Analyst	26.16
99310 - Mortician	31.43
99410 - Pest Controller	15.91
99510 - Photofinishing Worker	13.84
99710 - Recycling Laborer	14.15
99711 - Recycling Specialist	16.85
99730 - Refuse Collector	12.82
99810 - Sales Clerk	11.91
99820 - School Crossing Guard	13.59
99830 - Survey Party Chief	21.14
99831 - Surveying Aide	15.65
99832 - Surveying Technician	19.22
99840 - Vending Machine Attendant	15.40
99841 - Vending Machine Repairer	18.48
99842 - Vending Machine Repairer Helper	15.40

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

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

paid sick leave provided pursuant to EO 13706.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

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

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

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

The process for preparing a conformance request is as follows:

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

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

performs any contract work.

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

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

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

the request.

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

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

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

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

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

Daniel W. Simms
Director

Division of
Wage Determinations

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

Wage Determination No.: 2015-4417
Revision No.: 14
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Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: North Carolina

Area: North Carolina Counties of Alleghany Ashe Avery Cherokee Clay Graham Jackson Macon McDowell Mitchell Polk Swain Transylvania Watauga Yancey

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.20
01012 - Accounting Clerk II		15.94
01013 - Accounting Clerk III		17.83
01020 - Administrative Assistant		23.96
01035 - Court Reporter		17.47
01041 - Customer Service Representative I		12.45
01042 - Customer Service Representative II		13.70
01043 - Customer Service Representative III		15.29
01051 - Data Entry Operator I		14.91
01052 - Data Entry Operator II		16.27
01060 - Dispatcher Motor Vehicle		20.64
01070 - Document Preparation Clerk		13.91
01090 - Duplicating Machine Operator		13.91

01111 - General Clerk I	13.40
01112 - General Clerk II	14.62
01113 - General Clerk III	16.42
01120 - Housing Referral Assistant	19.47
01141 - Messenger Courier	11.41
01191 - Order Clerk I	16.51
01192 - Order Clerk II	18.02
01261 - Personnel Assistant (Employment) I	15.91
01262 - Personnel Assistant (Employment) II	17.80
01263 - Personnel Assistant (Employment) III	19.84
01270 - Production Control Clerk	21.50
01290 - Rental Clerk	11.73
01300 - Scheduler Maintenance	15.61
01311 - Secretary I	15.61
01312 - Secretary II	17.47
01313 - Secretary III	19.47
01320 - Service Order Dispatcher	18.45
01410 - Supply Technician	23.96
01420 - Survey Worker	15.02
01460 - Switchboard Operator/Receptionist	13.58
01531 - Travel Clerk I	13.26
01532 - Travel Clerk II	14.19
01533 - Travel Clerk III	15.06
01611 - Word Processor I	13.91
01612 - Word Processor II	15.61
01613 - Word Processor III	17.47
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	19.94
05010 - Automotive Electrician	18.09
05040 - Automotive Glass Installer	17.18
05070 - Automotive Worker	17.18
05110 - Mobile Equipment Servicer	15.33
05130 - Motor Equipment Metal Mechanic	19.05
05160 - Motor Equipment Metal Worker	17.18
05190 - Motor Vehicle Mechanic	18.34
05220 - Motor Vehicle Mechanic Helper	14.43
05250 - Motor Vehicle Upholstery Worker	16.26
05280 - Motor Vehicle Wrecker	17.18
05310 - Painter Automotive	18.09
05340 - Radiator Repair Specialist	17.18
05370 - Tire Repairer	14.60
05400 - Transmission Repair Specialist	19.05
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.78
07041 - Cook I	12.26
07042 - Cook II	13.81
07070 - Dishwasher	9.93
07130 - Food Service Worker	10.72
07210 - Meat Cutter	13.71
07260 - Waiter/Waitress	9.68

09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.08
09040 - Furniture Handler	11.90
09080 - Furniture Refinisher	17.08
09090 - Furniture Refinisher Helper	13.48
09110 - Furniture Repairer Minor	15.26
09130 - Upholsterer	17.08
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.32
11060 - Elevator Operator	13.26
11090 - Gardener	18.14
11122 - Housekeeping Aide	13.26
11150 - Janitor	13.26
11210 - Laborer Grounds Maintenance	14.41
11240 - Maid or Houseman	11.26
11260 - Pruner	13.22
11270 - Tractor Operator	16.94
11330 - Trail Maintenance Worker	14.41
11360 - Window Cleaner	14.45
12000 - Health Occupations	
12010 - Ambulance Driver	16.94
12011 - Breath Alcohol Technician	18.63
12012 - Certified Occupational Therapist Assistant	29.60
12015 - Certified Physical Therapist Assistant	26.59
12020 - Dental Assistant	19.27
12025 - Dental Hygienist	34.27
12030 - EKG Technician	29.99
12035 - Electroneurodiagnostic Technologist	29.99
12040 - Emergency Medical Technician	16.94
12071 - Licensed Practical Nurse I	17.69
12072 - Licensed Practical Nurse II	19.80
12073 - Licensed Practical Nurse III	22.07
12100 - Medical Assistant	15.72
12130 - Medical Laboratory Technician	23.06
12160 - Medical Record Clerk	15.48
12190 - Medical Record Technician	17.32
12195 - Medical Transcriptionist	17.69
12210 - Nuclear Medicine Technologist	43.50
12221 - Nursing Assistant I	11.38
12222 - Nursing Assistant II	12.79
12223 - Nursing Assistant III	13.95
12224 - Nursing Assistant IV	15.66
12235 - Optical Dispenser	16.52
12236 - Optical Technician	17.69
12250 - Pharmacy Technician	16.20
12280 - Phlebotomist	13.31
12305 - Radiologic Technologist	27.09
12311 - Registered Nurse I	24.15
12312 - Registered Nurse II	29.54
12313 - Registered Nurse II Specialist	29.54

12314 - Registered Nurse III		35.75
12315 - Registered Nurse III Anesthetist		35.75
12316 - Registered Nurse IV		42.84
12317 - Scheduler (Drug and Alcohol Testing)		24.52
12320 - Substance Abuse Treatment Counselor		25.27
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.71
13012 - Exhibits Specialist II		23.17
13013 - Exhibits Specialist III		28.35
13041 - Illustrator I		18.71
13042 - Illustrator II		23.17
13043 - Illustrator III		28.35
13047 - Librarian		25.67
13050 - Library Aide/Clerk		13.09
13054 - Library Information Technology Systems Administrator		23.17
13058 - Library Technician		17.66
13061 - Media Specialist I		16.72
13062 - Media Specialist II		18.71
13063 - Media Specialist III		20.85
13071 - Photographer I		15.74
13072 - Photographer II		17.61
13073 - Photographer III		21.81
13074 - Photographer IV		26.69
13075 - Photographer V		32.28
13090 - Technical Order Library Clerk		16.28
13110 - Video Teleconference Technician		17.39
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.56
14042 - Computer Operator II		17.41
14043 - Computer Operator III		19.42
14044 - Computer Operator IV		21.57
14045 - Computer Operator V		24.27
14071 - Computer Programmer I	(see 1)	20.07
14072 - Computer Programmer II	(see 1)	24.86
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - 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		27.43
14170 - System Support Specialist		24.27
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.30
15020 - Aircrew Training Devices Instructor (Rated)		34.45
15030 - Air Crew Training Devices Instructor (Pilot)		41.04
15050 - Computer Based Training Specialist / Instructor		28.30
15060 - Educational Technologist		24.48
15070 - Flight Instructor (Pilot)		41.04

15080 - Graphic Artist 23.54
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 20.09
15095 - Technical Instructor/Course Developer 24.57
15110 - Test Proctor 17.22
15120 - Tutor 17.22
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.10
16030 - Counter Attendant 10.10
16040 - Dry Cleaner 12.48
16070 - Finisher Flatwork Machine 10.10
16090 - Presser Hand 10.10
16110 - Presser Machine Drycleaning 10.10
16130 - Presser Machine Shirts 10.10
16160 - Presser Machine Wearing Apparel Laundry 10.10
16190 - Sewing Machine Operator 13.17
16220 - Tailor 14.02
16250 - Washer Machine 10.93
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 18.40
19040 - Tool And Die Maker 22.51
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.53
21030 - Material Coordinator 21.50
21040 - Material Expediter 21.50
21050 - Material Handling Laborer 16.72
21071 - Order Filler 11.75
21080 - Production Line Worker (Food Processing) 16.53
21110 - Shipping Packer 16.26
21130 - Shipping/Receiving Clerk 16.26
21140 - Store Worker I 12.28
21150 - Stock Clerk 16.02
21210 - Tools And Parts Attendant 16.53
21410 - Warehouse Specialist 16.53
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 21.61
23019 - Aircraft Logs and Records Technician 17.36
23021 - Aircraft Mechanic I 20.51
23022 - Aircraft Mechanic II 21.61
23023 - Aircraft Mechanic III 22.69
23040 - Aircraft Mechanic Helper 15.26
23050 - Aircraft Painter 19.43
23060 - Aircraft Servicer 17.36
23070 - Aircraft Survival Flight Equipment Technician 19.43
23080 - Aircraft Worker 18.39
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 18.39
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 20.51

II
23110 - Appliance Mechanic 19.43
23120 - Bicycle Repairer 16.32
23125 - Cable Splicer 33.92
23130 - Carpenter Maintenance 18.70
23140 - Carpet Layer 18.39
23160 - Electrician Maintenance 18.51
23181 - Electronics Technician Maintenance I 21.66
23182 - Electronics Technician Maintenance II 22.88
23183 - Electronics Technician Maintenance III 24.16
23260 - Fabric Worker 17.36
23290 - Fire Alarm System Mechanic 20.51
23310 - Fire Extinguisher Repairer 16.32
23311 - Fuel Distribution System Mechanic 21.02
23312 - Fuel Distribution System Operator 16.73
23370 - General Maintenance Worker 18.55
23380 - Ground Support Equipment Mechanic 20.51
23381 - Ground Support Equipment Servicer 17.36
23382 - Ground Support Equipment Worker 18.39
23391 - Gunsmith I 16.32
23392 - Gunsmith II 18.39
23393 - Gunsmith III 20.51
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.69
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.80
23430 - Heavy Equipment Mechanic 20.71
23440 - Heavy Equipment Operator 17.21
23460 - Instrument Mechanic 20.51
23465 - Laboratory/Shelter Mechanic 19.43
23470 - Laborer 16.72
23510 - Locksmith 19.43
23530 - Machinery Maintenance Mechanic 21.71
23550 - Machinist Maintenance 18.67
23580 - Maintenance Trades Helper 13.83
23591 - Metrology Technician I 20.51
23592 - Metrology Technician II 21.61
23593 - Metrology Technician III 22.69
23640 - Millwright 22.03
23710 - Office Appliance Repairer 19.99
23760 - Painter Maintenance 16.29
23790 - Pipefitter Maintenance 19.59
23810 - Plumber Maintenance 18.56
23820 - Pneudraulic Systems Mechanic 20.51
23850 - Rigger 20.51
23870 - Scale Mechanic 18.39
23890 - Sheet-Metal Worker Maintenance 16.09
23910 - Small Engine Mechanic 18.32
23931 - Telecommunications Mechanic I 32.79
23932 - Telecommunications Mechanic II 34.55

23950 - Telephone Lineman	19.63
23960 - Welder Combination Maintenance	20.47
23965 - Well Driller	24.95
23970 - Woodcraft Worker	20.51
23980 - Woodworker	16.32
24000 - Personal Needs Occupations	
24550 - Case Manager	17.07
24570 - Child Care Attendant	11.75
24580 - Child Care Center Clerk	15.82
24610 - Chore Aide	10.63
24620 - Family Readiness And Support Services Coordinator	17.07
24630 - Homemaker	17.58
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.51
25040 - Sewage Plant Operator	19.07
25070 - Stationary Engineer	20.51
25190 - Ventilation Equipment Tender	15.26
25210 - Water Treatment Plant Operator	19.07
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.66
27007 - Baggage Inspector	14.48
27008 - Corrections Officer	18.37
27010 - Court Security Officer	17.09
27030 - Detection Dog Handler	16.21
27040 - Detention Officer	18.37
27070 - Firefighter	14.28
27101 - Guard I	14.48
27102 - Guard II	16.21
27131 - Police Officer I	18.79
27132 - Police Officer II	20.88
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.65
28042 - Carnival Equipment Repairer	14.60
28043 - Carnival Worker	10.61
28210 - Gate Attendant/Gate Tender	18.10
28310 - Lifeguard	11.74
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	17.06
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.39
29020 - Hatch Tender	18.39
29030 - Line Handler	18.39
29041 - Stevedore I	17.36
29042 - Stevedore II	19.43
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 18.03
30022 - Archeological Technician II 20.16
30023 - Archeological Technician III 24.97
30030 - Cartographic Technician 24.97
30040 - Civil Engineering Technician 24.70
30051 - Cryogenic Technician I 29.99
30052 - Cryogenic Technician II 33.13
30061 - Drafter/CAD Operator I 18.03
30062 - Drafter/CAD Operator II 20.16
30063 - Drafter/CAD Operator III 22.77
30064 - Drafter/CAD Operator IV 27.67
30081 - Engineering Technician I 14.64
30082 - Engineering Technician II 16.44
30083 - Engineering Technician III 18.40
30084 - Engineering Technician IV 22.78
30085 - Engineering Technician V 27.88
30086 - Engineering Technician VI 33.72
30090 - Environmental Technician 22.59
30095 - Evidence Control Specialist 27.07
30210 - Laboratory Technician 22.48
30221 - Latent Fingerprint Technician I 29.99
30222 - Latent Fingerprint Technician II 33.13
30240 - Mathematical Technician 24.76
30361 - Paralegal/Legal Assistant I 19.21
30362 - Paralegal/Legal Assistant II 23.79
30363 - Paralegal/Legal Assistant III 29.10
30364 - Paralegal/Legal Assistant IV 35.21
30375 - Petroleum Supply Specialist 33.13
30390 - Photo-Optics Technician 24.97
30395 - Radiation Control Technician 33.13
30461 - Technical Writer I 24.76
30462 - Technical Writer II 30.24
30463 - Technical Writer III 36.65
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 29.99
30502 - Weather Forecaster II 36.48
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.77
30621 - Weather Observer Senior (see 2) 24.97
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.98
31020 - Bus Aide 10.97
31030 - Bus Driver 14.48
31043 - Driver Courier 15.52

31260 - Parking and Lot Attendant	11.34
31290 - Shuttle Bus Driver	16.62
31310 - Taxi Driver	13.74
31361 - Truckdriver Light	16.62
31362 - Truckdriver Medium	17.89
31363 - Truckdriver Heavy	19.56
31364 - Truckdriver Tractor-Trailer	19.56
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	10.30
99050 - Desk Clerk	12.77
99095 - Embalmer	29.41
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	11.97
99252 - Laboratory Animal Caretaker II	12.81
99260 - Marketing Analyst	24.08
99310 - Mortician	29.41
99410 - Pest Controller	16.86
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	14.09
99711 - Recycling Specialist	16.63
99730 - Refuse Collector	12.93
99810 - Sales Clerk	12.23
99820 - School Crossing Guard	13.48
99830 - Survey Party Chief	21.13
99831 - Surveying Aide	15.05
99832 - Surveying Technician	20.02
99840 - Vending Machine Attendant	16.67
99841 - Vending Machine Repairer	19.91
99842 - Vending Machine Repairer Helper	16.67

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years and 4 weeks after 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.: 2015-4418
Revision No.: 13
Date Of Last Revision: 06/08/2020

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

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

State: North Carolina

Area: North Carolina Counties of Alleghany Ashe Avery Cherokee Clay Graham Jackson Macon McDowell Mitchell Polk Swain Transylvania Watauga Yancey

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.20
01012 - Accounting Clerk II		15.94
01013 - Accounting Clerk III		17.83
01020 - Administrative Assistant		23.77
01035 - Court Reporter		17.47
01041 - Customer Service Representative I		11.32
01042 - Customer Service Representative II		12.74
01043 - Customer Service Representative III		13.90
01051 - Data Entry Operator I		14.91
01052 - Data Entry Operator II		16.27

01060 - Dispatcher Motor Vehicle 20.64
01070 - Document Preparation Clerk 13.91
01090 - Duplicating Machine Operator 13.91
01111 - General Clerk I 12.74
01112 - General Clerk II 13.90
01113 - General Clerk III 15.60
01120 - Housing Referral Assistant 19.47
01141 - Messenger Courier 11.41
01191 - Order Clerk I 15.01
01192 - Order Clerk II 16.38
01261 - Personnel Assistant (Employment) I 15.91
01262 - Personnel Assistant (Employment) II 17.80
01263 - Personnel Assistant (Employment) III 19.84
01270 - Production Control Clerk 20.76
01290 - Rental Clerk 11.22
01300 - Scheduler Maintenance 15.61
01311 - Secretary I 15.61
01312 - Secretary II 17.47
01313 - Secretary III 19.47
01320 - Service Order Dispatcher 18.45
01410 - Supply Technician 23.77
01420 - Survey Worker 15.02
01460 - Switchboard Operator/Receptionist 12.93
01531 - Travel Clerk I 12.82
01532 - Travel Clerk II 13.64
01533 - Travel Clerk III 14.52
01611 - Word Processor I 13.91
01612 - Word Processor II 15.61
01613 - Word Processor III 17.47
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.94
05010 - Automotive Electrician 18.09
05040 - Automotive Glass Installer 17.18
05070 - Automotive Worker 17.18
05110 - Mobile Equipment Servicer 15.33
05130 - Motor Equipment Metal Mechanic 19.05
05160 - Motor Equipment Metal Worker 17.18
05190 - Motor Vehicle Mechanic 18.17
05220 - Motor Vehicle Mechanic Helper 14.43
05250 - Motor Vehicle Upholstery Worker 16.26
05280 - Motor Vehicle Wrecker 17.18
05310 - Painter Automotive 18.09
05340 - Radiator Repair Specialist 17.18
05370 - Tire Repairer 13.79
05400 - Transmission Repair Specialist 19.05
07000 - Food Preparation And Service Occupations
07010 - Baker 12.78
07041 - Cook I 12.08
07042 - Cook II 13.15
07070 - Dishwasher 9.73

07130 - Food Service Worker	10.48
07210 - Meat Cutter	13.71
07260 - Waiter/Waitress	9.68
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.93
09040 - Furniture Handler	11.90
09080 - Furniture Refinisher	16.93
09090 - Furniture Refinisher Helper	13.48
09110 - Furniture Repairer Minor	15.22
09130 - Upholsterer	16.93
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.47
11060 - Elevator Operator	13.17
11090 - Gardener	16.49
11122 - Housekeeping Aide	13.17
11150 - Janitor	13.17
11210 - Laborer Grounds Maintenance	13.10
11240 - Maid or Houseman	10.86
11260 - Pruner	12.02
11270 - Tractor Operator	15.40
11330 - Trail Maintenance Worker	13.10
11360 - Window Cleaner	14.35
12000 - Health Occupations	
12010 - Ambulance Driver	16.94
12011 - Breath Alcohol Technician	16.94
12012 - Certified Occupational Therapist Assistant	29.60
12015 - Certified Physical Therapist Assistant	26.59
12020 - Dental Assistant	18.24
12025 - Dental Hygienist	34.27
12030 - EKG Technician	28.88
12035 - Electroneurodiagnostic Technologist	28.88
12040 - Emergency Medical Technician	16.94
12071 - Licensed Practical Nurse I	17.03
12072 - Licensed Practical Nurse II	19.06
12073 - Licensed Practical Nurse III	21.25
12100 - Medical Assistant	15.16
12130 - Medical Laboratory Technician	23.06
12160 - Medical Record Clerk	14.81
12190 - Medical Record Technician	16.57
12195 - Medical Transcriptionist	17.03
12210 - Nuclear Medicine Technologist	41.88
12221 - Nursing Assistant I	11.38
12222 - Nursing Assistant II	12.79
12223 - Nursing Assistant III	13.95
12224 - Nursing Assistant IV	15.66
12235 - Optical Dispenser	16.52
12236 - Optical Technician	17.03
12250 - Pharmacy Technician	15.52
12280 - Phlebotomist	13.31
12305 - Radiologic Technologist	27.09

12311 - Registered Nurse I		23.43
12312 - Registered Nurse II		28.67
12313 - Registered Nurse II Specialist		28.67
12314 - Registered Nurse III		34.69
12315 - Registered Nurse III Anesthetist		34.69
12316 - Registered Nurse IV		41.57
12317 - Scheduler (Drug and Alcohol Testing)		23.61
12320 - Substance Abuse Treatment Counselor		25.27
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.71
13012 - Exhibits Specialist II		23.17
13013 - Exhibits Specialist III		28.35
13041 - Illustrator I		18.71
13042 - Illustrator II		23.17
13043 - Illustrator III		28.35
13047 - Librarian		25.67
13050 - Library Aide/Clerk		13.09
13054 - Library Information Technology Systems Administrator		23.17
13058 - Library Technician		16.05
13061 - Media Specialist I		16.72
13062 - Media Specialist II		18.71
13063 - Media Specialist III		20.85
13071 - Photographer I		15.74
13072 - Photographer II		17.61
13073 - Photographer III		21.81
13074 - Photographer IV		26.69
13075 - Photographer V		32.28
13090 - Technical Order Library Clerk		16.28
13110 - Video Teleconference Technician		17.39
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.56
14042 - Computer Operator II		17.41
14043 - Computer Operator III		19.42
14044 - Computer Operator IV		21.57
14045 - Computer Operator V		24.27
14071 - Computer Programmer I	(see 1)	20.07
14072 - Computer Programmer II	(see 1)	24.86
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - 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		27.43
14170 - System Support Specialist		24.27
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.30
15020 - Aircrew Training Devices Instructor (Rated)		34.45
15030 - Air Crew Training Devices Instructor (Pilot)		41.04

15050 - Computer Based Training Specialist / Instructor 28.30
15060 - Educational Technologist 24.48
15070 - Flight Instructor (Pilot) 41.04
15080 - Graphic Artist 21.40
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 20.09
15095 - Technical Instructor/Course Developer 24.57
15110 - Test Proctor 17.22
15120 - Tutor 17.22
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.10
16030 - Counter Attendant 10.10
16040 - Dry Cleaner 12.48
16070 - Finisher Flatwork Machine 10.10
16090 - Presser Hand 10.10
16110 - Presser Machine Drycleaning 10.10
16130 - Presser Machine Shirts 10.10
16160 - Presser Machine Wearing Apparel Laundry 10.10
16190 - Sewing Machine Operator 13.17
16220 - Tailor 14.02
16250 - Washer Machine 10.93
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 18.40
19040 - Tool And Die Maker 22.51
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.53
21030 - Material Coordinator 20.76
21040 - Material Expediter 20.76
21050 - Material Handling Laborer 15.52
21071 - Order Filler 11.45
21080 - Production Line Worker (Food Processing) 16.53
21110 - Shipping Packer 16.26
21130 - Shipping/Receiving Clerk 16.26
21140 - Store Worker I 12.11
21150 - Stock Clerk 15.80
21210 - Tools And Parts Attendant 16.53
21410 - Warehouse Specialist 16.53
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 21.61
23019 - Aircraft Logs and Records Technician 17.36
23021 - Aircraft Mechanic I 20.51
23022 - Aircraft Mechanic II 21.61
23023 - Aircraft Mechanic III 22.69
23040 - Aircraft Mechanic Helper 15.26
23050 - Aircraft Painter 19.43
23060 - Aircraft Servicer 17.36
23070 - Aircraft Survival Flight Equipment Technician 19.43
23080 - Aircraft Worker 18.39

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 18.39
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 20.51
23110 - Appliance Mechanic 19.43
23120 - Bicycle Repairer 16.32
23125 - Cable Splicer 33.78
23130 - Carpenter Maintenance 18.70
23140 - Carpet Layer 18.39
23160 - Electrician Maintenance 18.51
23181 - Electronics Technician Maintenance I 20.90
23182 - Electronics Technician Maintenance II 22.09
23183 - Electronics Technician Maintenance III 23.32
23260 - Fabric Worker 17.36
23290 - Fire Alarm System Mechanic 20.51
23310 - Fire Extinguisher Repairer 16.32
23311 - Fuel Distribution System Mechanic 21.02
23312 - Fuel Distribution System Operator 16.73
23370 - General Maintenance Worker 17.68
23380 - Ground Support Equipment Mechanic 20.51
23381 - Ground Support Equipment Servicer 17.36
23382 - Ground Support Equipment Worker 18.39
23391 - Gunsmith I 16.32
23392 - Gunsmith II 18.39
23393 - Gunsmith III 20.51
23410 - Heating Ventilation And Air-Conditioning Mechanic 18.81
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 19.82
23430 - Heavy Equipment Mechanic 20.53
23440 - Heavy Equipment Operator 17.21
23460 - Instrument Mechanic 20.51
23465 - Laboratory/Shelter Mechanic 19.43
23470 - Laborer 15.52
23510 - Locksmith 19.43
23530 - Machinery Maintenance Mechanic 21.71
23550 - Machinist Maintenance 18.67
23580 - Maintenance Trades Helper 12.57
23591 - Metrology Technician I 20.51
23592 - Metrology Technician II 21.61
23593 - Metrology Technician III 22.69
23640 - Millwright 22.03
23710 - Office Appliance Repairer 19.99
23760 - Painter Maintenance 15.69
23790 - Pipefitter Maintenance 19.59
23810 - Plumber Maintenance 18.56
23820 - Pneudraulic Systems Mechanic 20.51
23850 - Rigger 20.51
23870 - Scale Mechanic 18.39
23890 - Sheet-Metal Worker Maintenance 16.09

23910 - Small Engine Mechanic 16.65
23931 - Telecommunications Mechanic I 29.81
23932 - Telecommunications Mechanic II 31.41
23950 - Telephone Lineman 19.63
23960 - Welder Combination Maintenance 20.16
23965 - Well Driller 22.68
23970 - Woodcraft Worker 20.51
23980 - Woodworker 16.32
24000 - Personal Needs Occupations
24550 - Case Manager 15.52
24570 - Child Care Attendant 11.62
24580 - Child Care Center Clerk 15.26
24610 - Chore Aide 10.20
24620 - Family Readiness And Support Services Coordinator 15.52
24630 - Homemaker 16.06
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 20.51
25040 - Sewage Plant Operator 18.52
25070 - Stationary Engineer 20.51
25190 - Ventilation Equipment Tender 15.26
25210 - Water Treatment Plant Operator 18.52
27000 - Protective Service Occupations
27004 - Alarm Monitor 14.40
27007 - Baggage Inspector 13.71
27008 - Corrections Officer 17.84
27010 - Court Security Officer 16.51
27030 - Detection Dog Handler 15.34
27040 - Detention Officer 17.84
27070 - Firefighter 14.28
27101 - Guard I 13.71
27102 - Guard II 15.34
27131 - Police Officer I 18.27
27132 - Police Officer II 20.31
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.64
28042 - Carnival Equipment Repairer 14.59
28043 - Carnival Worker 10.61
28210 - Gate Attendant/Gate Tender 16.47
28310 - Lifeguard 11.74
28350 - Park Attendant (Aide) 18.43
28510 - Recreation Aide/Health Facility Attendant 13.45
28515 - Recreation Specialist 22.82
28630 - Sports Official 14.67
28690 - Swimming Pool Operator 17.06
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 18.39
29020 - Hatch Tender 18.39
29030 - Line Handler 18.39
29041 - Stevedore I 17.36

29042 - Stevedore II		19.43
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29
30021 - Archeological Technician I		18.03
30022 - Archeological Technician II		20.16
30023 - Archeological Technician III		24.97
30030 - Cartographic Technician		24.97
30040 - Civil Engineering Technician		22.45
30051 - Cryogenic Technician I		29.99
30052 - Cryogenic Technician II		33.13
30061 - Drafter/CAD Operator I		18.03
30062 - Drafter/CAD Operator II		20.16
30063 - Drafter/CAD Operator III		22.77
30064 - Drafter/CAD Operator IV		27.67
30081 - Engineering Technician I		14.64
30082 - Engineering Technician II		16.44
30083 - Engineering Technician III		18.40
30084 - Engineering Technician IV		22.78
30085 - Engineering Technician V		27.88
30086 - Engineering Technician VI		33.72
30090 - Environmental Technician		22.59
30095 - Evidence Control Specialist		27.07
30210 - Laboratory Technician		22.48
30221 - Latent Fingerprint Technician I		29.99
30222 - Latent Fingerprint Technician II		33.13
30240 - Mathematical Technician		24.76
30361 - Paralegal/Legal Assistant I		18.85
30362 - Paralegal/Legal Assistant II		23.36
30363 - Paralegal/Legal Assistant III		28.58
30364 - Paralegal/Legal Assistant IV		34.57
30375 - Petroleum Supply Specialist		33.13
30390 - Photo-Optics Technician		24.97
30395 - Radiation Control Technician		33.13
30461 - Technical Writer I		24.76
30462 - Technical Writer II		30.24
30463 - Technical Writer III		36.65
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		29.99
30502 - Weather Forecaster II		36.48
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.77
30621 - Weather Observer Senior	(see 2)	24.97
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67

31020 - Bus Aide	10.97
31030 - Bus Driver	14.48
31043 - Driver Courier	15.52
31260 - Parking and Lot Attendant	11.34
31290 - Shuttle Bus Driver	16.62
31310 - Taxi Driver	12.93
31361 - Truckdriver Light	16.62
31362 - Truckdriver Medium	17.89
31363 - Truckdriver Heavy	19.56
31364 - Truckdriver Tractor-Trailer	19.56
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.89
99050 - Desk Clerk	12.77
99095 - Embalmer	29.41
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	11.97
99252 - Laboratory Animal Caretaker II	12.81
99260 - Marketing Analyst	24.08
99310 - Mortician	29.41
99410 - Pest Controller	16.86
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	14.09
99711 - Recycling Specialist	16.63
99730 - Refuse Collector	12.93
99810 - Sales Clerk	11.54
99820 - School Crossing Guard	13.29
99830 - Survey Party Chief	20.12
99831 - Surveying Aide	14.33
99832 - Surveying Technician	19.06
99840 - Vending Machine Attendant	15.15
99841 - Vending Machine Repairer	18.10
99842 - Vending Machine Repairer Helper	15.15

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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.: 2015-4424
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.

States: North Carolina South Carolina

Area: North Carolina Counties of Cabarrus Gaston Iredell Lincoln Mecklenburg Rowan Union

South Carolina Counties of Lancaster York

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.64
01012 - Accounting Clerk II		17.56
01013 - Accounting Clerk III		19.65
01020 - Administrative Assistant		29.00
01035 - Court Reporter		21.87
01041 - Customer Service Representative I		14.34
01042 - Customer Service Representative II		16.13
01043 - Customer Service Representative III		17.59
01051 - Data Entry Operator I		14.41

01052 - Data Entry Operator II 15.71
01060 - Dispatcher Motor Vehicle 19.93
01070 - Document Preparation Clerk 15.29
01090 - Duplicating Machine Operator 15.29
01111 - General Clerk I 12.72
01112 - General Clerk II 13.87
01113 - General Clerk III 15.58
01120 - Housing Referral Assistant 22.66
01141 - Messenger Courier 13.58
01191 - Order Clerk I 17.72
01192 - Order Clerk II 19.32
01261 - Personnel Assistant (Employment) I 16.88
01262 - Personnel Assistant (Employment) II 18.88
01263 - Personnel Assistant (Employment) III 21.04
01270 - Production Control Clerk 22.50
01290 - Rental Clerk 15.24
01300 - Scheduler Maintenance 17.63
01311 - Secretary I 17.63
01312 - Secretary II 19.88
01313 - Secretary III 22.66
01320 - Service Order Dispatcher 17.81
01410 - Supply Technician 29.00
01420 - Survey Worker 18.35
01460 - Switchboard Operator/Receptionist 14.60
01531 - Travel Clerk I 15.08
01532 - Travel Clerk II 16.07
01533 - Travel Clerk III 17.13
01611 - Word Processor I 17.14
01612 - Word Processor II 19.24
01613 - Word Processor III 21.52
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 26.51
05010 - Automotive Electrician 20.99
05040 - Automotive Glass Installer 19.38
05070 - Automotive Worker 19.87
05110 - Mobile Equipment Servicer 17.29
05130 - Motor Equipment Metal Mechanic 22.06
05160 - Motor Equipment Metal Worker 19.87
05190 - Motor Vehicle Mechanic 22.06
05220 - Motor Vehicle Mechanic Helper 16.29
05250 - Motor Vehicle Upholstery Worker 18.92
05280 - Motor Vehicle Wrecker 19.87
05310 - Painter Automotive 20.99
05340 - Radiator Repair Specialist 19.87
05370 - Tire Repairer 14.94
05400 - Transmission Repair Specialist 22.06
07000 - Food Preparation And Service Occupations
07010 - Baker 12.59
07041 - Cook I 12.02
07042 - Cook II 13.49

07070 - Dishwasher	10.30
07130 - Food Service Worker	11.59
07210 - Meat Cutter	17.10
07260 - Waiter/Waitress	9.35
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.94
09040 - Furniture Handler	10.92
09080 - Furniture Refinisher	14.90
09090 - Furniture Refinisher Helper	11.72
09110 - Furniture Repairer Minor	13.35
09130 - Upholsterer	16.28
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.76
11060 - Elevator Operator	10.76
11090 - Gardener	18.03
11122 - Housekeeping Aide	11.75
11150 - Janitor	11.75
11210 - Laborer Grounds Maintenance	14.13
11240 - Maid or Houseman	10.98
11260 - Pruner	12.52
11270 - Tractor Operator	16.82
11330 - Trail Maintenance Worker	14.13
11360 - Window Cleaner	13.27
12000 - Health Occupations	
12010 - Ambulance Driver	19.59
12011 - Breath Alcohol Technician	19.88
12012 - Certified Occupational Therapist Assistant	31.16
12015 - Certified Physical Therapist Assistant	29.11
12020 - Dental Assistant	21.52
12025 - Dental Hygienist	38.91
12030 - EKG Technician	32.99
12035 - Electroneurodiagnostic Technologist	32.99
12040 - Emergency Medical Technician	19.59
12071 - Licensed Practical Nurse I	17.91
12072 - Licensed Practical Nurse II	20.04
12073 - Licensed Practical Nurse III	22.33
12100 - Medical Assistant	16.62
12130 - Medical Laboratory Technician	24.59
12160 - Medical Record Clerk	17.14
12190 - Medical Record Technician	20.04
12195 - Medical Transcriptionist	18.60
12210 - Nuclear Medicine Technologist	34.08
12221 - Nursing Assistant I	11.84
12222 - Nursing Assistant II	13.32
12223 - Nursing Assistant III	14.53
12224 - Nursing Assistant IV	16.30
12235 - Optical Dispenser	21.64
12236 - Optical Technician	15.75
12250 - Pharmacy Technician	15.49
12280 - Phlebotomist	16.53

12305 - Radiologic Technologist		27.91
12311 - Registered Nurse I		24.10
12312 - Registered Nurse II		29.48
12313 - Registered Nurse II Specialist		29.48
12314 - Registered Nurse III		35.67
12315 - Registered Nurse III Anesthetist		35.67
12316 - Registered Nurse IV		42.75
12317 - Scheduler (Drug and Alcohol Testing)		24.62
12320 - Substance Abuse Treatment Counselor		22.25
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.01
13012 - Exhibits Specialist II		24.79
13013 - Exhibits Specialist III		30.34
13041 - Illustrator I		20.01
13042 - Illustrator II		24.79
13043 - Illustrator III		30.34
13047 - Librarian		27.46
13050 - Library Aide/Clerk		13.82
13054 - Library Information Technology Systems Administrator		24.79
13058 - Library Technician		17.54
13061 - Media Specialist I		17.89
13062 - Media Specialist II		20.01
13063 - Media Specialist III		22.32
13071 - Photographer I		15.85
13072 - Photographer II		17.73
13073 - Photographer III		21.96
13074 - Photographer IV		26.87
13075 - Photographer V		32.51
13090 - Technical Order Library Clerk		17.36
13110 - Video Teleconference Technician		23.97
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.04
14042 - Computer Operator II		17.95
14043 - Computer Operator III		20.01
14044 - Computer Operator IV		22.23
14045 - Computer Operator V		24.44
14071 - Computer Programmer I	(see 1)	24.84
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.04
14160 - Personal Computer Support Technician		22.23
14170 - System Support Specialist		28.33
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.65
15020 - Aircrew Training Devices Instructor (Rated)		37.09

15030 - Air Crew Training Devices Instructor (Pilot)	44.44
15050 - Computer Based Training Specialist / Instructor	30.65
15060 - Educational Technologist	28.93
15070 - Flight Instructor (Pilot)	44.44
15080 - Graphic Artist	25.59
15085 - Maintenance Test Pilot Fixed Jet/Prop	44.44
15086 - Maintenance Test Pilot Rotary Wing	44.44
15088 - Non-Maintenance Test/Co-Pilot	44.44
15090 - Technical Instructor	27.75
15095 - Technical Instructor/Course Developer	33.95
15110 - Test Proctor	22.41
15120 - Tutor	22.41
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	9.75
16030 - Counter Attendant	9.75
16040 - Dry Cleaner	12.09
16070 - Finisher Flatwork Machine	9.75
16090 - Presser Hand	9.75
16110 - Presser Machine Drycleaning	9.75
16130 - Presser Machine Shirts	9.75
16160 - Presser Machine Wearing Apparel Laundry	9.75
16190 - Sewing Machine Operator	12.84
16220 - Tailor	13.54
16250 - Washer Machine	10.48
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.65
19040 - Tool And Die Maker	23.73
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.07
21030 - Material Coordinator	22.50
21040 - Material Expediter	22.50
21050 - Material Handling Laborer	13.28
21071 - Order Filler	13.11
21080 - Production Line Worker (Food Processing)	16.07
21110 - Shipping Packer	16.67
21130 - Shipping/Receiving Clerk	16.67
21140 - Store Worker I	11.87
21150 - Stock Clerk	16.84
21210 - Tools And Parts Attendant	16.07
21410 - Warehouse Specialist	16.07
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	39.28
23019 - Aircraft Logs and Records Technician	31.78
23021 - Aircraft Mechanic I	37.39
23022 - Aircraft Mechanic II	39.28
23023 - Aircraft Mechanic III	41.25
23040 - Aircraft Mechanic Helper	28.45
23050 - Aircraft Painter	36.34
23060 - Aircraft Servicer	31.78
23070 - Aircraft Survival Flight Equipment Technician	36.34

23080 - Aircraft Worker 33.66
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 32.64
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 37.39
23110 - Appliance Mechanic 19.92
23120 - Bicycle Repairer 13.04
23125 - Cable Splicer 31.42
23130 - Carpenter Maintenance 18.60
23140 - Carpet Layer 21.42
23160 - Electrician Maintenance 22.12
23181 - Electronics Technician Maintenance I 25.68
23182 - Electronics Technician Maintenance II 27.13
23183 - Electronics Technician Maintenance III 28.50
23260 - Fabric Worker 20.28
23290 - Fire Alarm System Mechanic 23.35
23310 - Fire Extinguisher Repairer 19.09
23311 - Fuel Distribution System Mechanic 27.39
23312 - Fuel Distribution System Operator 21.99
23370 - General Maintenance Worker 19.94
23380 - Ground Support Equipment Mechanic 37.39
23381 - Ground Support Equipment Servicer 31.78
23382 - Ground Support Equipment Worker 33.66
23391 - Gunsmith I 19.09
23392 - Gunsmith II 21.42
23393 - Gunsmith III 23.78
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.35
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.41
23430 - Heavy Equipment Mechanic 23.18
23440 - Heavy Equipment Operator 19.94
23460 - Instrument Mechanic 25.47
23465 - Laboratory/Shelter Mechanic 22.64
23470 - Laborer 13.28
23510 - Locksmith 20.43
23530 - Machinery Maintenance Mechanic 24.60
23550 - Machinist Maintenance 20.26
23580 - Maintenance Trades Helper 15.21
23591 - Metrology Technician I 25.47
23592 - Metrology Technician II 26.74
23593 - Metrology Technician III 27.99
23640 - Millwright 23.61
23710 - Office Appliance Repairer 20.26
23760 - Painter Maintenance 16.36
23790 - Pipefitter Maintenance 22.72
23810 - Plumber Maintenance 21.63
23820 - Pneudraulic Systems Mechanic 23.78
23850 - Rigger 26.13
23870 - Scale Mechanic 21.42

23890 - Sheet-Metal Worker Maintenance	17.79
23910 - Small Engine Mechanic	19.58
23931 - Telecommunications Mechanic I	25.39
23932 - Telecommunications Mechanic II	26.65
23950 - Telephone Lineman	23.36
23960 - Welder Combination Maintenance	20.73
23965 - Well Driller	23.70
23970 - Woodcraft Worker	23.78
23980 - Woodworker	19.09
24000 - Personal Needs Occupations	
24550 - Case Manager	15.76
24570 - Child Care Attendant	10.98
24580 - Child Care Center Clerk	13.70
24610 - Chore Aide	11.00
24620 - Family Readiness And Support Services Coordinator	15.76
24630 - Homemaker	15.76
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.36
25040 - Sewage Plant Operator	21.10
25070 - Stationary Engineer	22.36
25190 - Ventilation Equipment Tender	16.31
25210 - Water Treatment Plant Operator	21.10
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.08
27007 - Baggage Inspector	12.88
27008 - Corrections Officer	19.54
27010 - Court Security Officer	18.30
27030 - Detection Dog Handler	15.13
27040 - Detention Officer	19.54
27070 - Firefighter	18.54
27101 - Guard I	12.88
27102 - Guard II	15.13
27131 - Police Officer I	22.49
27132 - Police Officer II	24.98
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.10
28042 - Carnival Equipment Repairer	14.05
28043 - Carnival Worker	9.75
28210 - Gate Attendant/Gate Tender	15.49
28310 - Lifeguard	13.72
28350 - Park Attendant (Aide)	17.33
28510 - Recreation Aide/Health Facility Attendant	12.69
28515 - Recreation Specialist	21.47
28630 - Sports Official	13.80
28690 - Swimming Pool Operator	17.14
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.44
29020 - Hatch Tender	24.44
29030 - Line Handler	24.44

29041 - Stevedore I		23.14
29042 - Stevedore II		25.83
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	40.39
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.86
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.68
30021 - Archeological Technician I		16.67
30022 - Archeological Technician II		19.50
30023 - Archeological Technician III		24.15
30030 - Cartographic Technician		24.15
30040 - Civil Engineering Technician		23.35
30051 - Cryogenic Technician I		25.58
30052 - Cryogenic Technician II		28.25
30061 - Drafter/CAD Operator I		16.67
30062 - Drafter/CAD Operator II		19.50
30063 - Drafter/CAD Operator III		21.73
30064 - Drafter/CAD Operator IV		25.58
30081 - Engineering Technician I		15.07
30082 - Engineering Technician II		16.92
30083 - Engineering Technician III		18.92
30084 - Engineering Technician IV		23.44
30085 - Engineering Technician V		28.68
30086 - Engineering Technician VI		34.70
30090 - Environmental Technician		22.26
30095 - Evidence Control Specialist		24.15
30210 - Laboratory Technician		22.63
30221 - Latent Fingerprint Technician I		23.03
30222 - Latent Fingerprint Technician II		25.44
30240 - Mathematical Technician		24.15
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		36.34
30375 - Petroleum Supply Specialist		29.53
30390 - Photo-Optics Technician		24.15
30395 - Radiation Control Technician		29.53
30461 - Technical Writer I		23.70
30462 - Technical Writer II		29.00
30463 - Technical Writer III		35.09
30491 - Unexploded Ordnance (UXO) Technician I		25.68
30492 - Unexploded Ordnance (UXO) Technician II		31.06
30493 - Unexploded Ordnance (UXO) Technician III		37.23
30494 - Unexploded (UXO) Safety Escort		25.68
30495 - Unexploded (UXO) Sweep Personnel		25.68
30501 - Weather Forecaster I		25.58
30502 - Weather Forecaster II		31.11
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.73
30621 - Weather Observer Senior	(see 2)	23.29
31000 - Transportation/Mobile Equipment Operation Occupations		

31010 - Airplane Pilot	31.06
31020 - Bus Aide	15.03
31030 - Bus Driver	20.38
31043 - Driver Courier	15.70
31260 - Parking and Lot Attendant	11.09
31290 - Shuttle Bus Driver	16.78
31310 - Taxi Driver	13.83
31361 - Truckdriver Light	16.78
31362 - Truckdriver Medium	18.59
31363 - Truckdriver Heavy	21.53
31364 - Truckdriver Tractor-Trailer	21.53
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.15
99030 - Cashier	9.93
99050 - Desk Clerk	10.60
99095 - Embalmer	30.68
99130 - Flight Follower	25.68
99251 - Laboratory Animal Caretaker I	14.92
99252 - Laboratory Animal Caretaker II	15.99
99260 - Marketing Analyst	31.13
99310 - Mortician	30.68
99410 - Pest Controller	16.96
99510 - Photofinishing Worker	13.76
99710 - Recycling Laborer	17.87
99711 - Recycling Specialist	21.27
99730 - Refuse Collector	15.83
99810 - Sales Clerk	11.51
99820 - School Crossing Guard	11.42
99830 - Survey Party Chief	21.96
99831 - Surveying Aide	14.80
99832 - Surveying Technician	20.28
99840 - Vending Machine Attendant	13.82
99841 - Vending Machine Repairer	16.63
99842 - Vending Machine Repairer Helper	13.82

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

paid sick leave provided pursuant to EO 13706.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

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

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

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

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

The process for preparing a conformance request is as follows:

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

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

performs any contract work.

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

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

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

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

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

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

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

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

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

Daniel W. Simms
Director

Division of
Wage Determinations

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

Wage Determination No.: 2015-4427
Revision No.: 16
Date Of Last Revision: 05/04/2021

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: South Carolina

Area: South Carolina Counties of Berkeley Charleston Dorchester

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		16.23
01013 - Accounting Clerk III		18.17
01020 - Administrative Assistant		29.25
01035 - Court Reporter		21.57
01041 - Customer Service Representative I		14.46
01042 - Customer Service Representative II		15.77
01043 - Customer Service Representative III		17.71
01051 - Data Entry Operator I		14.63
01052 - Data Entry Operator II		15.96
01060 - Dispatcher Motor Vehicle		21.14
01070 - Document Preparation Clerk		14.22
01090 - Duplicating Machine Operator		14.22
01111 - General Clerk I		13.67
01112 - General Clerk II		14.91

01113 - General Clerk III 16.74
01120 - Housing Referral Assistant 19.92
01141 - Messenger Courier 13.36
01191 - Order Clerk I 17.83
01192 - Order Clerk II 19.46
01261 - Personnel Assistant (Employment) I 16.67
01262 - Personnel Assistant (Employment) II 18.65
01263 - Personnel Assistant (Employment) III 20.79
01270 - Production Control Clerk 24.37
01290 - Rental Clerk 14.69
01300 - Scheduler Maintenance 15.97
01311 - Secretary I 15.97
01312 - Secretary II 17.87
01313 - Secretary III 19.92
01320 - Service Order Dispatcher 18.90
01410 - Supply Technician 29.25
01420 - Survey Worker 17.50
01460 - Switchboard Operator/Receptionist 15.07
01531 - Travel Clerk I 17.39
01532 - Travel Clerk II 18.49
01533 - Travel Clerk III 19.69
01611 - Word Processor I 15.51
01612 - Word Processor II 17.40
01613 - Word Processor III 19.47
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 23.14
05010 - Automotive Electrician 22.17
05040 - Automotive Glass Installer 20.97
05070 - Automotive Worker 21.22
05110 - Mobile Equipment Servicer 18.55
05130 - Motor Equipment Metal Mechanic 23.65
05160 - Motor Equipment Metal Worker 21.22
05190 - Motor Vehicle Mechanic 23.65
05220 - Motor Vehicle Mechanic Helper 17.50
05250 - Motor Vehicle Upholstery Worker 20.01
05280 - Motor Vehicle Wrecker 21.22
05310 - Painter Automotive 22.17
05340 - Radiator Repair Specialist 21.22
05370 - Tire Repairer 14.73
05400 - Transmission Repair Specialist 23.65
07000 - Food Preparation And Service Occupations
07010 - Baker 13.78
07041 - Cook I 10.64
07042 - Cook II 12.01
07070 - Dishwasher 10.58
07130 - Food Service Worker 13.56
07210 - Meat Cutter 18.16
07260 - Waiter/Waitress 9.23
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 21.01

09040 - Furniture Handler 12.21
09080 - Furniture Refinisher 17.85
09090 - Furniture Refinisher Helper 14.04
09110 - Furniture Repairer Minor 15.92
09130 - Upholsterer 16.91
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.99
11060 - Elevator Operator 11.14
11090 - Gardener 18.08
11122 - Housekeeping Aide 11.14
11150 - Janitor 11.14
11210 - Laborer Grounds Maintenance 14.65
11240 - Maid or Houseman 11.20
11260 - Pruner 13.48
11270 - Tractor Operator 16.96
11330 - Trail Maintenance Worker 14.65
11360 - Window Cleaner 12.11
12000 - Health Occupations
12010 - Ambulance Driver 19.38
12011 - Breath Alcohol Technician 20.93
12012 - Certified Occupational Therapist Assistant 28.13
12015 - Certified Physical Therapist Assistant 28.73
12020 - Dental Assistant 22.07
12025 - Dental Hygienist 30.54
12030 - EKG Technician 31.72
12035 - Electroneurodiagnostic Technologist 31.72
12040 - Emergency Medical Technician 19.38
12071 - Licensed Practical Nurse I 18.72
12072 - Licensed Practical Nurse II 20.93
12073 - Licensed Practical Nurse III 23.33
12100 - Medical Assistant 17.30
12130 - Medical Laboratory Technician 26.33
12160 - Medical Record Clerk 19.36
12190 - Medical Record Technician 21.65
12195 - Medical Transcriptionist 17.72
12210 - Nuclear Medicine Technologist 36.34
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 16.53
12236 - Optical Technician 20.68
12250 - Pharmacy Technician 17.25
12280 - Phlebotomist 17.00
12305 - Radiologic Technologist 29.47
12311 - Registered Nurse I 25.36
12312 - Registered Nurse II 31.01
12313 - Registered Nurse II Specialist 31.01
12314 - Registered Nurse III 37.52
12315 - Registered Nurse III Anesthetist 37.52

12316 - Registered Nurse IV		44.98
12317 - Scheduler (Drug and Alcohol Testing)		25.92
12320 - Substance Abuse Treatment Counselor		19.54
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		24.66
13012 - Exhibits Specialist II		30.56
13013 - Exhibits Specialist III		37.38
13041 - Illustrator I		24.19
13042 - Illustrator II		29.94
13043 - Illustrator III		36.64
13047 - Librarian		33.84
13050 - Library Aide/Clerk		11.79
13054 - Library Information Technology Systems Administrator		30.56
13058 - Library Technician		15.12
13061 - Media Specialist I		22.06
13062 - Media Specialist II		24.66
13063 - Media Specialist III		27.49
13071 - Photographer I		15.85
13072 - Photographer II		17.73
13073 - Photographer III		21.96
13074 - Photographer IV		26.87
13075 - Photographer V		32.51
13090 - Technical Order Library Clerk		14.81
13110 - Video Teleconference Technician		19.75
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.77
14042 - Computer Operator II		21.01
14043 - Computer Operator III		23.41
14044 - Computer Operator IV		26.02
14045 - Computer Operator V		28.81
14071 - Computer Programmer I		25.00
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.77
14160 - Personal Computer Support Technician		26.02
14170 - System Support Specialist		32.41
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.60
15020 - Aircrew Training Devices Instructor (Rated)		35.81
15030 - Air Crew Training Devices Instructor (Pilot)		42.92
15050 - Computer Based Training Specialist / Instructor		29.60
15060 - Educational Technologist		31.23
15070 - Flight Instructor (Pilot)		42.92
15080 - Graphic Artist		21.38
15085 - Maintenance Test Pilot Fixed Jet/Prop		40.03

15086 - Maintenance Test Pilot Rotary Wing 40.03
15088 - Non-Maintenance Test/Co-Pilot 40.03
15090 - Technical Instructor 23.22
15095 - Technical Instructor/Course Developer 28.41
15110 - Test Proctor 18.75
15120 - Tutor 18.75
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.20
16030 - Counter Attendant 10.20
16040 - Dry Cleaner 12.30
16070 - Finisher Flatwork Machine 10.20
16090 - Presser Hand 10.20
16110 - Presser Machine Drycleaning 10.20
16130 - Presser Machine Shirts 10.20
16160 - Presser Machine Wearing Apparel Laundry 10.20
16190 - Sewing Machine Operator 12.96
16220 - Tailor 13.59
16250 - Washer Machine 10.74
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.57
19040 - Tool And Die Maker 27.46
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.26
21030 - Material Coordinator 24.37
21040 - Material Expediter 24.37
21050 - Material Handling Laborer 14.15
21071 - Order Filler 13.30
21080 - Production Line Worker (Food Processing) 18.26
21110 - Shipping Packer 17.12
21130 - Shipping/Receiving Clerk 17.12
21140 - Store Worker I 13.52
21150 - Stock Clerk 17.42
21210 - Tools And Parts Attendant 18.26
21410 - Warehouse Specialist 18.26
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 33.37
23019 - Aircraft Logs and Records Technician 26.86
23021 - Aircraft Mechanic I 31.73
23022 - Aircraft Mechanic II 33.37
23023 - Aircraft Mechanic III 34.96
23040 - Aircraft Mechanic Helper 23.69
23050 - Aircraft Painter 30.12
23060 - Aircraft Servicer 26.86
23070 - Aircraft Survival Flight Equipment Technician 30.12
23080 - Aircraft Worker 28.47
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 28.47
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 31.73
23110 - Appliance Mechanic 21.75

23120 - Bicycle Repairer 18.92
23125 - Cable Splicer 32.72
23130 - Carpenter Maintenance 23.95
23140 - Carpet Layer 21.35
23160 - Electrician Maintenance 21.01
23181 - Electronics Technician Maintenance I 27.04
23182 - Electronics Technician Maintenance II 28.59
23183 - Electronics Technician Maintenance III 30.13
23260 - Fabric Worker 20.13
23290 - Fire Alarm System Mechanic 22.48
23310 - Fire Extinguisher Repairer 18.92
23311 - Fuel Distribution System Mechanic 23.79
23312 - Fuel Distribution System Operator 18.92
23370 - General Maintenance Worker 18.52
23380 - Ground Support Equipment Mechanic 31.73
23381 - Ground Support Equipment Servicer 26.86
23382 - Ground Support Equipment Worker 28.47
23391 - Gunsmith I 18.92
23392 - Gunsmith II 21.35
23393 - Gunsmith III 23.79
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.53
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.73
23430 - Heavy Equipment Mechanic 26.06
23440 - Heavy Equipment Operator 20.05
23460 - Instrument Mechanic 23.79
23465 - Laboratory/Shelter Mechanic 22.57
23470 - Laborer 14.15
23510 - Locksmith 19.55
23530 - Machinery Maintenance Mechanic 28.63
23550 - Machinist Maintenance 22.15
23580 - Maintenance Trades Helper 15.67
23591 - Metrology Technician I 23.79
23592 - Metrology Technician II 25.00
23593 - Metrology Technician III 26.21
23640 - Millwright 26.74
23710 - Office Appliance Repairer 21.38
23760 - Painter Maintenance 17.97
23790 - Pipefitter Maintenance 26.04
23810 - Plumber Maintenance 24.72
23820 - Pneudraulic Systems Mechanic 23.79
23850 - Rigger 21.23
23870 - Scale Mechanic 21.35
23890 - Sheet-Metal Worker Maintenance 19.92
23910 - Small Engine Mechanic 17.58
23931 - Telecommunications Mechanic I 27.52
23932 - Telecommunications Mechanic II 28.93
23950 - Telephone Lineman 25.60
23960 - Welder Combination Maintenance 22.16

23965 - Well Driller	22.91
23970 - Woodcraft Worker	23.79
23980 - Woodworker	18.92
24000 - Personal Needs Occupations	
24550 - Case Manager	17.36
24570 - Child Care Attendant	9.57
24580 - Child Care Center Clerk	13.12
24610 - Chore Aide	12.01
24620 - Family Readiness And Support Services Coordinator	17.36
24630 - Homemaker	17.36
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.79
25040 - Sewage Plant Operator	18.24
25070 - Stationary Engineer	23.79
25190 - Ventilation Equipment Tender	17.76
25210 - Water Treatment Plant Operator	18.24
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.41
27007 - Baggage Inspector	14.16
27008 - Corrections Officer	18.50
27010 - Court Security Officer	18.70
27030 - Detection Dog Handler	15.85
27040 - Detention Officer	18.50
27070 - Firefighter	19.16
27101 - Guard I	14.16
27102 - Guard II	15.85
27131 - Police Officer I	21.54
27132 - Police Officer II	23.93
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.43
28042 - Carnival Equipment Repairer	13.25
28043 - Carnival Worker	9.88
28210 - Gate Attendant/Gate Tender	16.54
28310 - Lifeguard	13.06
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	14.95
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	28.70
29020 - Hatch Tender	28.70
29030 - Line Handler	28.70
29041 - Stevedore I	24.97
29042 - Stevedore II	30.35
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		17.40
30022 - Archeological Technician II		19.38
30023 - Archeological Technician III		24.00
30030 - Cartographic Technician		26.11
30040 - Civil Engineering Technician		28.52
30051 - Cryogenic Technician I		26.58
30052 - Cryogenic Technician II		29.36
30061 - Drafter/CAD Operator I		17.40
30062 - Drafter/CAD Operator II		19.38
30063 - Drafter/CAD Operator III		21.60
30064 - Drafter/CAD Operator IV		26.58
30081 - Engineering Technician I		18.52
30082 - Engineering Technician II		20.79
30083 - Engineering Technician III		23.26
30084 - Engineering Technician IV		28.82
30085 - Engineering Technician V		35.25
30086 - Engineering Technician VI		42.66
30090 - Environmental Technician		24.00
30095 - Evidence Control Specialist		24.00
30210 - Laboratory Technician		21.96
30221 - Latent Fingerprint Technician I		26.58
30222 - Latent Fingerprint Technician II		29.36
30240 - Mathematical Technician		23.48
30361 - Paralegal/Legal Assistant I		18.88
30362 - Paralegal/Legal Assistant II		23.38
30363 - Paralegal/Legal Assistant III		28.60
30364 - Paralegal/Legal Assistant IV		34.61
30375 - Petroleum Supply Specialist		29.36
30390 - Photo-Optics Technician		24.00
30395 - Radiation Control Technician		29.36
30461 - Technical Writer I		23.47
30462 - Technical Writer II		28.71
30463 - Technical Writer III		34.74
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		26.58
30502 - Weather Forecaster II		32.34
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.60
30621 - Weather Observer Senior	(see 2)	24.00
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		13.60
31030 - Bus Driver		17.85
31043 - Driver Courier		14.60
31260 - Parking and Lot Attendant		9.42
31290 - Shuttle Bus Driver		15.36

31310 - Taxi Driver	11.87
31361 - Truckdriver Light	15.56
31362 - Truckdriver Medium	16.55
31363 - Truckdriver Heavy	20.85
31364 - Truckdriver Tractor-Trailer	20.85
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	11.20
99050 - Desk Clerk	11.97
99095 - Embalmer	29.43
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	12.37
99252 - Laboratory Animal Caretaker II	13.18
99260 - Marketing Analyst	28.86
99310 - Mortician	29.43
99410 - Pest Controller	17.59
99510 - Photofinishing Worker	13.56
99710 - Recycling Laborer	14.85
99711 - Recycling Specialist	17.20
99730 - Refuse Collector	13.66
99810 - Sales Clerk	13.31
99820 - School Crossing Guard	13.75
99830 - Survey Party Chief	20.45
99831 - Surveying Aide	15.49
99832 - Surveying Technician	18.58
99840 - Vending Machine Attendant	18.52
99841 - Vending Machine Repairer	22.36
99842 - Vending Machine Repairer Helper	18.52

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.: 2015-4428
Revision No.: 15
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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.

State: South Carolina

Area: South Carolina Counties of Berkeley Charleston Dorchester

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.71
01012 - Accounting Clerk II		15.39
01013 - Accounting Clerk III		17.22
01020 - Administrative Assistant		29.25
01035 - Court Reporter		19.61
01041 - Customer Service Representative I		13.58
01042 - Customer Service Representative II		15.27
01043 - Customer Service Representative III		16.65
01051 - Data Entry Operator I		13.37
01052 - Data Entry Operator II		14.59
01060 - Dispatcher Motor Vehicle		21.14
01070 - Document Preparation Clerk		13.98

01090 - Duplicating Machine Operator	13.98
01111 - General Clerk I	12.91
01112 - General Clerk II	14.09
01113 - General Clerk III	15.82
01120 - Housing Referral Assistant	19.89
01141 - Messenger Courier	13.36
01191 - Order Clerk I	16.21
01192 - Order Clerk II	17.69
01261 - Personnel Assistant (Employment) I	16.67
01262 - Personnel Assistant (Employment) II	18.65
01263 - Personnel Assistant (Employment) III	20.79
01270 - Production Control Clerk	22.15
01290 - Rental Clerk	14.69
01300 - Scheduler Maintenance	15.94
01311 - Secretary I	15.94
01312 - Secretary II	17.83
01313 - Secretary III	19.89
01320 - Service Order Dispatcher	18.90
01410 - Supply Technician	29.25
01420 - Survey Worker	17.23
01460 - Switchboard Operator/Receptionist	14.25
01531 - Travel Clerk I	15.81
01532 - Travel Clerk II	16.86
01533 - Travel Clerk III	18.03
01611 - Word Processor I	15.51
01612 - Word Processor II	17.40
01613 - Word Processor III	19.47
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	21.93
05010 - Automotive Electrician	20.15
05040 - Automotive Glass Installer	19.06
05070 - Automotive Worker	19.31
05110 - Mobile Equipment Servicer	16.86
05130 - Motor Equipment Metal Mechanic	21.52
05160 - Motor Equipment Metal Worker	19.31
05190 - Motor Vehicle Mechanic	21.52
05220 - Motor Vehicle Mechanic Helper	15.91
05250 - Motor Vehicle Upholstery Worker	18.21
05280 - Motor Vehicle Wrecker	19.31
05310 - Painter Automotive	20.15
05340 - Radiator Repair Specialist	19.31
05370 - Tire Repairer	13.62
05400 - Transmission Repair Specialist	21.52
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.53
07041 - Cook I	10.64
07042 - Cook II	12.01
07070 - Dishwasher	10.58
07130 - Food Service Worker	13.01
07210 - Meat Cutter	17.44

07260 - Waiter/Waitress	9.08
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.87
09040 - Furniture Handler	12.21
09080 - Furniture Refinisher	17.71
09090 - Furniture Refinisher Helper	13.93
09110 - Furniture Repairer Minor	15.80
09130 - Upholsterer	16.91
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.08
11060 - Elevator Operator	11.08
11090 - Gardener	17.04
11122 - Housekeeping Aide	10.38
11150 - Janitor	10.38
11210 - Laborer Grounds Maintenance	13.82
11240 - Maid or Houseman	10.84
11260 - Pruner	12.70
11270 - Tractor Operator	15.99
11330 - Trail Maintenance Worker	13.82
11360 - Window Cleaner	11.29
12000 - Health Occupations	
12010 - Ambulance Driver	19.38
12011 - Breath Alcohol Technician	19.38
12012 - Certified Occupational Therapist Assistant	28.13
12015 - Certified Physical Therapist Assistant	28.73
12020 - Dental Assistant	21.30
12025 - Dental Hygienist	30.54
12030 - EKG Technician	31.42
12035 - Electroneurodiagnostic Technologist	31.42
12040 - Emergency Medical Technician	19.38
12071 - Licensed Practical Nurse I	17.98
12072 - Licensed Practical Nurse II	20.12
12073 - Licensed Practical Nurse III	22.43
12100 - Medical Assistant	16.76
12130 - Medical Laboratory Technician	26.26
12160 - Medical Record Clerk	18.53
12190 - Medical Record Technician	20.74
12195 - Medical Transcriptionist	17.72
12210 - Nuclear Medicine Technologist	36.34
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	16.34
12236 - Optical Technician	20.68
12250 - Pharmacy Technician	16.66
12280 - Phlebotomist	16.90
12305 - Radiologic Technologist	29.47
12311 - Registered Nurse I	25.36
12312 - Registered Nurse II	31.01

12313 - Registered Nurse II Specialist		31.01
12314 - Registered Nurse III		37.52
12315 - Registered Nurse III Anesthetist		37.52
12316 - Registered Nurse IV		44.98
12317 - Scheduler (Drug and Alcohol Testing)		24.00
12320 - Substance Abuse Treatment Counselor		19.54
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		23.33
13012 - Exhibits Specialist II		28.90
13013 - Exhibits Specialist III		35.36
13041 - Illustrator I		21.99
13042 - Illustrator II		27.22
13043 - Illustrator III		33.31
13047 - Librarian		32.01
13050 - Library Aide/Clerk		10.95
13054 - Library Information Technology Systems Administrator		28.90
13058 - Library Technician		15.12
13061 - Media Specialist I		20.85
13062 - Media Specialist II		23.33
13063 - Media Specialist III		26.01
13071 - Photographer I		15.85
13072 - Photographer II		17.73
13073 - Photographer III		21.96
13074 - Photographer IV		26.87
13075 - Photographer V		32.51
13090 - Technical Order Library Clerk		13.75
13110 - Video Teleconference Technician		17.95
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.06
14042 - Computer Operator II		19.10
14043 - Computer Operator III		21.28
14044 - Computer Operator IV		23.65
14045 - Computer Operator V		26.19
14071 - Computer Programmer I		25.00
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.06
14160 - Personal Computer Support Technician		23.65
14170 - System Support Specialist		29.46
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.60
15020 - Aircrew Training Devices Instructor (Rated)		35.81
15030 - Air Crew Training Devices Instructor (Pilot)		42.92
15050 - Computer Based Training Specialist / Instructor		29.60
15060 - Educational Technologist		29.72

15070 - Flight Instructor (Pilot) 42.92
15080 - Graphic Artist 20.74
15085 - Maintenance Test Pilot Fixed Jet/Prop 37.37
15086 - Maintenance Test Pilot Rotary Wing 37.37
15088 - Non-Maintenance Test/Co-Pilot 37.37
15090 - Technical Instructor 22.38
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 10.20
16030 - Counter Attendant 10.20
16040 - Dry Cleaner 12.30
16070 - Finisher Flatwork Machine 10.20
16090 - Presser Hand 10.20
16110 - Presser Machine Drycleaning 10.20
16130 - Presser Machine Shirts 10.20
16160 - Presser Machine Wearing Apparel Laundry 10.20
16190 - Sewing Machine Operator 12.96
16220 - Tailor 13.59
16250 - Washer Machine 10.74
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.37
19040 - Tool And Die Maker 25.98
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.26
21030 - Material Coordinator 22.15
21040 - Material Expediter 22.15
21050 - Material Handling Laborer 14.15
21071 - Order Filler 12.48
21080 - Production Line Worker (Food Processing) 18.26
21110 - Shipping Packer 17.09
21130 - Shipping/Receiving Clerk 17.09
21140 - Store Worker I 13.14
21150 - Stock Clerk 16.93
21210 - Tools And Parts Attendant 18.26
21410 - Warehouse Specialist 18.26
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 33.37
23019 - Aircraft Logs and Records Technician 26.86
23021 - Aircraft Mechanic I 31.73
23022 - Aircraft Mechanic II 33.37
23023 - Aircraft Mechanic III 34.96
23040 - Aircraft Mechanic Helper 23.69
23050 - Aircraft Painter 30.12
23060 - Aircraft Servicer 26.86
23070 - Aircraft Survival Flight Equipment Technician 30.12
23080 - Aircraft Worker 28.47
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 28.47

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 31.73
23110 - Appliance Mechanic 21.75
23120 - Bicycle Repairer 17.64
23125 - Cable Splicer 32.72
23130 - Carpenter Maintenance 22.79
23140 - Carpet Layer 20.56
23160 - Electrician Maintenance 21.01
23181 - Electronics Technician Maintenance I 25.94
23182 - Electronics Technician Maintenance II 27.44
23183 - Electronics Technician Maintenance III 28.91
23260 - Fabric Worker 19.39
23290 - Fire Alarm System Mechanic 20.44
23310 - Fire Extinguisher Repairer 18.22
23311 - Fuel Distribution System Mechanic 22.69
23312 - Fuel Distribution System Operator 18.04
23370 - General Maintenance Worker 18.03
23380 - Ground Support Equipment Mechanic 31.73
23381 - Ground Support Equipment Servicer 26.86
23382 - Ground Support Equipment Worker 28.47
23391 - Gunsmith I 18.22
23392 - Gunsmith II 20.56
23393 - Gunsmith III 22.91
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.35
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.50
23430 - Heavy Equipment Mechanic 24.55
23440 - Heavy Equipment Operator 20.05
23460 - Instrument Mechanic 22.91
23465 - Laboratory/Shelter Mechanic 21.75
23470 - Laborer 14.15
23510 - Locksmith 19.55
23530 - Machinery Maintenance Mechanic 26.93
23550 - Machinist Maintenance 20.22
23580 - Maintenance Trades Helper 14.97
23591 - Metrology Technician I 22.91
23592 - Metrology Technician II 24.09
23593 - Metrology Technician III 25.24
23640 - Millwright 26.74
23710 - Office Appliance Repairer 21.38
23760 - Painter Maintenance 17.97
23790 - Pipefitter Maintenance 23.67
23810 - Plumber Maintenance 22.47
23820 - Pneudraulic Systems Mechanic 22.91
23850 - Rigger 20.00
23870 - Scale Mechanic 20.56
23890 - Sheet-Metal Worker Maintenance 19.92
23910 - Small Engine Mechanic 16.59
23931 - Telecommunications Mechanic I 27.52

23932 - Telecommunications Mechanic II	28.93
23950 - Telephone Lineman	25.60
23960 - Welder Combination Maintenance	21.34
23965 - Well Driller	22.91
23970 - Woodcraft Worker	22.91
23980 - Woodworker	18.22
24000 - Personal Needs Occupations	
24550 - Case Manager	16.75
24570 - Child Care Attendant	9.57
24580 - Child Care Center Clerk	11.93
24610 - Chore Aide	10.95
24620 - Family Readiness And Support Services Coordinator	16.75
24630 - Homemaker	16.75
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.91
25040 - Sewage Plant Operator	18.24
25070 - Stationary Engineer	22.91
25190 - Ventilation Equipment Tender	17.11
25210 - Water Treatment Plant Operator	18.24
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.70
27007 - Baggage Inspector	14.16
27008 - Corrections Officer	18.22
27010 - Court Security Officer	18.69
27030 - Detection Dog Handler	15.85
27040 - Detention Officer	18.22
27070 - Firefighter	19.16
27101 - Guard I	14.16
27102 - Guard II	15.85
27131 - Police Officer I	20.53
27132 - Police Officer II	22.81
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.10
28042 - Carnival Equipment Repairer	12.89
28043 - Carnival Worker	9.61
28210 - Gate Attendant/Gate Tender	15.50
28310 - Lifeguard	13.06
28350 - Park Attendant (Aide)	17.35
28510 - Recreation Aide/Health Facility Attendant	12.66
28515 - Recreation Specialist	21.48
28630 - Sports Official	13.81
28690 - Swimming Pool Operator	14.92
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	26.09
29020 - Hatch Tender	26.09
29030 - Line Handler	26.09
29041 - Stevedore I	22.70
29042 - Stevedore II	27.59
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.40
30022 - Archeological Technician II 18.96
30023 - Archeological Technician III 23.48
30030 - Cartographic Technician 26.11
30040 - Civil Engineering Technician 26.39
30051 - Cryogenic Technician I 26.01
30052 - Cryogenic Technician II 28.73
30061 - Drafter/CAD Operator I 17.40
30062 - Drafter/CAD Operator II 18.96
30063 - Drafter/CAD Operator III 21.13
30064 - Drafter/CAD Operator IV 26.01
30081 - Engineering Technician I 17.18
30082 - Engineering Technician II 19.28
30083 - Engineering Technician III 21.57
30084 - Engineering Technician IV 26.72
30085 - Engineering Technician V 32.69
30086 - Engineering Technician VI 39.55
30090 - Environmental Technician 23.48
30095 - Evidence Control Specialist 23.36
30210 - Laboratory Technician 21.96
30221 - Latent Fingerprint Technician I 26.01
30222 - Latent Fingerprint Technician II 28.73
30240 - Mathematical Technician 23.48
30361 - Paralegal/Legal Assistant I 18.88
30362 - Paralegal/Legal Assistant II 23.38
30363 - Paralegal/Legal Assistant III 28.60
30364 - Paralegal/Legal Assistant IV 34.61
30375 - Petroleum Supply Specialist 28.58
30390 - Photo-Optics Technician 23.48
30395 - Radiation Control Technician 28.58
30461 - Technical Writer I 22.64
30462 - Technical Writer II 27.70
30463 - Technical Writer III 33.51
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 26.01
30502 - Weather Forecaster II 31.47
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.13
30621 - Weather Observer Senior (see 2) 23.36
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 13.60
31030 - Bus Driver 17.85

31043 - Driver Courier	14.41
31260 - Parking and Lot Attendant	9.42
31290 - Shuttle Bus Driver	15.36
31310 - Taxi Driver	11.87
31361 - Truckdriver Light	15.36
31362 - Truckdriver Medium	16.34
31363 - Truckdriver Heavy	20.85
31364 - Truckdriver Tractor-Trailer	20.85
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.41
99050 - Desk Clerk	11.64
99095 - Embalmer	29.43
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.37
99252 - Laboratory Animal Caretaker II	13.18
99260 - Marketing Analyst	26.83
99310 - Mortician	29.43
99410 - Pest Controller	17.59
99510 - Photofinishing Worker	13.56
99710 - Recycling Laborer	14.85
99711 - Recycling Specialist	17.20
99730 - Refuse Collector	13.66
99810 - Sales Clerk	13.31
99820 - School Crossing Guard	12.50
99830 - Survey Party Chief	19.94
99831 - Surveying Aide	15.11
99832 - Surveying Technician	18.12
99840 - Vending Machine Attendant	16.84
99841 - Vending Machine Repairer	20.33
99842 - Vending Machine Repairer Helper	16.84

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

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

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

paid sick 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.: 2015-4429
Revision No.: 15
Date Of Last Revision: 05/04/2021

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: South Carolina

Area: South Carolina Counties of Calhoun Fairfield Kershaw Lexington Richland Saluda

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.39
01012 - Accounting Clerk II		16.16
01013 - Accounting Clerk III		18.08
01020 - Administrative Assistant		28.20
01035 - Court Reporter		20.42
01041 - Customer Service Representative I		12.93
01042 - Customer Service Representative II		14.49
01043 - Customer Service Representative III		15.84
01051 - Data Entry Operator I		12.41
01052 - Data Entry Operator II		13.53
01060 - Dispatcher Motor Vehicle		19.26
01070 - Document Preparation Clerk		13.88
01090 - Duplicating Machine Operator		13.88
01111 - General Clerk I		12.95

01112 - General Clerk II	14.13
01113 - General Clerk III	15.86
01120 - Housing Referral Assistant	19.43
01141 - Messenger Courier	12.27
01191 - Order Clerk I	16.45
01192 - Order Clerk II	17.94
01261 - Personnel Assistant (Employment) I	16.17
01262 - Personnel Assistant (Employment) II	18.08
01263 - Personnel Assistant (Employment) III	20.15
01270 - Production Control Clerk	25.10
01290 - Rental Clerk	12.42
01300 - Scheduler Maintenance	15.59
01311 - Secretary I	15.59
01312 - Secretary II	17.43
01313 - Secretary III	19.43
01320 - Service Order Dispatcher	17.21
01410 - Supply Technician	28.20
01420 - Survey Worker	15.22
01460 - Switchboard Operator/Receptionist	13.72
01531 - Travel Clerk I	16.40
01532 - Travel Clerk II	17.45
01533 - Travel Clerk III	18.55
01611 - Word Processor I	13.88
01612 - Word Processor II	15.59
01613 - Word Processor III	17.43
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	22.55
05010 - Automotive Electrician	19.41
05040 - Automotive Glass Installer	18.22
05070 - Automotive Worker	18.22
05110 - Mobile Equipment Servicer	15.83
05130 - Motor Equipment Metal Mechanic	20.51
05160 - Motor Equipment Metal Worker	18.22
05190 - Motor Vehicle Mechanic	20.51
05220 - Motor Vehicle Mechanic Helper	14.66
05250 - Motor Vehicle Upholstery Worker	16.99
05280 - Motor Vehicle Wrecker	18.22
05310 - Painter Automotive	19.41
05340 - Radiator Repair Specialist	18.22
05370 - Tire Repairer	16.88
05400 - Transmission Repair Specialist	20.51
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.34
07041 - Cook I	11.51
07042 - Cook II	13.25
07070 - Dishwasher	9.67
07130 - Food Service Worker	11.16
07210 - Meat Cutter	17.64
07260 - Waiter/Waitress	8.92
09000 - Furniture Maintenance And Repair Occupations	

09010 - Electrostatic Spray Painter 18.86
09040 - Furniture Handler 11.25
09080 - Furniture Refinisher 17.44
09090 - Furniture Refinisher Helper 13.33
09110 - Furniture Repairer Minor 15.52
09130 - Upholsterer 16.90
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.68
11060 - Elevator Operator 11.31
11090 - Gardener 16.55
11122 - Housekeeping Aide 11.37
11150 - Janitor 11.37
11210 - Laborer Grounds Maintenance 12.89
11240 - Maid or Houseman 11.00
11260 - Pruner 11.64
11270 - Tractor Operator 15.33
11330 - Trail Maintenance Worker 12.89
11360 - Window Cleaner 12.59
12000 - Health Occupations
12010 - Ambulance Driver 16.92
12011 - Breath Alcohol Technician 19.39
12012 - Certified Occupational Therapist Assistant 29.90
12015 - Certified Physical Therapist Assistant 29.36
12020 - Dental Assistant 18.81
12025 - Dental Hygienist 32.84
12030 - EKG Technician 29.39
12035 - Electroneurodiagnostic Technologist 29.39
12040 - Emergency Medical Technician 16.92
12071 - Licensed Practical Nurse I 17.36
12072 - Licensed Practical Nurse II 19.43
12073 - Licensed Practical Nurse III 21.66
12100 - Medical Assistant 14.58
12130 - Medical Laboratory Technician 23.01
12160 - Medical Record Clerk 18.07
12190 - Medical Record Technician 20.22
12195 - Medical Transcriptionist 16.47
12210 - Nuclear Medicine Technologist 35.76
12221 - Nursing Assistant I 11.58
12222 - Nursing Assistant II 13.03
12223 - Nursing Assistant III 14.21
12224 - Nursing Assistant IV 15.95
12235 - Optical Dispenser 17.67
12236 - Optical Technician 17.36
12250 - Pharmacy Technician 17.61
12280 - Phlebotomist 17.17
12305 - Radiologic Technologist 26.43
12311 - Registered Nurse I 23.87
12312 - Registered Nurse II 29.19
12313 - Registered Nurse II Specialist 29.19
12314 - Registered Nurse III 35.32

12315 - Registered Nurse III Anesthetist		35.32
12316 - Registered Nurse IV		42.34
12317 - Scheduler (Drug and Alcohol Testing)		24.06
12320 - Substance Abuse Treatment Counselor		19.91
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.82
13012 - Exhibits Specialist II		25.79
13013 - Exhibits Specialist III		31.55
13041 - Illustrator I		20.82
13042 - Illustrator II		25.79
13043 - Illustrator III		31.55
13047 - Librarian		28.56
13050 - Library Aide/Clerk		13.44
13054 - Library Information Technology Systems Administrator		25.79
13058 - Library Technician		16.20
13061 - Media Specialist I		18.62
13062 - Media Specialist II		20.82
13063 - Media Specialist III		23.21
13071 - Photographer I		17.97
13072 - Photographer II		20.10
13073 - Photographer III		24.90
13074 - Photographer IV		30.46
13075 - Photographer V		36.85
13090 - Technical Order Library Clerk		16.89
13110 - Video Teleconference Technician		18.62
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.59
14042 - Computer Operator II		19.67
14043 - Computer Operator III		22.79
14044 - Computer Operator IV		25.39
14045 - Computer Operator V		28.06
14071 - Computer Programmer I	(see 1)	23.81
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.59
14160 - Personal Computer Support Technician		27.56
14170 - System Support Specialist		30.01
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.68
15020 - Aircrew Training Devices Instructor (Rated)		35.92
15030 - Air Crew Training Devices Instructor (Pilot)		43.04
15050 - Computer Based Training Specialist / Instructor		29.68
15060 - Educational Technologist		31.15
15070 - Flight Instructor (Pilot)		43.04
15080 - Graphic Artist		20.07

15085 - Maintenance Test Pilot Fixed Jet/Prop 43.04
15086 - Maintenance Test Pilot Rotary Wing 43.04
15088 - Non-Maintenance Test/Co-Pilot 43.04
15090 - Technical Instructor 22.84
15095 - Technical Instructor/Course Developer 27.94
15110 - Test Proctor 18.44
15120 - Tutor 18.44
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.10
16030 - Counter Attendant 10.10
16040 - Dry Cleaner 12.48
16070 - Finisher Flatwork Machine 10.10
16090 - Presser Hand 10.10
16110 - Presser Machine Drycleaning 10.10
16130 - Presser Machine Shirts 10.10
16160 - Presser Machine Wearing Apparel Laundry 10.10
16190 - Sewing Machine Operator 13.17
16220 - Tailor 14.02
16250 - Washer Machine 10.93
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.34
19040 - Tool And Die Maker 27.60
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.30
21030 - Material Coordinator 25.10
21040 - Material Expediter 25.10
21050 - Material Handling Laborer 13.70
21071 - Order Filler 11.87
21080 - Production Line Worker (Food Processing) 16.30
21110 - Shipping Packer 16.02
21130 - Shipping/Receiving Clerk 16.02
21140 - Store Worker I 12.21
21150 - Stock Clerk 16.48
21210 - Tools And Parts Attendant 16.30
21410 - Warehouse Specialist 16.30
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 31.03
23019 - Aircraft Logs and Records Technician 24.28
23021 - Aircraft Mechanic I 29.31
23022 - Aircraft Mechanic II 31.03
23023 - Aircraft Mechanic III 32.64
23040 - Aircraft Mechanic Helper 20.95
23050 - Aircraft Painter 27.73
23060 - Aircraft Servicer 24.28
23070 - Aircraft Survival Flight Equipment Technician 27.73
23080 - Aircraft Worker 26.04
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 26.04
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 29.31

23110 - Appliance Mechanic 20.80
23120 - Bicycle Repairer 18.15
23125 - Cable Splicer 31.65
23130 - Carpenter Maintenance 20.91
23140 - Carpet Layer 20.89
23160 - Electrician Maintenance 24.81
23181 - Electronics Technician Maintenance I 24.87
23182 - Electronics Technician Maintenance II 26.49
23183 - Electronics Technician Maintenance III 27.99
23260 - Fabric Worker 19.48
23290 - Fire Alarm System Mechanic 21.40
23310 - Fire Extinguisher Repairer 18.15
23311 - Fuel Distribution System Mechanic 26.72
23312 - Fuel Distribution System Operator 20.63
23370 - General Maintenance Worker 18.26
23380 - Ground Support Equipment Mechanic 29.31
23381 - Ground Support Equipment Servicer 24.28
23382 - Ground Support Equipment Worker 26.04
23391 - Gunsmith I 18.15
23392 - Gunsmith II 20.89
23393 - Gunsmith III 23.52
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.30
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.61
23430 - Heavy Equipment Mechanic 25.45
23440 - Heavy Equipment Operator 17.73
23460 - Instrument Mechanic 23.52
23465 - Laboratory/Shelter Mechanic 22.25
23470 - Laborer 13.70
23510 - Locksmith 22.45
23530 - Machinery Maintenance Mechanic 28.85
23550 - Machinist Maintenance 22.13
23580 - Maintenance Trades Helper 14.67
23591 - Metrology Technician I 23.52
23592 - Metrology Technician II 24.89
23593 - Metrology Technician III 26.19
23640 - Millwright 24.63
23710 - Office Appliance Repairer 19.86
23760 - Painter Maintenance 19.35
23790 - Pipefitter Maintenance 23.35
23810 - Plumber Maintenance 22.09
23820 - Pneudraulic Systems Mechanic 23.52
23850 - Rigger 23.52
23870 - Scale Mechanic 20.89
23890 - Sheet-Metal Worker Maintenance 20.41
23910 - Small Engine Mechanic 19.91
23931 - Telecommunications Mechanic I 28.23
23932 - Telecommunications Mechanic II 29.89
23950 - Telephone Lineman 25.96

23960 - Welder Combination Maintenance		20.30
23965 - Well Driller		23.52
23970 - Woodcraft Worker		23.52
23980 - Woodworker		18.15
24000 - Personal Needs Occupations		
24550 - Case Manager		14.15
24570 - Child Care Attendant		9.48
24580 - Child Care Center Clerk		14.74
24610 - Chore Aide		11.01
24620 - Family Readiness And Support Services Coordinator		14.15
24630 - Homemaker		15.00
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		22.35
25040 - Sewage Plant Operator		20.63
25070 - Stationary Engineer		22.35
25190 - Ventilation Equipment Tender		15.98
25210 - Water Treatment Plant Operator		20.63
27000 - Protective Service Occupations		
27004 - Alarm Monitor		15.50
27007 - Baggage Inspector		13.48
27008 - Corrections Officer		17.25
27010 - Court Security Officer		18.75
27030 - Detection Dog Handler		15.08
27040 - Detention Officer		17.25
27070 - Firefighter		18.44
27101 - Guard I		13.48
27102 - Guard II		15.08
27131 - Police Officer I		20.88
27132 - Police Officer II		23.21
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.56
28042 - Carnival Equipment Repairer		13.56
28043 - Carnival Worker		9.54
28210 - Gate Attendant/Gate Tender		14.00
28310 - Lifeguard		11.13
28350 - Park Attendant (Aide)		15.66
28510 - Recreation Aide/Health Facility Attendant		11.10
28515 - Recreation Specialist		18.54
28630 - Sports Official		12.47
28690 - Swimming Pool Operator		15.61
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		24.66
29020 - Hatch Tender		24.66
29030 - Line Handler		24.66
29041 - Stevedore I		22.99
29042 - Stevedore II		26.26
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 17.92
30022 - Archeological Technician II 20.04
30023 - Archeological Technician III 24.82
30030 - Cartographic Technician 24.82
30040 - Civil Engineering Technician 29.59
30051 - Cryogenic Technician I 27.49
30052 - Cryogenic Technician II 30.13
30061 - Drafter/CAD Operator I 17.92
30062 - Drafter/CAD Operator II 20.04
30063 - Drafter/CAD Operator III 22.33
30064 - Drafter/CAD Operator IV 27.49
30081 - Engineering Technician I 14.83
30082 - Engineering Technician II 16.64
30083 - Engineering Technician III 18.61
30084 - Engineering Technician IV 23.07
30085 - Engineering Technician V 28.22
30086 - Engineering Technician VI 34.14
30090 - Environmental Technician 24.82
30095 - Evidence Control Specialist 24.63
30210 - Laboratory Technician 22.78
30221 - Latent Fingerprint Technician I 25.58
30222 - Latent Fingerprint Technician II 28.19
30240 - Mathematical Technician 24.82
30361 - Paralegal/Legal Assistant I 17.38
30362 - Paralegal/Legal Assistant II 21.53
30363 - Paralegal/Legal Assistant III 26.34
30364 - Paralegal/Legal Assistant IV 32.35
30375 - Petroleum Supply Specialist 30.13
30390 - Photo-Optics Technician 25.12
30395 - Radiation Control Technician 30.13
30461 - Technical Writer I 22.21
30462 - Technical Writer II 27.16
30463 - Technical Writer III 36.15
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 27.49
30502 - Weather Forecaster II 33.19
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.33
30621 - Weather Observer Senior (see 2) 24.82
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.98
31020 - Bus Aide 11.91
31030 - Bus Driver 17.46
31043 - Driver Courier 13.44
31260 - Parking and Lot Attendant 12.13

31290 - Shuttle Bus Driver	14.52
31310 - Taxi Driver	12.61
31361 - Truckdriver Light	14.52
31362 - Truckdriver Medium	15.58
31363 - Truckdriver Heavy	19.86
31364 - Truckdriver Tractor-Trailer	19.86
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	10.38
99050 - Desk Clerk	11.28
99095 - Embalmer	26.42
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	15.07
99252 - Laboratory Animal Caretaker II	16.28
99260 - Marketing Analyst	27.85
99310 - Mortician	26.42
99410 - Pest Controller	16.93
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	13.56
99711 - Recycling Specialist	16.25
99730 - Refuse Collector	13.20
99810 - Sales Clerk	12.56
99820 - School Crossing Guard	13.23
99830 - Survey Party Chief	21.07
99831 - Surveying Aide	14.12
99832 - Surveying Technician	19.35
99840 - Vending Machine Attendant	17.91
99841 - Vending Machine Repairer	22.26
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 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.: 2015-4430
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: South Carolina

Area: South Carolina Counties of Calhoun Fairfield Kershaw Lexington Richland Saluda

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.39
01012 - Accounting Clerk II		16.16
01013 - Accounting Clerk III		18.08
01020 - Administrative Assistant		26.33
01035 - Court Reporter		20.42
01041 - Customer Service Representative I		12.89
01042 - Customer Service Representative II		14.49
01043 - Customer Service Representative III		15.81
01051 - Data Entry Operator I		12.41
01052 - Data Entry Operator II		13.51
01060 - Dispatcher Motor Vehicle		19.26

01070 - Document Preparation Clerk	13.65
01090 - Duplicating Machine Operator	13.65
01111 - General Clerk I	12.95
01112 - General Clerk II	14.13
01113 - General Clerk III	15.86
01120 - Housing Referral Assistant	19.24
01141 - Messenger Courier	12.27
01191 - Order Clerk I	16.45
01192 - Order Clerk II	17.94
01261 - Personnel Assistant (Employment) I	15.36
01262 - Personnel Assistant (Employment) II	17.19
01263 - Personnel Assistant (Employment) III	19.16
01270 - Production Control Clerk	25.10
01290 - Rental Clerk	12.42
01300 - Scheduler Maintenance	15.43
01311 - Secretary I	15.43
01312 - Secretary II	17.27
01313 - Secretary III	19.24
01320 - Service Order Dispatcher	17.21
01410 - Supply Technician	26.33
01420 - Survey Worker	15.22
01460 - Switchboard Operator/Receptionist	13.72
01531 - Travel Clerk I	16.40
01532 - Travel Clerk II	17.45
01533 - Travel Clerk III	18.55
01611 - Word Processor I	13.75
01612 - Word Processor II	15.43
01613 - Word Processor III	17.27
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	20.50
05010 - Automotive Electrician	19.41
05040 - Automotive Glass Installer	18.22
05070 - Automotive Worker	18.22
05110 - Mobile Equipment Servicer	15.83
05130 - Motor Equipment Metal Mechanic	20.51
05160 - Motor Equipment Metal Worker	18.22
05190 - Motor Vehicle Mechanic	20.51
05220 - Motor Vehicle Mechanic Helper	14.66
05250 - Motor Vehicle Upholstery Worker	16.99
05280 - Motor Vehicle Wrecker	18.22
05310 - Painter Automotive	19.41
05340 - Radiator Repair Specialist	18.22
05370 - Tire Repairer	15.62
05400 - Transmission Repair Specialist	20.51
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.22
07041 - Cook I	11.51
07042 - Cook II	13.25
07070 - Dishwasher	9.67
07130 - Food Service Worker	10.97

07210 - Meat Cutter	17.32
07260 - Waiter/Waitress	8.91
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.86
09040 - Furniture Handler	11.25
09080 - Furniture Refinisher	16.96
09090 - Furniture Refinisher Helper	13.33
09110 - Furniture Repairer Minor	15.52
09130 - Upholsterer	15.96
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.99
11060 - Elevator Operator	10.99
11090 - Gardener	15.79
11122 - Housekeeping Aide	11.37
11150 - Janitor	11.37
11210 - Laborer Grounds Maintenance	12.30
11240 - Maid or Houseman	10.00
11260 - Pruner	11.11
11270 - Tractor Operator	14.63
11330 - Trail Maintenance Worker	12.30
11360 - Window Cleaner	12.59
12000 - Health Occupations	
12010 - Ambulance Driver	16.48
12011 - Breath Alcohol Technician	18.68
12012 - Certified Occupational Therapist Assistant	28.79
12015 - Certified Physical Therapist Assistant	29.36
12020 - Dental Assistant	18.81
12025 - Dental Hygienist	32.84
12030 - EKG Technician	28.01
12035 - Electroneurodiagnostic Technologist	28.01
12040 - Emergency Medical Technician	16.48
12071 - Licensed Practical Nurse I	17.36
12072 - Licensed Practical Nurse II	19.43
12073 - Licensed Practical Nurse III	21.66
12100 - Medical Assistant	14.58
12130 - Medical Laboratory Technician	23.01
12160 - Medical Record Clerk	18.07
12190 - Medical Record Technician	20.22
12195 - Medical Transcriptionist	16.47
12210 - Nuclear Medicine Technologist	32.51
12221 - Nursing Assistant I	11.58
12222 - Nursing Assistant II	13.03
12223 - Nursing Assistant III	14.21
12224 - Nursing Assistant IV	15.95
12235 - Optical Dispenser	17.67
12236 - Optical Technician	17.36
12250 - Pharmacy Technician	16.19
12280 - Phlebotomist	16.60
12305 - Radiologic Technologist	24.03
12311 - Registered Nurse I	23.87

12312 - Registered Nurse II		29.19
12313 - Registered Nurse II Specialist		29.19
12314 - Registered Nurse III		35.32
12315 - Registered Nurse III Anesthetist		35.32
12316 - Registered Nurse IV		42.34
12317 - Scheduler (Drug and Alcohol Testing)		24.06
12320 - Substance Abuse Treatment Counselor		18.10
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.56
13012 - Exhibits Specialist II		25.47
13013 - Exhibits Specialist III		31.16
13041 - Illustrator I		20.56
13042 - Illustrator II		25.47
13043 - Illustrator III		31.16
13047 - Librarian		28.21
13050 - Library Aide/Clerk		12.59
13054 - Library Information Technology Systems Administrator		25.47
13058 - Library Technician		16.20
13061 - Media Specialist I		18.38
13062 - Media Specialist II		20.56
13063 - Media Specialist III		22.92
13071 - Photographer I		17.97
13072 - Photographer II		20.10
13073 - Photographer III		24.90
13074 - Photographer IV		30.46
13075 - Photographer V		36.85
13090 - Technical Order Library Clerk		15.35
13110 - Video Teleconference Technician		18.38
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.01
14042 - Computer Operator II		19.02
14043 - Computer Operator III		22.79
14044 - Computer Operator IV		25.39
14045 - Computer Operator V		28.06
14071 - Computer Programmer I	(see 1)	21.78
14072 - Computer Programmer II	(see 1)	26.99
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.01
14160 - Personal Computer Support Technician		27.56
14170 - System Support Specialist		30.01
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.33
15020 - Aircrew Training Devices Instructor (Rated)		35.48
15030 - Air Crew Training Devices Instructor (Pilot)		42.52
15050 - Computer Based Training Specialist / Instructor		29.33

15060 - Educational Technologist 31.15
15070 - Flight Instructor (Pilot) 42.52
15080 - Graphic Artist 20.07
15085 - Maintenance Test Pilot Fixed Jet/Prop 42.52
15086 - Maintenance Test Pilot Rotary Wing 42.52
15088 - Non-Maintenance Test/Co-Pilot 42.52
15090 - Technical Instructor 21.99
15095 - Technical Instructor/Course Developer 26.90
15110 - Test Proctor 17.75
15120 - Tutor 17.75
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.10
16030 - Counter Attendant 10.10
16040 - Dry Cleaner 12.48
16070 - Finisher Flatwork Machine 10.10
16090 - Presser Hand 10.10
16110 - Presser Machine Drycleaning 10.10
16130 - Presser Machine Shirts 10.10
16160 - Presser Machine Wearing Apparel Laundry 10.10
16190 - Sewing Machine Operator 13.17
16220 - Tailor 14.02
16250 - Washer Machine 10.93
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.34
19040 - Tool And Die Maker 27.60
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.07
21030 - Material Coordinator 25.10
21040 - Material Expediter 25.10
21050 - Material Handling Laborer 13.01
21071 - Order Filler 11.87
21080 - Production Line Worker (Food Processing) 16.07
21110 - Shipping Packer 15.15
21130 - Shipping/Receiving Clerk 15.15
21140 - Store Worker I 11.87
21150 - Stock Clerk 16.02
21210 - Tools And Parts Attendant 16.07
21410 - Warehouse Specialist 16.07
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 31.03
23019 - Aircraft Logs and Records Technician 24.28
23021 - Aircraft Mechanic I 29.31
23022 - Aircraft Mechanic II 31.03
23023 - Aircraft Mechanic III 32.64
23040 - Aircraft Mechanic Helper 20.95
23050 - Aircraft Painter 27.73
23060 - Aircraft Servicer 24.28
23070 - Aircraft Survival Flight Equipment Technician 27.73
23080 - Aircraft Worker 26.04
23091 - Aircrew Life Support Equipment (ALSE) Mechanic 26.04

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 29.31
II
23110 - Appliance Mechanic 20.80
23120 - Bicycle Repairer 17.87
23125 - Cable Splicer 31.45
23130 - Carpenter Maintenance 20.91
23140 - Carpet Layer 20.57
23160 - Electrician Maintenance 22.96
23181 - Electronics Technician Maintenance I 24.87
23182 - Electronics Technician Maintenance II 26.49
23183 - Electronics Technician Maintenance III 27.99
23260 - Fabric Worker 19.18
23290 - Fire Alarm System Mechanic 19.64
23310 - Fire Extinguisher Repairer 17.87
23311 - Fuel Distribution System Mechanic 26.72
23312 - Fuel Distribution System Operator 20.63
23370 - General Maintenance Worker 16.68
23380 - Ground Support Equipment Mechanic 29.31
23381 - Ground Support Equipment Servicer 24.28
23382 - Ground Support Equipment Worker 26.04
23391 - Gunsmith I 17.87
23392 - Gunsmith II 20.57
23393 - Gunsmith III 23.15
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.85
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.07
23430 - Heavy Equipment Mechanic 23.96
23440 - Heavy Equipment Operator 17.69
23460 - Instrument Mechanic 23.15
23465 - Laboratory/Shelter Mechanic 21.91
23470 - Laborer 13.01
23510 - Locksmith 22.45
23530 - Machinery Maintenance Mechanic 28.85
23550 - Machinist Maintenance 22.13
23580 - Maintenance Trades Helper 14.67
23591 - Metrology Technician I 23.15
23592 - Metrology Technician II 24.51
23593 - Metrology Technician III 25.79
23640 - Millwright 24.63
23710 - Office Appliance Repairer 19.86
23760 - Painter Maintenance 17.84
23790 - Pipefitter Maintenance 23.35
23810 - Plumber Maintenance 22.09
23820 - Pneudraulic Systems Mechanic 23.15
23850 - Rigger 23.15
23870 - Scale Mechanic 20.57
23890 - Sheet-Metal Worker Maintenance 19.31
23910 - Small Engine Mechanic 19.07

23931 - Telecommunications Mechanic I	25.66
23932 - Telecommunications Mechanic II	27.17
23950 - Telephone Lineman	25.96
23960 - Welder Combination Maintenance	20.30
23965 - Well Driller	23.15
23970 - Woodcraft Worker	23.15
23980 - Woodworker	17.87
24000 - Personal Needs Occupations	
24550 - Case Manager	14.15
24570 - Child Care Attendant	9.48
24580 - Child Care Center Clerk	14.74
24610 - Chore Aide	10.87
24620 - Family Readiness And Support Services Coordinator	14.15
24630 - Homemaker	15.00
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.35
25040 - Sewage Plant Operator	20.03
25070 - Stationary Engineer	22.35
25190 - Ventilation Equipment Tender	15.98
25210 - Water Treatment Plant Operator	20.03
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.80
27007 - Baggage Inspector	13.48
27008 - Corrections Officer	17.25
27010 - Court Security Officer	18.41
27030 - Detection Dog Handler	15.08
27040 - Detention Officer	17.25
27070 - Firefighter	18.24
27101 - Guard I	13.48
27102 - Guard II	15.08
27131 - Police Officer I	20.36
27132 - Police Officer II	22.62
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.56
28042 - Carnival Equipment Repairer	13.56
28043 - Carnival Worker	9.54
28210 - Gate Attendant/Gate Tender	14.00
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	15.66
28510 - Recreation Aide/Health Facility Attendant	11.10
28515 - Recreation Specialist	17.89
28630 - Sports Official	12.47
28690 - Swimming Pool Operator	15.61
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.66
29020 - Hatch Tender	24.66
29030 - Line Handler	24.66
29041 - Stevedore I	22.99
29042 - Stevedore II	26.26

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		16.95
30022 - Archeological Technician II		18.58
30023 - Archeological Technician III		22.82
30030 - Cartographic Technician		22.84
30040 - Civil Engineering Technician		29.59
30051 - Cryogenic Technician I		25.27
30052 - Cryogenic Technician II		27.39
30061 - Drafter/CAD Operator I		16.95
30062 - Drafter/CAD Operator II		18.58
30063 - Drafter/CAD Operator III		20.54
30064 - Drafter/CAD Operator IV		25.27
30081 - Engineering Technician I		14.83
30082 - Engineering Technician II		16.64
30083 - Engineering Technician III		18.61
30084 - Engineering Technician IV		23.07
30085 - Engineering Technician V		28.22
30086 - Engineering Technician VI		34.14
30090 - Environmental Technician		23.49
30095 - Evidence Control Specialist		22.39
30210 - Laboratory Technician		22.71
30221 - Latent Fingerprint Technician I		23.25
30222 - Latent Fingerprint Technician II		25.63
30240 - Mathematical Technician		23.81
30361 - Paralegal/Legal Assistant I		17.38
30362 - Paralegal/Legal Assistant II		21.53
30363 - Paralegal/Legal Assistant III		26.34
30364 - Paralegal/Legal Assistant IV		32.35
30375 - Petroleum Supply Specialist		27.39
30390 - Photo-Optics Technician		25.12
30395 - Radiation Control Technician		27.39
30461 - Technical Writer I		22.21
30462 - Technical Writer II		27.16
30463 - Technical Writer III		36.15
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		25.27
30502 - Weather Forecaster II		30.17
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	20.54
30621 - Weather Observer Senior	(see 2)	22.82

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		30.67
31020 - Bus Aide		10.83

31030 - Bus Driver	15.87
31043 - Driver Courier	13.44
31260 - Parking and Lot Attendant	12.13
31290 - Shuttle Bus Driver	14.52
31310 - Taxi Driver	11.46
31361 - Truckdriver Light	14.52
31362 - Truckdriver Medium	15.58
31363 - Truckdriver Heavy	19.20
31364 - Truckdriver Tractor-Trailer	19.20
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.99
99050 - Desk Clerk	10.78
99095 - Embalmer	25.76
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.70
99252 - Laboratory Animal Caretaker II	14.80
99260 - Marketing Analyst	27.85
99310 - Mortician	25.76
99410 - Pest Controller	16.93
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	13.11
99711 - Recycling Specialist	16.25
99730 - Refuse Collector	13.20
99810 - Sales Clerk	12.56
99820 - School Crossing Guard	13.23
99830 - Survey Party Chief	21.07
99831 - Surveying Aide	14.12
99832 - Surveying Technician	19.35
99840 - Vending Machine Attendant	17.91
99841 - Vending Machine Repairer	22.26
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 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.: 2015-4431
Revision No.: 15
Date Of Last Revision: 05/04/2021

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: South Carolina

Area: South Carolina Counties of Darlington Florence

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.38
01012 - Accounting Clerk II		16.15
01013 - Accounting Clerk III		18.06
01020 - Administrative Assistant		24.77
01035 - Court Reporter		17.50
01041 - Customer Service Representative I		13.32
01042 - Customer Service Representative II		14.88
01043 - Customer Service Representative III		16.34
01051 - Data Entry Operator I		13.13
01052 - Data Entry Operator II		14.32
01060 - Dispatcher Motor Vehicle		19.39
01070 - Document Preparation Clerk		13.93
01090 - Duplicating Machine Operator		13.93
01111 - General Clerk I		12.22
01112 - General Clerk II		13.34

01113 - General Clerk III 14.98
01120 - Housing Referral Assistant 19.51
01141 - Messenger Courier 12.61
01191 - Order Clerk I 14.78
01192 - Order Clerk II 16.14
01261 - Personnel Assistant (Employment) I 15.40
01262 - Personnel Assistant (Employment) II 17.22
01263 - Personnel Assistant (Employment) III 19.19
01270 - Production Control Clerk 27.19
01290 - Rental Clerk 13.62
01300 - Scheduler Maintenance 15.64
01311 - Secretary I 15.64
01312 - Secretary II 17.50
01313 - Secretary III 19.51
01320 - Service Order Dispatcher 17.32
01410 - Supply Technician 24.77
01420 - Survey Worker 13.30
01460 - Switchboard Operator/Receptionist 11.99
01531 - Travel Clerk I 13.26
01532 - Travel Clerk II 14.19
01533 - Travel Clerk III 15.06
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 21.58
05010 - Automotive Electrician 17.25
05040 - Automotive Glass Installer 16.20
05070 - Automotive Worker 16.20
05110 - Mobile Equipment Servicer 14.08
05130 - Motor Equipment Metal Mechanic 18.23
05160 - Motor Equipment Metal Worker 16.20
05190 - Motor Vehicle Mechanic 18.23
05220 - Motor Vehicle Mechanic Helper 13.03
05250 - Motor Vehicle Upholstery Worker 15.11
05280 - Motor Vehicle Wrecker 16.20
05310 - Painter Automotive 17.25
05340 - Radiator Repair Specialist 16.20
05370 - Tire Repairer 13.31
05400 - Transmission Repair Specialist 18.23
07000 - Food Preparation And Service Occupations
07010 - Baker 15.32
07041 - Cook I 10.18
07042 - Cook II 11.72
07070 - Dishwasher 10.47
07130 - Food Service Worker 10.83
07210 - Meat Cutter 15.94
07260 - Waiter/Waitress 9.10
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 22.01

09040 - Furniture Handler 13.98
09080 - Furniture Refinisher 22.01
09090 - Furniture Refinisher Helper 16.63
09110 - Furniture Repairer Minor 19.27
09130 - Upholsterer 22.01
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.37
11060 - Elevator Operator 10.88
11090 - Gardener 15.63
11122 - Housekeeping Aide 10.88
11150 - Janitor 10.88
11210 - Laborer Grounds Maintenance 12.17
11240 - Maid or Houseman 9.94
11260 - Pruner 10.99
11270 - Tractor Operator 14.47
11330 - Trail Maintenance Worker 12.17
11360 - Window Cleaner 12.05
12000 - Health Occupations
12010 - Ambulance Driver 15.35
12011 - Breath Alcohol Technician 18.16
12012 - Certified Occupational Therapist Assistant 28.84
12015 - Certified Physical Therapist Assistant 31.03
12020 - Dental Assistant 18.69
12025 - Dental Hygienist 36.12
12030 - EKG Technician 29.95
12035 - Electroneurodiagnostic Technologist 29.95
12040 - Emergency Medical Technician 15.35
12071 - Licensed Practical Nurse I 16.24
12072 - Licensed Practical Nurse II 18.16
12073 - Licensed Practical Nurse III 20.24
12100 - Medical Assistant 13.13
12130 - Medical Laboratory Technician 22.95
12160 - Medical Record Clerk 16.42
12190 - Medical Record Technician 18.38
12195 - Medical Transcriptionist 17.80
12210 - Nuclear Medicine Technologist 39.91
12221 - Nursing Assistant I 11.88
12222 - Nursing Assistant II 13.35
12223 - Nursing Assistant III 14.57
12224 - Nursing Assistant IV 16.36
12235 - Optical Dispenser 17.62
12236 - Optical Technician 16.24
12250 - Pharmacy Technician 15.22
12280 - Phlebotomist 15.29
12305 - Radiologic Technologist 27.19
12311 - Registered Nurse I 22.68
12312 - Registered Nurse II 27.75
12313 - Registered Nurse II Specialist 27.75
12314 - Registered Nurse III 33.57
12315 - Registered Nurse III Anesthetist 33.57

12316 - Registered Nurse IV		40.23
12317 - Scheduler (Drug and Alcohol Testing)		22.49
12320 - Substance Abuse Treatment Counselor		21.37
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.85
13012 - Exhibits Specialist II		22.11
13013 - Exhibits Specialist III		27.04
13041 - Illustrator I		17.85
13042 - Illustrator II		22.11
13043 - Illustrator III		27.04
13047 - Librarian		24.48
13050 - Library Aide/Clerk		13.37
13054 - Library Information Technology Systems Administrator		22.11
13058 - Library Technician		14.81
13061 - Media Specialist I		15.95
13062 - Media Specialist II		17.85
13063 - Media Specialist III		19.89
13071 - Photographer I		15.95
13072 - Photographer II		17.85
13073 - Photographer III		22.11
13074 - Photographer IV		27.04
13075 - Photographer V		32.72
13090 - Technical Order Library Clerk		17.04
13110 - Video Teleconference Technician		15.95
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.84
14042 - Computer Operator II		19.97
14043 - Computer Operator III		23.83
14044 - Computer Operator IV		26.18
14045 - Computer Operator V		29.00
14071 - Computer Programmer I	(see 1)	19.69
14072 - Computer Programmer II	(see 1)	24.38
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.84
14160 - Personal Computer Support Technician		26.18
14170 - System Support Specialist		29.33
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.77
15020 - Aircrew Training Devices Instructor (Rated)		36.03
15030 - Air Crew Training Devices Instructor (Pilot)		43.18
15050 - Computer Based Training Specialist / Instructor		29.77
15060 - Educational Technologist		31.31
15070 - Flight Instructor (Pilot)		43.18
15080 - Graphic Artist		22.64
15085 - Maintenance Test Pilot Fixed Jet/Prop		43.18

15086 - Maintenance Test Pilot Rotary Wing 43.18
15088 - Non-Maintenance Test/Co-Pilot 43.18
15090 - Technical Instructor 22.45
15095 - Technical Instructor/Course Developer 27.46
15110 - Test Proctor 18.13
15120 - Tutor 18.13
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.10
16030 - Counter Attendant 10.10
16040 - Dry Cleaner 12.48
16070 - Finisher Flatwork Machine 10.10
16090 - Presser Hand 10.10
16110 - Presser Machine Drycleaning 10.10
16130 - Presser Machine Shirts 10.10
16160 - Presser Machine Wearing Apparel Laundry 10.10
16190 - Sewing Machine Operator 13.17
16220 - Tailor 14.02
16250 - Washer Machine 10.93
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.01
19040 - Tool And Die Maker 27.20
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.48
21030 - Material Coordinator 24.07
21040 - Material Expediter 24.07
21050 - Material Handling Laborer 12.87
21071 - Order Filler 11.03
21080 - Production Line Worker (Food Processing) 16.48
21110 - Shipping Packer 17.46
21130 - Shipping/Receiving Clerk 17.46
21140 - Store Worker I 12.21
21150 - Stock Clerk 16.48
21210 - Tools And Parts Attendant 16.48
21410 - Warehouse Specialist 16.48
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.63
23019 - Aircraft Logs and Records Technician 19.27
23021 - Aircraft Mechanic I 23.26
23022 - Aircraft Mechanic II 24.63
23023 - Aircraft Mechanic III 25.91
23040 - Aircraft Mechanic Helper 16.63
23050 - Aircraft Painter 22.01
23060 - Aircraft Servicer 19.27
23070 - Aircraft Survival Flight Equipment Technician 22.01
23080 - Aircraft Worker 20.66
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.66
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.26
23110 - Appliance Mechanic 22.01

23120 - Bicycle Repairer 15.39
23125 - Cable Splicer 34.80
23130 - Carpenter Maintenance 22.56
23140 - Carpet Layer 20.66
23160 - Electrician Maintenance 24.52
23181 - Electronics Technician Maintenance I 26.22
23182 - Electronics Technician Maintenance II 27.92
23183 - Electronics Technician Maintenance III 29.38
23260 - Fabric Worker 19.27
23290 - Fire Alarm System Mechanic 22.72
23310 - Fire Extinguisher Repairer 17.95
23311 - Fuel Distribution System Mechanic 23.26
23312 - Fuel Distribution System Operator 17.95
23370 - General Maintenance Worker 17.28
23380 - Ground Support Equipment Mechanic 23.26
23381 - Ground Support Equipment Servicer 19.27
23382 - Ground Support Equipment Worker 20.66
23391 - Gunsmith I 17.95
23392 - Gunsmith II 20.66
23393 - Gunsmith III 23.26
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.94
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.23
23430 - Heavy Equipment Mechanic 22.81
23440 - Heavy Equipment Operator 17.63
23460 - Instrument Mechanic 23.26
23465 - Laboratory/Shelter Mechanic 22.01
23470 - Laborer 12.87
23510 - Locksmith 22.01
23530 - Machinery Maintenance Mechanic 26.11
23550 - Machinist Maintenance 22.24
23580 - Maintenance Trades Helper 13.08
23591 - Metrology Technician I 23.26
23592 - Metrology Technician II 24.63
23593 - Metrology Technician III 25.91
23640 - Millwright 26.75
23710 - Office Appliance Repairer 22.01
23760 - Painter Maintenance 15.76
23790 - Pipefitter Maintenance 22.99
23810 - Plumber Maintenance 21.75
23820 - Pneudraulic Systems Mechanic 23.26
23850 - Rigger 23.26
23870 - Scale Mechanic 20.66
23890 - Sheet-Metal Worker Maintenance 19.03
23910 - Small Engine Mechanic 16.07
23931 - Telecommunications Mechanic I 25.07
23932 - Telecommunications Mechanic II 26.54
23950 - Telephone Lineman 22.72
23960 - Welder Combination Maintenance 20.67

23965 - Well Driller	23.26
23970 - Woodcraft Worker	23.26
23980 - Woodworker	17.95
24000 - Personal Needs Occupations	
24550 - Case Manager	15.04
24570 - Child Care Attendant	9.26
24580 - Child Care Center Clerk	11.54
24610 - Chore Aide	9.63
24620 - Family Readiness And Support Services Coordinator	15.04
24630 - Homemaker	15.04
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.74
25040 - Sewage Plant Operator	20.26
25070 - Stationary Engineer	25.74
25190 - Ventilation Equipment Tender	17.74
25210 - Water Treatment Plant Operator	20.26
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.04
27007 - Baggage Inspector	13.24
27008 - Corrections Officer	15.21
27010 - Court Security Officer	15.32
27030 - Detection Dog Handler	14.82
27040 - Detention Officer	15.21
27070 - Firefighter	14.21
27101 - Guard I	13.24
27102 - Guard II	14.82
27131 - Police Officer I	18.94
27132 - Police Officer II	21.05
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.85
28042 - Carnival Equipment Repairer	12.86
28043 - Carnival Worker	9.76
28210 - Gate Attendant/Gate Tender	14.91
28310 - Lifeguard	11.95
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	17.54
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.68
29020 - Hatch Tender	20.68
29030 - Line Handler	20.68
29041 - Stevedore I	19.29
29042 - Stevedore II	22.03
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 16.90
30022 - Archeological Technician II 20.16
30023 - Archeological Technician III 24.99
30030 - Cartographic Technician 24.99
30040 - Civil Engineering Technician 24.99
30051 - Cryogenic Technician I 25.93
30052 - Cryogenic Technician II 28.64
30061 - Drafter/CAD Operator I 16.90
30062 - Drafter/CAD Operator II 20.16
30063 - Drafter/CAD Operator III 22.49
30064 - Drafter/CAD Operator IV 27.66
30081 - Engineering Technician I 16.06
30082 - Engineering Technician II 18.02
30083 - Engineering Technician III 20.16
30084 - Engineering Technician IV 24.99
30085 - Engineering Technician V 30.19
30086 - Engineering Technician VI 36.98
30090 - Environmental Technician 24.99
30095 - Evidence Control Specialist 23.41
30210 - Laboratory Technician 22.49
30221 - Latent Fingerprint Technician I 25.93
30222 - Latent Fingerprint Technician II 28.64
30240 - Mathematical Technician 24.99
30361 - Paralegal/Legal Assistant I 17.27
30362 - Paralegal/Legal Assistant II 21.10
30363 - Paralegal/Legal Assistant III 25.92
30364 - Paralegal/Legal Assistant IV 30.66
30375 - Petroleum Supply Specialist 28.64
30390 - Photo-Optics Technician 24.99
30395 - Radiation Control Technician 28.64
30461 - Technical Writer I 24.99
30462 - Technical Writer II 30.42
30463 - Technical Writer III 36.98
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 25.93
30502 - Weather Forecaster II 31.55
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.49
30621 - Weather Observer Senior (see 2) 24.99
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.98
31020 - Bus Aide 14.75
31030 - Bus Driver 20.33
31043 - Driver Courier 13.81
31260 - Parking and Lot Attendant 13.32
31290 - Shuttle Bus Driver 14.92

31310 - Taxi Driver	13.34
31361 - Truckdriver Light	14.92
31362 - Truckdriver Medium	16.01
31363 - Truckdriver Heavy	21.80
31364 - Truckdriver Tractor-Trailer	21.80
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	9.91
99050 - Desk Clerk	10.53
99095 - Embalmer	25.60
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	17.92
99252 - Laboratory Animal Caretaker II	19.35
99260 - Marketing Analyst	27.16
99310 - Mortician	25.60
99410 - Pest Controller	20.20
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	12.83
99711 - Recycling Specialist	15.25
99730 - Refuse Collector	11.58
99810 - Sales Clerk	11.38
99820 - School Crossing Guard	13.61
99830 - Survey Party Chief	16.93
99831 - Surveying Aide	10.46
99832 - Surveying Technician	15.78
99840 - Vending Machine Attendant	17.92
99841 - Vending Machine Repairer	22.27
99842 - Vending Machine Repairer Helper	17.92

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 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.: 2015-4432
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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: South Carolina

Area: South Carolina Counties of Darlington Florence

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.38
01012 - Accounting Clerk II		16.15
01013 - Accounting Clerk III		18.06
01020 - Administrative Assistant		24.77
01035 - Court Reporter		17.33
01041 - Customer Service Representative I		12.11
01042 - Customer Service Representative II		13.61
01043 - Customer Service Representative III		14.85
01051 - Data Entry Operator I		13.13
01052 - Data Entry Operator II		14.32
01060 - Dispatcher Motor Vehicle		19.39
01070 - Document Preparation Clerk		13.80

01090 - Duplicating Machine Operator 13.80
01111 - General Clerk I 12.03
01112 - General Clerk II 13.12
01113 - General Clerk III 14.74
01120 - Housing Referral Assistant 19.32
01141 - Messenger Courier 12.61
01191 - Order Clerk I 14.78
01192 - Order Clerk II 16.14
01261 - Personnel Assistant (Employment) I 15.15
01262 - Personnel Assistant (Employment) II 16.95
01263 - Personnel Assistant (Employment) III 18.89
01270 - Production Control Clerk 24.72
01290 - Rental Clerk 13.62
01300 - Scheduler Maintenance 15.49
01311 - Secretary I 15.49
01312 - Secretary II 17.33
01313 - Secretary III 19.32
01320 - Service Order Dispatcher 17.32
01410 - Supply Technician 24.77
01420 - Survey Worker 12.09
01460 - Switchboard Operator/Receptionist 11.76
01531 - Travel Clerk I 12.82
01532 - Travel Clerk II 13.64
01533 - Travel Clerk III 14.52
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 21.58
05010 - Automotive Electrician 17.25
05040 - Automotive Glass Installer 16.20
05070 - Automotive Worker 16.20
05110 - Mobile Equipment Servicer 14.08
05130 - Motor Equipment Metal Mechanic 18.23
05160 - Motor Equipment Metal Worker 16.20
05190 - Motor Vehicle Mechanic 18.23
05220 - Motor Vehicle Mechanic Helper 13.03
05250 - Motor Vehicle Upholstery Worker 15.11
05280 - Motor Vehicle Wrecker 16.20
05310 - Painter Automotive 17.25
05340 - Radiator Repair Specialist 16.20
05370 - Tire Repairer 12.10
05400 - Transmission Repair Specialist 18.23
07000 - Food Preparation And Service Occupations
07010 - Baker 13.93
07041 - Cook I 10.18
07042 - Cook II 11.72
07070 - Dishwasher 9.67
07130 - Food Service Worker 10.48
07210 - Meat Cutter 15.41

07260 - Waiter/Waitress	8.91
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.51
09040 - Furniture Handler	13.66
09080 - Furniture Refinisher	21.51
09090 - Furniture Refinisher Helper	16.24
09110 - Furniture Repairer Minor	18.83
09130 - Upholsterer	21.51
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.00
11060 - Elevator Operator	10.81
11090 - Gardener	14.87
11122 - Housekeeping Aide	10.81
11150 - Janitor	10.81
11210 - Laborer Grounds Maintenance	11.58
11240 - Maid or Houseman	9.04
11260 - Pruner	10.46
11270 - Tractor Operator	13.77
11330 - Trail Maintenance Worker	11.58
11360 - Window Cleaner	11.97
12000 - Health Occupations	
12010 - Ambulance Driver	15.35
12011 - Breath Alcohol Technician	16.71
12012 - Certified Occupational Therapist Assistant	28.84
12015 - Certified Physical Therapist Assistant	31.03
12020 - Dental Assistant	18.69
12025 - Dental Hygienist	36.12
12030 - EKG Technician	29.95
12035 - Electroneurodiagnostic Technologist	29.95
12040 - Emergency Medical Technician	15.35
12071 - Licensed Practical Nurse I	15.70
12072 - Licensed Practical Nurse II	17.56
12073 - Licensed Practical Nurse III	19.58
12100 - Medical Assistant	13.13
12130 - Medical Laboratory Technician	22.00
12160 - Medical Record Clerk	16.42
12190 - Medical Record Technician	18.38
12195 - Medical Transcriptionist	17.80
12210 - Nuclear Medicine Technologist	38.59
12221 - Nursing Assistant I	11.84
12222 - Nursing Assistant II	13.31
12223 - Nursing Assistant III	14.52
12224 - Nursing Assistant IV	16.30
12235 - Optical Dispenser	17.62
12236 - Optical Technician	15.70
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	15.10
12305 - Radiologic Technologist	26.67
12311 - Registered Nurse I	22.68
12312 - Registered Nurse II	27.75

12313 - Registered Nurse II Specialist		27.75
12314 - Registered Nurse III		33.57
12315 - Registered Nurse III Anesthetist		33.57
12316 - Registered Nurse IV		40.23
12317 - Scheduler (Drug and Alcohol Testing)		21.75
12320 - Substance Abuse Treatment Counselor		21.37
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.85
13012 - Exhibits Specialist II		22.11
13013 - Exhibits Specialist III		27.04
13041 - Illustrator I		17.85
13042 - Illustrator II		22.11
13043 - Illustrator III		27.04
13047 - Librarian		24.48
13050 - Library Aide/Clerk		12.15
13054 - Library Information Technology Systems Administrator		22.11
13058 - Library Technician		14.81
13061 - Media Specialist I		15.95
13062 - Media Specialist II		17.85
13063 - Media Specialist III		19.89
13071 - Photographer I		15.95
13072 - Photographer II		17.85
13073 - Photographer III		22.11
13074 - Photographer IV		27.04
13075 - Photographer V		32.72
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		15.95
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.22
14042 - Computer Operator II		18.15
14043 - Computer Operator III		21.66
14044 - Computer Operator IV		23.80
14045 - Computer Operator V		26.36
14071 - Computer Programmer I	(see 1)	19.69
14072 - Computer Programmer II	(see 1)	24.38
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.22
14160 - Personal Computer Support Technician		23.80
14170 - System Support Specialist		28.69
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.93
15020 - Aircrew Training Devices Instructor (Rated)		35.00
15030 - Air Crew Training Devices Instructor (Pilot)		41.95
15050 - Computer Based Training Specialist / Instructor		28.93
15060 - Educational Technologist		31.31

15070 - Flight Instructor (Pilot) 41.95
15080 - Graphic Artist 22.64
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.95
15086 - Maintenance Test Pilot Rotary Wing 41.95
15088 - Non-Maintenance Test/Co-Pilot 41.95
15090 - Technical Instructor 22.45
15095 - Technical Instructor/Course Developer 27.46
15110 - Test Proctor 18.13
15120 - Tutor 18.13
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.10
16030 - Counter Attendant 10.10
16040 - Dry Cleaner 12.48
16070 - Finisher Flatwork Machine 10.10
16090 - Presser Hand 10.10
16110 - Presser Machine Drycleaning 10.10
16130 - Presser Machine Shirts 10.10
16160 - Presser Machine Wearing Apparel Laundry 10.10
16190 - Sewing Machine Operator 13.17
16220 - Tailor 14.02
16250 - Washer Machine 10.93
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.51
19040 - Tool And Die Maker 26.56
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.60
21030 - Material Coordinator 21.88
21040 - Material Expediter 21.88
21050 - Material Handling Laborer 11.95
21071 - Order Filler 10.75
21080 - Production Line Worker (Food Processing) 15.60
21110 - Shipping Packer 16.73
21130 - Shipping/Receiving Clerk 16.73
21140 - Store Worker I 11.87
21150 - Stock Clerk 16.02
21210 - Tools And Parts Attendant 15.60
21410 - Warehouse Specialist 15.60
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.06
23019 - Aircraft Logs and Records Technician 18.83
23021 - Aircraft Mechanic I 22.72
23022 - Aircraft Mechanic II 24.06
23023 - Aircraft Mechanic III 25.31
23040 - Aircraft Mechanic Helper 16.24
23050 - Aircraft Painter 21.51
23060 - Aircraft Servicer 18.83
23070 - Aircraft Survival Flight Equipment Technician 21.51
23080 - Aircraft Worker 20.19
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.19

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.72
23110 - Appliance Mechanic 21.51
23120 - Bicycle Repairer 13.99
23125 - Cable Splicer 32.18
23130 - Carpenter Maintenance 21.12
23140 - Carpet Layer 20.19
23160 - Electrician Maintenance 22.29
23181 - Electronics Technician Maintenance I 26.22
23182 - Electronics Technician Maintenance II 27.92
23183 - Electronics Technician Maintenance III 29.38
23260 - Fabric Worker 18.83
23290 - Fire Alarm System Mechanic 22.72
23310 - Fire Extinguisher Repairer 17.54
23311 - Fuel Distribution System Mechanic 22.72
23312 - Fuel Distribution System Operator 17.54
23370 - General Maintenance Worker 17.28
23380 - Ground Support Equipment Mechanic 22.72
23381 - Ground Support Equipment Servicer 18.83
23382 - Ground Support Equipment Worker 20.19
23391 - Gunsmith I 17.54
23392 - Gunsmith II 20.19
23393 - Gunsmith III 22.72
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.60
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.87
23430 - Heavy Equipment Mechanic 22.14
23440 - Heavy Equipment Operator 17.63
23460 - Instrument Mechanic 22.72
23465 - Laboratory/Shelter Mechanic 21.51
23470 - Laborer 11.95
23510 - Locksmith 21.51
23530 - Machinery Maintenance Mechanic 26.11
23550 - Machinist Maintenance 22.24
23580 - Maintenance Trades Helper 12.24
23591 - Metrology Technician I 22.72
23592 - Metrology Technician II 24.06
23593 - Metrology Technician III 25.31
23640 - Millwright 24.80
23710 - Office Appliance Repairer 21.51
23760 - Painter Maintenance 15.76
23790 - Pipefitter Maintenance 22.99
23810 - Plumber Maintenance 21.75
23820 - Pneudraulic Systems Mechanic 22.72
23850 - Rigger 22.82
23870 - Scale Mechanic 20.19
23890 - Sheet-Metal Worker Maintenance 17.30
23910 - Small Engine Mechanic 16.07
23931 - Telecommunications Mechanic I 25.07

23932 - Telecommunications Mechanic II	26.54
23950 - Telephone Lineman	20.65
23960 - Welder Combination Maintenance	20.67
23965 - Well Driller	22.72
23970 - Woodcraft Worker	22.72
23980 - Woodworker	17.54
24000 - Personal Needs Occupations	
24550 - Case Manager	13.67
24570 - Child Care Attendant	9.02
24580 - Child Care Center Clerk	11.25
24610 - Chore Aide	9.58
24620 - Family Readiness And Support Services Coordinator	13.67
24630 - Homemaker	13.67
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.74
25040 - Sewage Plant Operator	18.75
25070 - Stationary Engineer	25.74
25190 - Ventilation Equipment Tender	17.74
25210 - Water Treatment Plant Operator	18.75
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.05
27007 - Baggage Inspector	12.70
27008 - Corrections Officer	14.27
27010 - Court Security Officer	14.77
27030 - Detection Dog Handler	14.40
27040 - Detention Officer	14.27
27070 - Firefighter	14.21
27101 - Guard I	12.70
27102 - Guard II	14.40
27131 - Police Officer I	17.78
27132 - Police Officer II	19.75
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.92
28042 - Carnival Equipment Repairer	11.69
28043 - Carnival Worker	9.05
28210 - Gate Attendant/Gate Tender	14.87
28310 - Lifeguard	11.95
28350 - Park Attendant (Aide)	16.64
28510 - Recreation Aide/Health Facility Attendant	12.14
28515 - Recreation Specialist	20.61
28630 - Sports Official	13.24
28690 - Swimming Pool Operator	17.54
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	19.21
29020 - Hatch Tender	19.21
29030 - Line Handler	19.21
29041 - Stevedore I	17.92
29042 - Stevedore II	20.46
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 16.71
30022 - Archeological Technician II 20.16
30023 - Archeological Technician III 24.99
30030 - Cartographic Technician 24.99
30040 - Civil Engineering Technician 24.99
30051 - Cryogenic Technician I 25.20
30052 - Cryogenic Technician II 27.84
30061 - Drafter/CAD Operator I 16.71
30062 - Drafter/CAD Operator II 20.16
30063 - Drafter/CAD Operator III 22.49
30064 - Drafter/CAD Operator IV 27.66
30081 - Engineering Technician I 16.06
30082 - Engineering Technician II 18.02
30083 - Engineering Technician III 20.16
30084 - Engineering Technician IV 24.99
30085 - Engineering Technician V 30.19
30086 - Engineering Technician VI 36.98
30090 - Environmental Technician 24.99
30095 - Evidence Control Specialist 22.75
30210 - Laboratory Technician 22.49
30221 - Latent Fingerprint Technician I 25.20
30222 - Latent Fingerprint Technician II 27.84
30240 - Mathematical Technician 24.99
30361 - Paralegal/Legal Assistant I 17.27
30362 - Paralegal/Legal Assistant II 21.10
30363 - Paralegal/Legal Assistant III 25.92
30364 - Paralegal/Legal Assistant IV 29.18
30375 - Petroleum Supply Specialist 27.84
30390 - Photo-Optics Technician 24.99
30395 - Radiation Control Technician 27.84
30461 - Technical Writer I 24.99
30462 - Technical Writer II 30.42
30463 - Technical Writer III 36.98
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 25.20
30502 - Weather Forecaster II 30.66
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.49
30621 - Weather Observer Senior (see 2) 24.99
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.47
31030 - Bus Driver 19.94

31043 - Driver Courier	13.81
31260 - Parking and Lot Attendant	13.07
31290 - Shuttle Bus Driver	14.92
31310 - Taxi Driver	13.34
31361 - Truckdriver Light	14.92
31362 - Truckdriver Medium	16.01
31363 - Truckdriver Heavy	21.38
31364 - Truckdriver Tractor-Trailer	21.38
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.91
99050 - Desk Clerk	9.81
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	17.07
99252 - Laboratory Animal Caretaker II	18.44
99260 - Marketing Analyst	27.16
99310 - Mortician	25.35
99410 - Pest Controller	18.36
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	11.66
99711 - Recycling Specialist	13.86
99730 - Refuse Collector	10.53
99810 - Sales Clerk	11.38
99820 - School Crossing Guard	13.23
99830 - Survey Party Chief	16.93
99831 - Surveying Aide	10.46
99832 - Surveying Technician	15.78
99840 - Vending Machine Attendant	17.42
99841 - Vending Machine Repairer	21.65
99842 - Vending Machine Repairer Helper	17.42

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

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 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.: 2015-4433
Revision No.: 16
Date Of Last Revision: 05/04/2021

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: South Carolina

Area: South Carolina Counties of Anderson Greenville Laurens Pickens

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.39
01012 - Accounting Clerk II		16.17
01013 - Accounting Clerk III		18.08
01020 - Administrative Assistant		28.21
01035 - Court Reporter		18.89
01041 - Customer Service Representative I		13.04
01042 - Customer Service Representative II		14.22
01043 - Customer Service Representative III		15.97
01051 - Data Entry Operator I		14.06
01052 - Data Entry Operator II		15.34
01060 - Dispatcher Motor Vehicle		18.84
01070 - Document Preparation Clerk		14.38
01090 - Duplicating Machine Operator		14.38
01111 - General Clerk I		12.71
01112 - General Clerk II		13.87

01113 - General Clerk III 15.57
01120 - Housing Referral Assistant 20.13
01141 - Messenger Courier 13.28
01191 - Order Clerk I 16.09
01192 - Order Clerk II 17.55
01261 - Personnel Assistant (Employment) I 16.67
01262 - Personnel Assistant (Employment) II 18.65
01263 - Personnel Assistant (Employment) III 20.79
01270 - Production Control Clerk 23.17
01290 - Rental Clerk 14.34
01300 - Scheduler Maintenance 16.15
01311 - Secretary I 16.15
01312 - Secretary II 18.06
01313 - Secretary III 20.13
01320 - Service Order Dispatcher 16.01
01410 - Supply Technician 28.21
01420 - Survey Worker 17.81
01460 - Switchboard Operator/Receptionist 13.95
01531 - Travel Clerk I 15.14
01532 - Travel Clerk II 16.26
01533 - Travel Clerk III 17.51
01611 - Word Processor I 14.90
01612 - Word Processor II 16.72
01613 - Word Processor III 18.71
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.12
05010 - Automotive Electrician 17.33
05040 - Automotive Glass Installer 16.27
05070 - Automotive Worker 16.27
05110 - Mobile Equipment Servicer 14.13
05130 - Motor Equipment Metal Mechanic 18.31
05160 - Motor Equipment Metal Worker 16.27
05190 - Motor Vehicle Mechanic 18.31
05220 - Motor Vehicle Mechanic Helper 13.09
05250 - Motor Vehicle Upholstery Worker 15.17
05280 - Motor Vehicle Wrecker 16.27
05310 - Painter Automotive 17.33
05340 - Radiator Repair Specialist 16.27
05370 - Tire Repairer 13.75
05400 - Transmission Repair Specialist 18.31
07000 - Food Preparation And Service Occupations
07010 - Baker 12.97
07041 - Cook I 11.94
07042 - Cook II 13.74
07070 - Dishwasher 9.54
07130 - Food Service Worker 11.58
07210 - Meat Cutter 17.62
07260 - Waiter/Waitress 8.96
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 17.22

09040 - Furniture Handler 11.68
09080 - Furniture Refinisher 17.22
09090 - Furniture Refinisher Helper 13.89
09110 - Furniture Repairer Minor 16.10
09130 - Upholsterer 17.22
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.34
11060 - Elevator Operator 11.27
11090 - Gardener 18.73
11122 - Housekeeping Aide 11.27
11150 - Janitor 11.27
11210 - Laborer Grounds Maintenance 14.59
11240 - Maid or Houseman 10.90
11260 - Pruner 13.18
11270 - Tractor Operator 17.35
11330 - Trail Maintenance Worker 14.59
11360 - Window Cleaner 12.48
12000 - Health Occupations
12010 - Ambulance Driver 16.90
12011 - Breath Alcohol Technician 18.51
12012 - Certified Occupational Therapist Assistant 33.00
12015 - Certified Physical Therapist Assistant 32.17
12020 - Dental Assistant 17.78
12025 - Dental Hygienist 30.76
12030 - EKG Technician 29.77
12035 - Electroneurodiagnostic Technologist 29.77
12040 - Emergency Medical Technician 16.90
12071 - Licensed Practical Nurse I 16.55
12072 - Licensed Practical Nurse II 18.51
12073 - Licensed Practical Nurse III 20.63
12100 - Medical Assistant 15.47
12130 - Medical Laboratory Technician 23.01
12160 - Medical Record Clerk 16.46
12190 - Medical Record Technician 18.41
12195 - Medical Transcriptionist 20.53
12210 - Nuclear Medicine Technologist 38.76
12221 - Nursing Assistant I 12.29
12222 - Nursing Assistant II 13.81
12223 - Nursing Assistant III 15.07
12224 - Nursing Assistant IV 16.93
12235 - Optical Dispenser 22.79
12236 - Optical Technician 16.73
12250 - Pharmacy Technician 16.19
12280 - Phlebotomist 14.87
12305 - Radiologic Technologist 26.22
12311 - Registered Nurse I 25.94
12312 - Registered Nurse II 29.58
12313 - Registered Nurse II Specialist 29.58
12314 - Registered Nurse III 35.79
12315 - Registered Nurse III Anesthetist 35.79

12316 - Registered Nurse IV		42.89
12317 - Scheduler (Drug and Alcohol Testing)		22.92
12320 - Substance Abuse Treatment Counselor		19.84
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.05
13012 - Exhibits Specialist II		26.07
13013 - Exhibits Specialist III		31.89
13041 - Illustrator I		21.05
13042 - Illustrator II		26.07
13043 - Illustrator III		31.89
13047 - Librarian		28.87
13050 - Library Aide/Clerk		14.78
13054 - Library Information Technology Systems Administrator		26.07
13058 - Library Technician		15.34
13061 - Media Specialist I		18.82
13062 - Media Specialist II		21.05
13063 - Media Specialist III		23.46
13071 - Photographer I		17.29
13072 - Photographer II		19.35
13073 - Photographer III		23.96
13074 - Photographer IV		29.32
13075 - Photographer V		35.47
13090 - Technical Order Library Clerk		18.74
13110 - Video Teleconference Technician		20.19
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.10
14042 - Computer Operator II		18.01
14043 - Computer Operator III		20.08
14044 - Computer Operator IV		22.32
14045 - Computer Operator V		24.70
14071 - Computer Programmer I	(see 1)	20.71
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		16.10
14160 - Personal Computer Support Technician		22.32
14170 - System Support Specialist		25.15
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.00
15020 - Aircrew Training Devices Instructor (Rated)		36.29
15030 - Air Crew Training Devices Instructor (Pilot)		43.50
15050 - Computer Based Training Specialist / Instructor		30.00
15060 - Educational Technologist		34.70
15070 - Flight Instructor (Pilot)		43.50
15080 - Graphic Artist		23.67
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 22.80
15095 - Technical Instructor/Course Developer 27.89
15110 - Test Proctor 18.40
15120 - Tutor 18.40
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.10
16030 - Counter Attendant 10.10
16040 - Dry Cleaner 12.48
16070 - Finisher Flatwork Machine 10.10
16090 - Presser Hand 10.10
16110 - Presser Machine Drycleaning 10.10
16130 - Presser Machine Shirts 10.10
16160 - Presser Machine Wearing Apparel Laundry 10.10
16190 - Sewing Machine Operator 13.17
16220 - Tailor 14.02
16250 - Washer Machine 10.93
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.45
19040 - Tool And Die Maker 26.50
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.85
21030 - Material Coordinator 23.17
21040 - Material Expediter 23.17
21050 - Material Handling Laborer 15.16
21071 - Order Filler 13.20
21080 - Production Line Worker (Food Processing) 16.85
21110 - Shipping Packer 16.24
21130 - Shipping/Receiving Clerk 16.24
21140 - Store Worker I 12.21
21150 - Stock Clerk 16.48
21210 - Tools And Parts Attendant 16.85
21410 - Warehouse Specialist 16.85
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.54
23019 - Aircraft Logs and Records Technician 22.34
23021 - Aircraft Mechanic I 26.96
23022 - Aircraft Mechanic II 28.54
23023 - Aircraft Mechanic III 30.02
23040 - Aircraft Mechanic Helper 19.27
23050 - Aircraft Painter 25.51
23060 - Aircraft Servicer 22.34
23070 - Aircraft Survival Flight Equipment Technician 25.51
23080 - Aircraft Worker 23.95
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.95
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.96
23110 - Appliance Mechanic 20.17

23120 - Bicycle Repairer 17.92
23125 - Cable Splicer 32.63
23130 - Carpenter Maintenance 20.31
23140 - Carpet Layer 20.62
23160 - Electrician Maintenance 22.72
23181 - Electronics Technician Maintenance I 25.91
23182 - Electronics Technician Maintenance II 27.60
23183 - Electronics Technician Maintenance III 29.17
23260 - Fabric Worker 19.23
23290 - Fire Alarm System Mechanic 21.66
23310 - Fire Extinguisher Repairer 17.92
23311 - Fuel Distribution System Mechanic 27.87
23312 - Fuel Distribution System Operator 21.20
23370 - General Maintenance Worker 19.43
23380 - Ground Support Equipment Mechanic 26.96
23381 - Ground Support Equipment Servicer 22.34
23382 - Ground Support Equipment Worker 23.95
23391 - Gunsmith I 17.92
23392 - Gunsmith II 20.62
23393 - Gunsmith III 23.21
23410 - Heating Ventilation And Air-Conditioning Mechanic 24.62
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 26.06
23430 - Heavy Equipment Mechanic 24.58
23440 - Heavy Equipment Operator 18.96
23460 - Instrument Mechanic 23.21
23465 - Laboratory/Shelter Mechanic 21.96
23470 - Laborer 15.16
23510 - Locksmith 24.21
23530 - Machinery Maintenance Mechanic 24.42
23550 - Machinist Maintenance 22.13
23580 - Maintenance Trades Helper 14.94
23591 - Metrology Technician I 23.21
23592 - Metrology Technician II 24.57
23593 - Metrology Technician III 25.85
23640 - Millwright 23.19
23710 - Office Appliance Repairer 20.78
23760 - Painter Maintenance 17.66
23790 - Pipefitter Maintenance 24.08
23810 - Plumber Maintenance 22.79
23820 - Pneudraulic Systems Mechanic 23.21
23850 - Rigger 25.00
23870 - Scale Mechanic 20.62
23890 - Sheet-Metal Worker Maintenance 16.26
23910 - Small Engine Mechanic 16.80
23931 - Telecommunications Mechanic I 24.38
23932 - Telecommunications Mechanic II 25.81
23950 - Telephone Lineman 22.74
23960 - Welder Combination Maintenance 21.13

23965 - Well Driller		23.21
23970 - Woodcraft Worker		23.21
23980 - Woodworker		17.92
24000 - Personal Needs Occupations		
24550 - Case Manager		15.15
24570 - Child Care Attendant		10.16
24580 - Child Care Center Clerk		13.81
24610 - Chore Aide		10.98
24620 - Family Readiness And Support Services Coordinator		15.15
24630 - Homemaker		16.03
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		23.21
25040 - Sewage Plant Operator		21.71
25070 - Stationary Engineer		23.21
25190 - Ventilation Equipment Tender		16.59
25210 - Water Treatment Plant Operator		21.71
27000 - Protective Service Occupations		
27004 - Alarm Monitor		16.43
27007 - Baggage Inspector		12.02
27008 - Corrections Officer		17.98
27010 - Court Security Officer		18.34
27030 - Detection Dog Handler		13.99
27040 - Detention Officer		17.98
27070 - Firefighter		18.25
27101 - Guard I		12.02
27102 - Guard II		13.99
27131 - Police Officer I		20.16
27132 - Police Officer II		22.40
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		11.90
28042 - Carnival Equipment Repairer		12.85
28043 - Carnival Worker		9.04
28210 - Gate Attendant/Gate Tender		18.63
28310 - Lifeguard		13.32
28350 - Park Attendant (Aide)		20.85
28510 - Recreation Aide/Health Facility Attendant		15.21
28515 - Recreation Specialist		22.45
28630 - Sports Official		16.60
28690 - Swimming Pool Operator		14.79
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		22.21
29020 - Hatch Tender		22.21
29030 - Line Handler		22.21
29041 - Stevedore I		20.71
29042 - Stevedore II		23.66
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		19.92
30022 - Archeological Technician II		22.29
30023 - Archeological Technician III		27.61
30030 - Cartographic Technician		27.61
30040 - Civil Engineering Technician		23.57
30051 - Cryogenic Technician I		30.58
30052 - Cryogenic Technician II		33.55
30061 - Drafter/CAD Operator I		19.92
30062 - Drafter/CAD Operator II		22.29
30063 - Drafter/CAD Operator III		24.84
30064 - Drafter/CAD Operator IV		30.58
30081 - Engineering Technician I		16.38
30082 - Engineering Technician II		18.44
30083 - Engineering Technician III		21.58
30084 - Engineering Technician IV		26.40
30085 - Engineering Technician V		32.31
30086 - Engineering Technician VI		39.07
30090 - Environmental Technician		27.61
30095 - Evidence Control Specialist		27.43
30210 - Laboratory Technician		22.13
30221 - Latent Fingerprint Technician I		26.97
30222 - Latent Fingerprint Technician II		29.79
30240 - Mathematical Technician		27.61
30361 - Paralegal/Legal Assistant I		19.58
30362 - Paralegal/Legal Assistant II		24.26
30363 - Paralegal/Legal Assistant III		29.67
30364 - Paralegal/Legal Assistant IV		35.91
30375 - Petroleum Supply Specialist		33.55
30390 - Photo-Optics Technician		27.61
30395 - Radiation Control Technician		33.55
30461 - Technical Writer I		22.60
30462 - Technical Writer II		27.64
30463 - Technical Writer III		33.44
30491 - Unexploded Ordnance (UXO) Technician I		25.60
30492 - Unexploded Ordnance (UXO) Technician II		30.98
30493 - Unexploded Ordnance (UXO) Technician III		37.13
30494 - Unexploded (UXO) Safety Escort		25.60
30495 - Unexploded (UXO) Sweep Personnel		25.60
30501 - Weather Forecaster I		30.58
30502 - Weather Forecaster II		36.95
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	24.84
30621 - Weather Observer Senior	(see 2)	27.61
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		12.07
31030 - Bus Driver		16.64
31043 - Driver Courier		14.79
31260 - Parking and Lot Attendant		11.78
31290 - Shuttle Bus Driver		15.03

31310 - Taxi Driver	13.36
31361 - Truckdriver Light	15.97
31362 - Truckdriver Medium	17.14
31363 - Truckdriver Heavy	19.69
31364 - Truckdriver Tractor-Trailer	19.69
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	10.44
99050 - Desk Clerk	11.21
99095 - Embalmer	28.30
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	12.99
99252 - Laboratory Animal Caretaker II	14.03
99260 - Marketing Analyst	29.14
99310 - Mortician	31.67
99410 - Pest Controller	14.43
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	14.65
99711 - Recycling Specialist	17.42
99730 - Refuse Collector	13.23
99810 - Sales Clerk	11.62
99820 - School Crossing Guard	14.42
99830 - Survey Party Chief	21.33
99831 - Surveying Aide	14.14
99832 - Surveying Technician	19.38
99840 - Vending Machine Attendant	14.20
99841 - Vending Machine Repairer	17.62
99842 - Vending Machine Repairer Helper	14.20

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

paid sick leave provided pursuant to EO 13706.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

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

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

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

Daniel W. Simms
Director

Division of
Wage Determinations

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

Wage Determination No.: 2015-4434
Revision No.: 15
Date Of Last Revision: 06/17/2020

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

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

State: South Carolina

Area: South Carolina Counties of Anderson Greenville Laurens Pickens

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.20
01012 - Accounting Clerk II		15.93
01013 - Accounting Clerk III		17.83
01020 - Administrative Assistant		28.21
01035 - Court Reporter		18.89
01041 - Customer Service Representative I		12.52
01042 - Customer Service Representative II		14.07
01043 - Customer Service Representative III		15.35
01051 - Data Entry Operator I		13.97
01052 - Data Entry Operator II		15.24
01060 - Dispatcher Motor Vehicle		18.84
01070 - Document Preparation Clerk		14.10

01090 - Duplicating Machine Operator 14.10
01111 - General Clerk I 12.71
01112 - General Clerk II 13.87
01113 - General Clerk III 15.57
01120 - Housing Referral Assistant 19.75
01141 - Messenger Courier 12.87
01191 - Order Clerk I 16.09
01192 - Order Clerk II 17.55
01261 - Personnel Assistant (Employment) I 16.67
01262 - Personnel Assistant (Employment) II 18.65
01263 - Personnel Assistant (Employment) III 20.79
01270 - Production Control Clerk 21.06
01290 - Rental Clerk 14.34
01300 - Scheduler Maintenance 15.83
01311 - Secretary I 15.83
01312 - Secretary II 17.71
01313 - Secretary III 19.75
01320 - Service Order Dispatcher 16.01
01410 - Supply Technician 28.21
01420 - Survey Worker 17.81
01460 - Switchboard Operator/Receptionist 13.78
01531 - Travel Clerk I 13.76
01532 - Travel Clerk II 14.78
01533 - Travel Clerk III 15.92
01611 - Word Processor I 14.90
01612 - Word Processor II 16.72
01613 - Word Processor III 18.71
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.12
05010 - Automotive Electrician 17.33
05040 - Automotive Glass Installer 16.27
05070 - Automotive Worker 16.27
05110 - Mobile Equipment Servicer 14.13
05130 - Motor Equipment Metal Mechanic 18.31
05160 - Motor Equipment Metal Worker 16.27
05190 - Motor Vehicle Mechanic 18.31
05220 - Motor Vehicle Mechanic Helper 13.09
05250 - Motor Vehicle Upholstery Worker 15.17
05280 - Motor Vehicle Wrecker 16.27
05310 - Painter Automotive 17.33
05340 - Radiator Repair Specialist 16.27
05370 - Tire Repairer 13.03
05400 - Transmission Repair Specialist 18.31
07000 - Food Preparation And Service Occupations
07010 - Baker 11.89
07041 - Cook I 11.46
07042 - Cook II 13.19
07070 - Dishwasher 9.08
07130 - Food Service Worker 11.18
07210 - Meat Cutter 17.07

07260 - Waiter/Waitress	8.95
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.22
09040 - Furniture Handler	11.68
09080 - Furniture Refinisher	17.22
09090 - Furniture Refinisher Helper	13.89
09110 - Furniture Repairer Minor	16.10
09130 - Upholsterer	17.22
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.90
11060 - Elevator Operator	10.90
11090 - Gardener	17.60
11122 - Housekeeping Aide	10.89
11150 - Janitor	10.89
11210 - Laborer Grounds Maintenance	13.71
11240 - Maid or Houseman	9.95
11260 - Pruner	12.38
11270 - Tractor Operator	16.30
11330 - Trail Maintenance Worker	13.71
11360 - Window Cleaner	12.06
12000 - Health Occupations	
12010 - Ambulance Driver	15.36
12011 - Breath Alcohol Technician	17.25
12012 - Certified Occupational Therapist Assistant	32.55
12015 - Certified Physical Therapist Assistant	29.36
12020 - Dental Assistant	17.78
12025 - Dental Hygienist	30.76
12030 - EKG Technician	29.77
12035 - Electroneurodiagnostic Technologist	29.77
12040 - Emergency Medical Technician	15.36
12071 - Licensed Practical Nurse I	16.30
12072 - Licensed Practical Nurse II	18.24
12073 - Licensed Practical Nurse III	20.33
12100 - Medical Assistant	15.18
12130 - Medical Laboratory Technician	21.65
12160 - Medical Record Clerk	16.25
12190 - Medical Record Technician	18.19
12195 - Medical Transcriptionist	19.71
12210 - Nuclear Medicine Technologist	35.24
12221 - Nursing Assistant I	11.80
12222 - Nursing Assistant II	13.27
12223 - Nursing Assistant III	14.47
12224 - Nursing Assistant IV	16.24
12235 - Optical Dispenser	22.79
12236 - Optical Technician	16.68
12250 - Pharmacy Technician	15.26
12280 - Phlebotomist	14.33
12305 - Radiologic Technologist	26.22
12311 - Registered Nurse I	25.94
12312 - Registered Nurse II	29.58

12313 - Registered Nurse II Specialist		29.58
12314 - Registered Nurse III		35.79
12315 - Registered Nurse III Anesthetist		35.79
12316 - Registered Nurse IV		42.89
12317 - Scheduler (Drug and Alcohol Testing)		22.59
12320 - Substance Abuse Treatment Counselor		19.84
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.05
13012 - Exhibits Specialist II		24.84
13013 - Exhibits Specialist III		30.39
13041 - Illustrator I		20.05
13042 - Illustrator II		24.84
13043 - Illustrator III		30.39
13047 - Librarian		27.51
13050 - Library Aide/Clerk		13.44
13054 - Library Information Technology Systems Administrator		24.84
13058 - Library Technician		15.34
13061 - Media Specialist I		17.92
13062 - Media Specialist II		20.05
13063 - Media Specialist III		22.36
13071 - Photographer I		17.29
13072 - Photographer II		19.35
13073 - Photographer III		23.96
13074 - Photographer IV		29.32
13075 - Photographer V		35.47
13090 - Technical Order Library Clerk		17.04
13110 - Video Teleconference Technician		20.19
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.10
14042 - Computer Operator II		18.01
14043 - Computer Operator III		20.08
14044 - Computer Operator IV		22.32
14045 - Computer Operator V		24.70
14071 - Computer Programmer I	(see 1)	20.71
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		16.10
14160 - Personal Computer Support Technician		22.32
14170 - System Support Specialist		25.15
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.00
15020 - Aircrew Training Devices Instructor (Rated)		36.29
15030 - Air Crew Training Devices Instructor (Pilot)		43.50
15050 - Computer Based Training Specialist / Instructor		30.00
15060 - Educational Technologist		33.17

15070 - Flight Instructor (Pilot) 43.50
15080 - Graphic Artist 22.60
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 21.30
15095 - Technical Instructor/Course Developer 26.06
15110 - Test Proctor 17.20
15120 - Tutor 17.20
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.10
16030 - Counter Attendant 10.10
16040 - Dry Cleaner 12.48
16070 - Finisher Flatwork Machine 10.10
16090 - Presser Hand 10.10
16110 - Presser Machine Drycleaning 10.10
16130 - Presser Machine Shirts 10.10
16160 - Presser Machine Wearing Apparel Laundry 10.10
16190 - Sewing Machine Operator 13.17
16220 - Tailor 14.02
16250 - Washer Machine 10.93
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.45
19040 - Tool And Die Maker 26.50
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.63
21030 - Material Coordinator 21.06
21040 - Material Expediter 21.06
21050 - Material Handling Laborer 14.90
21071 - Order Filler 12.76
21080 - Production Line Worker (Food Processing) 15.63
21110 - Shipping Packer 16.24
21130 - Shipping/Receiving Clerk 16.24
21140 - Store Worker I 11.87
21150 - Stock Clerk 16.02
21210 - Tools And Parts Attendant 15.63
21410 - Warehouse Specialist 15.63
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.84
23019 - Aircraft Logs and Records Technician 22.03
23021 - Aircraft Mechanic I 26.29
23022 - Aircraft Mechanic II 27.84
23023 - Aircraft Mechanic III 29.29
23040 - Aircraft Mechanic Helper 19.02
23050 - Aircraft Painter 24.41
23060 - Aircraft Servicer 22.03
23070 - Aircraft Survival Flight Equipment Technician 24.41
23080 - Aircraft Worker 23.62
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.62

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.29
23110 - Appliance Mechanic 19.84
23120 - Bicycle Repairer 16.94
23125 - Cable Splicer 32.63
23130 - Carpenter Maintenance 18.51
23140 - Carpet Layer 19.25
23160 - Electrician Maintenance 22.72
23181 - Electronics Technician Maintenance I 24.40
23182 - Electronics Technician Maintenance II 25.98
23183 - Electronics Technician Maintenance III 27.46
23260 - Fabric Worker 18.83
23290 - Fire Alarm System Mechanic 20.41
23310 - Fire Extinguisher Repairer 17.55
23311 - Fuel Distribution System Mechanic 27.87
23312 - Fuel Distribution System Operator 21.20
23370 - General Maintenance Worker 18.38
23380 - Ground Support Equipment Mechanic 26.29
23381 - Ground Support Equipment Servicer 22.03
23382 - Ground Support Equipment Worker 23.62
23391 - Gunsmith I 17.55
23392 - Gunsmith II 20.19
23393 - Gunsmith III 22.73
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.66
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 25.05
23430 - Heavy Equipment Mechanic 23.77
23440 - Heavy Equipment Operator 18.91
23460 - Instrument Mechanic 22.73
23465 - Laboratory/Shelter Mechanic 21.51
23470 - Laborer 14.90
23510 - Locksmith 23.19
23530 - Machinery Maintenance Mechanic 24.42
23550 - Machinist Maintenance 22.13
23580 - Maintenance Trades Helper 14.78
23591 - Metrology Technician I 22.73
23592 - Metrology Technician II 24.07
23593 - Metrology Technician III 25.32
23640 - Millwright 22.32
23710 - Office Appliance Repairer 20.78
23760 - Painter Maintenance 16.93
23790 - Pipefitter Maintenance 24.08
23810 - Plumber Maintenance 22.79
23820 - Pneudraulic Systems Mechanic 22.73
23850 - Rigger 22.73
23870 - Scale Mechanic 20.19
23890 - Sheet-Metal Worker Maintenance 16.26
23910 - Small Engine Mechanic 16.80
23931 - Telecommunications Mechanic I 24.36

23932 - Telecommunications Mechanic II	25.79
23950 - Telephone Lineman	20.67
23960 - Welder Combination Maintenance	20.42
23965 - Well Driller	22.73
23970 - Woodcraft Worker	22.73
23980 - Woodworker	17.55
24000 - Personal Needs Occupations	
24550 - Case Manager	15.15
24570 - Child Care Attendant	10.05
24580 - Child Care Center Clerk	13.81
24610 - Chore Aide	10.21
24620 - Family Readiness And Support Services Coordinator	15.15
24630 - Homemaker	16.03
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.00
25040 - Sewage Plant Operator	21.71
25070 - Stationary Engineer	23.00
25190 - Ventilation Equipment Tender	16.44
25210 - Water Treatment Plant Operator	21.71
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.43
27007 - Baggage Inspector	11.94
27008 - Corrections Officer	17.64
27010 - Court Security Officer	18.34
27030 - Detection Dog Handler	13.99
27040 - Detention Officer	17.64
27070 - Firefighter	17.21
27101 - Guard I	11.94
27102 - Guard II	13.99
27131 - Police Officer I	20.16
27132 - Police Officer II	22.40
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.65
28042 - Carnival Equipment Repairer	12.58
28043 - Carnival Worker	8.85
28210 - Gate Attendant/Gate Tender	18.63
28310 - Lifeguard	13.32
28350 - Park Attendant (Aide)	20.85
28510 - Recreation Aide/Health Facility Attendant	15.21
28515 - Recreation Specialist	22.45
28630 - Sports Official	16.60
28690 - Swimming Pool Operator	14.48
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.19
29020 - Hatch Tender	20.19
29030 - Line Handler	20.19
29041 - Stevedore I	18.83
29042 - Stevedore II	21.51
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 19.92
30022 - Archeological Technician II 22.29
30023 - Archeological Technician III 27.61
30030 - Cartographic Technician 27.61
30040 - Civil Engineering Technician 23.24
30051 - Cryogenic Technician I 30.58
30052 - Cryogenic Technician II 33.55
30061 - Drafter/CAD Operator I 19.92
30062 - Drafter/CAD Operator II 22.29
30063 - Drafter/CAD Operator III 24.84
30064 - Drafter/CAD Operator IV 30.58
30081 - Engineering Technician I 16.38
30082 - Engineering Technician II 18.44
30083 - Engineering Technician III 21.58
30084 - Engineering Technician IV 26.40
30085 - Engineering Technician V 32.31
30086 - Engineering Technician VI 39.07
30090 - Environmental Technician 27.61
30095 - Evidence Control Specialist 27.43
30210 - Laboratory Technician 22.13
30221 - Latent Fingerprint Technician I 24.76
30222 - Latent Fingerprint Technician II 27.35
30240 - Mathematical Technician 27.61
30361 - Paralegal/Legal Assistant I 18.91
30362 - Paralegal/Legal Assistant II 23.42
30363 - Paralegal/Legal Assistant III 28.65
30364 - Paralegal/Legal Assistant IV 34.66
30375 - Petroleum Supply Specialist 33.55
30390 - Photo-Optics Technician 27.61
30395 - Radiation Control Technician 33.55
30461 - Technical Writer I 22.60
30462 - Technical Writer II 27.64
30463 - Technical Writer III 33.44
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 30.58
30502 - Weather Forecaster II 36.95
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 24.84
30621 - Weather Observer Senior (see 2) 27.61
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 11.34
31030 - Bus Driver 15.63

31043 - Driver Courier	13.66
31260 - Parking and Lot Attendant	10.71
31290 - Shuttle Bus Driver	15.03
31310 - Taxi Driver	12.32
31361 - Truckdriver Light	15.03
31362 - Truckdriver Medium	16.70
31363 - Truckdriver Heavy	19.52
31364 - Truckdriver Tractor-Trailer	19.52
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.85
99050 - Desk Clerk	10.81
99095 - Embalmer	26.17
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.14
99252 - Laboratory Animal Caretaker II	13.11
99260 - Marketing Analyst	29.14
99310 - Mortician	31.67
99410 - Pest Controller	14.13
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	13.51
99711 - Recycling Specialist	16.06
99730 - Refuse Collector	12.20
99810 - Sales Clerk	11.26
99820 - School Crossing Guard	13.89
99830 - Survey Party Chief	19.39
99831 - Surveying Aide	12.85
99832 - Surveying Technician	17.62
99840 - Vending Machine Attendant	12.91
99841 - Vending Machine Repairer	16.02
99842 - Vending Machine Repairer Helper	12.91

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.: 2015-4435
Revision No.: 13
Date Of Last Revision: 05/04/2021

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: North Carolina South Carolina

Area: North Carolina County of Brunswick

South Carolina County of Horry

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.99
01012 - Accounting Clerk II		15.70
01013 - Accounting Clerk III		17.57
01020 - Administrative Assistant		24.80
01035 - Court Reporter		18.23
01041 - Customer Service Representative I		12.77
01042 - Customer Service Representative II		14.26
01043 - Customer Service Representative III		15.66
01051 - Data Entry Operator I		16.24
01052 - Data Entry Operator II		17.72
01060 - Dispatcher Motor Vehicle		18.82
01070 - Document Preparation Clerk		14.52
01090 - Duplicating Machine Operator		14.52

01111 - General Clerk I	13.28
01112 - General Clerk II	14.49
01113 - General Clerk III	16.26
01120 - Housing Referral Assistant	20.34
01141 - Messenger Courier	12.28
01191 - Order Clerk I	14.89
01192 - Order Clerk II	16.26
01261 - Personnel Assistant (Employment) I	15.84
01262 - Personnel Assistant (Employment) II	17.71
01263 - Personnel Assistant (Employment) III	19.74
01270 - Production Control Clerk	20.59
01290 - Rental Clerk	14.26
01300 - Scheduler Maintenance	16.30
01311 - Secretary I	16.30
01312 - Secretary II	18.23
01313 - Secretary III	20.34
01320 - Service Order Dispatcher	16.76
01410 - Supply Technician	24.80
01420 - Survey Worker	15.43
01460 - Switchboard Operator/Receptionist	14.38
01531 - Travel Clerk I	12.87
01532 - Travel Clerk II	13.66
01533 - Travel Clerk III	14.45
01611 - Word Processor I	14.52
01612 - Word Processor II	16.30
01613 - Word Processor III	18.23
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	19.71
05010 - Automotive Electrician	19.33
05040 - Automotive Glass Installer	17.92
05070 - Automotive Worker	17.92
05110 - Mobile Equipment Servicer	15.82
05130 - Motor Equipment Metal Mechanic	20.24
05160 - Motor Equipment Metal Worker	17.92
05190 - Motor Vehicle Mechanic	20.24
05220 - Motor Vehicle Mechanic Helper	14.83
05250 - Motor Vehicle Upholstery Worker	16.77
05280 - Motor Vehicle Wrecker	17.92
05310 - Painter Automotive	19.15
05340 - Radiator Repair Specialist	17.92
05370 - Tire Repairer	14.86
05400 - Transmission Repair Specialist	20.24
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.08
07041 - Cook I	13.69
07042 - Cook II	15.77
07070 - Dishwasher	10.13
07130 - Food Service Worker	11.54
07210 - Meat Cutter	17.33
07260 - Waiter/Waitress	9.32

09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.76
09040 - Furniture Handler	11.89
09080 - Furniture Refinisher	18.76
09090 - Furniture Refinisher Helper	14.57
09110 - Furniture Repairer Minor	16.69
09130 - Upholsterer	18.76
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.59
11060 - Elevator Operator	11.87
11090 - Gardener	17.70
11122 - Housekeeping Aide	11.87
11150 - Janitor	11.87
11210 - Laborer Grounds Maintenance	13.07
11240 - Maid or Houseman	10.57
11260 - Pruner	11.62
11270 - Tractor Operator	16.06
11330 - Trail Maintenance Worker	13.07
11360 - Window Cleaner	13.35
12000 - Health Occupations	
12010 - Ambulance Driver	19.93
12011 - Breath Alcohol Technician	19.93
12012 - Certified Occupational Therapist Assistant	30.49
12015 - Certified Physical Therapist Assistant	28.82
12020 - Dental Assistant	21.48
12025 - Dental Hygienist	31.04
12030 - EKG Technician	31.03
12035 - Electroneurodiagnostic Technologist	31.03
12040 - Emergency Medical Technician	19.93
12071 - Licensed Practical Nurse I	16.34
12072 - Licensed Practical Nurse II	18.29
12073 - Licensed Practical Nurse III	20.39
12100 - Medical Assistant	15.32
12130 - Medical Laboratory Technician	24.90
12160 - Medical Record Clerk	14.49
12190 - Medical Record Technician	16.22
12195 - Medical Transcriptionist	17.67
12210 - Nuclear Medicine Technologist	40.19
12221 - Nursing Assistant I	11.63
12222 - Nursing Assistant II	13.08
12223 - Nursing Assistant III	14.26
12224 - Nursing Assistant IV	16.01
12235 - Optical Dispenser	18.13
12236 - Optical Technician	16.34
12250 - Pharmacy Technician	17.03
12280 - Phlebotomist	15.66
12305 - Radiologic Technologist	26.04
12311 - Registered Nurse I	25.19
12312 - Registered Nurse II	30.81
12313 - Registered Nurse II Specialist	30.81

12314 - Registered Nurse III		37.28
12315 - Registered Nurse III Anesthetist		37.28
12316 - Registered Nurse IV		44.68
12317 - Scheduler (Drug and Alcohol Testing)		24.68
12320 - Substance Abuse Treatment Counselor		21.93
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.84
13012 - Exhibits Specialist II		27.05
13013 - Exhibits Specialist III		33.09
13041 - Illustrator I		21.84
13042 - Illustrator II		27.05
13043 - Illustrator III		33.09
13047 - Librarian		29.96
13050 - Library Aide/Clerk		17.35
13054 - Library Information Technology Systems Administrator		27.05
13058 - Library Technician		15.90
13061 - Media Specialist I		19.52
13062 - Media Specialist II		21.84
13063 - Media Specialist III		24.34
13071 - Photographer I		14.21
13072 - Photographer II		15.85
13073 - Photographer III		19.62
13074 - Photographer IV		23.41
13075 - Photographer V		28.34
13090 - Technical Order Library Clerk		21.79
13110 - Video Teleconference Technician		19.13
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.62
14042 - Computer Operator II		17.47
14043 - Computer Operator III		20.63
14044 - Computer Operator IV		21.65
14045 - Computer Operator V		23.97
14071 - Computer Programmer I	(see 1)	23.05
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.18
14160 - Personal Computer Support Technician		21.65
14170 - System Support Specialist		29.22
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.58
15020 - Aircrew Training Devices Instructor (Rated)		36.99
15030 - Air Crew Training Devices Instructor (Pilot)		44.10
15050 - Computer Based Training Specialist / Instructor		30.58
15060 - Educational Technologist		33.42
15070 - Flight Instructor (Pilot)		44.10

15080 - Graphic Artist 21.52
15085 - Maintenance Test Pilot Fixed Jet/Prop 44.10
15086 - Maintenance Test Pilot Rotary Wing 44.10
15088 - Non-Maintenance Test/Co-Pilot 44.10
15090 - Technical Instructor 22.97
15095 - Technical Instructor/Course Developer 28.10
15110 - Test Proctor 18.55
15120 - Tutor 18.55
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.29
16030 - Counter Attendant 9.29
16040 - Dry Cleaner 11.37
16070 - Finisher Flatwork Machine 9.29
16090 - Presser Hand 9.29
16110 - Presser Machine Drycleaning 9.29
16130 - Presser Machine Shirts 9.29
16160 - Presser Machine Wearing Apparel Laundry 9.29
16190 - Sewing Machine Operator 12.10
16220 - Tailor 12.84
16250 - Washer Machine 9.98
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.60
19040 - Tool And Die Maker 25.25
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 14.48
21030 - Material Coordinator 20.59
21040 - Material Expediter 20.59
21050 - Material Handling Laborer 13.87
21071 - Order Filler 12.54
21080 - Production Line Worker (Food Processing) 14.48
21110 - Shipping Packer 16.06
21130 - Shipping/Receiving Clerk 16.06
21140 - Store Worker I 12.92
21150 - Stock Clerk 18.37
21210 - Tools And Parts Attendant 14.48
21410 - Warehouse Specialist 14.48
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.26
23019 - Aircraft Logs and Records Technician 18.26
23021 - Aircraft Mechanic I 22.04
23022 - Aircraft Mechanic II 23.26
23023 - Aircraft Mechanic III 24.43
23040 - Aircraft Mechanic Helper 15.37
23050 - Aircraft Painter 20.85
23060 - Aircraft Servicer 18.26
23070 - Aircraft Survival Flight Equipment Technician 20.85
23080 - Aircraft Worker 19.51
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 19.51
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 22.04

II
23110 - Appliance Mechanic 18.79
23120 - Bicycle Repairer 16.74
23125 - Cable Splicer 31.45
23130 - Carpenter Maintenance 18.16
23140 - Carpet Layer 19.28
23160 - Electrician Maintenance 20.76
23181 - Electronics Technician Maintenance I 20.99
23182 - Electronics Technician Maintenance II 22.91
23183 - Electronics Technician Maintenance III 24.22
23260 - Fabric Worker 18.04
23290 - Fire Alarm System Mechanic 21.78
23310 - Fire Extinguisher Repairer 16.74
23311 - Fuel Distribution System Mechanic 22.26
23312 - Fuel Distribution System Operator 17.31
23370 - General Maintenance Worker 16.30
23380 - Ground Support Equipment Mechanic 22.04
23381 - Ground Support Equipment Servicer 18.26
23382 - Ground Support Equipment Worker 19.51
23391 - Gunsmith I 16.74
23392 - Gunsmith II 19.28
23393 - Gunsmith III 21.78
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.72
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.86
23430 - Heavy Equipment Mechanic 20.95
23440 - Heavy Equipment Operator 17.60
23460 - Instrument Mechanic 21.78
23465 - Laboratory/Shelter Mechanic 20.60
23470 - Laborer 13.87
23510 - Locksmith 20.60
23530 - Machinery Maintenance Mechanic 22.99
23550 - Machinist Maintenance 20.24
23580 - Maintenance Trades Helper 15.04
23591 - Metrology Technician I 21.78
23592 - Metrology Technician II 22.98
23593 - Metrology Technician III 24.14
23640 - Millwright 21.78
23710 - Office Appliance Repairer 20.60
23760 - Painter Maintenance 17.30
23790 - Pipefitter Maintenance 20.87
23810 - Plumber Maintenance 19.74
23820 - Pneudraulic Systems Mechanic 21.78
23850 - Rigger 21.78
23870 - Scale Mechanic 19.28
23890 - Sheet-Metal Worker Maintenance 21.02
23910 - Small Engine Mechanic 17.21
23931 - Telecommunications Mechanic I 28.55
23932 - Telecommunications Mechanic II 30.12

23950 - Telephone Lineman	23.66
23960 - Welder Combination Maintenance	20.37
23965 - Well Driller	21.78
23970 - Woodcraft Worker	21.78
23980 - Woodworker	16.74
24000 - Personal Needs Occupations	
24550 - Case Manager	16.59
24570 - Child Care Attendant	12.67
24580 - Child Care Center Clerk	15.79
24610 - Chore Aide	11.03
24620 - Family Readiness And Support Services Coordinator	16.59
24630 - Homemaker	17.38
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.78
25040 - Sewage Plant Operator	21.93
25070 - Stationary Engineer	21.78
25190 - Ventilation Equipment Tender	15.19
25210 - Water Treatment Plant Operator	21.93
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.52
27007 - Baggage Inspector	12.74
27008 - Corrections Officer	18.12
27010 - Court Security Officer	17.44
27030 - Detection Dog Handler	14.26
27040 - Detention Officer	18.12
27070 - Firefighter	16.82
27101 - Guard I	12.74
27102 - Guard II	14.26
27131 - Police Officer I	19.66
27132 - Police Officer II	21.65
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.12
28042 - Carnival Equipment Repairer	14.46
28043 - Carnival Worker	9.49
28210 - Gate Attendant/Gate Tender	13.67
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	15.28
28510 - Recreation Aide/Health Facility Attendant	11.15
28515 - Recreation Specialist	18.93
28630 - Sports Official	12.17
28690 - Swimming Pool Operator	18.94
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	19.28
29020 - Hatch Tender	19.28
29030 - Line Handler	19.28
29041 - Stevedore I	18.04
29042 - Stevedore II	20.60
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.29

30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.78
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.59
30021 - Archeological Technician I 17.70
30022 - Archeological Technician II 19.79
30023 - Archeological Technician III 24.52
30030 - Cartographic Technician 24.52
30040 - Civil Engineering Technician 25.44
30051 - Cryogenic Technician I 27.15
30052 - Cryogenic Technician II 29.99
30061 - Drafter/CAD Operator I 17.70
30062 - Drafter/CAD Operator II 19.79
30063 - Drafter/CAD Operator III 22.06
30064 - Drafter/CAD Operator IV 27.15
30081 - Engineering Technician I 14.89
30082 - Engineering Technician II 16.72
30083 - Engineering Technician III 18.70
30084 - Engineering Technician IV 23.17
30085 - Engineering Technician V 28.34
30086 - Engineering Technician VI 34.28
30090 - Environmental Technician 24.52
30095 - Evidence Control Specialist 24.52
30210 - Laboratory Technician 22.43
30221 - Latent Fingerprint Technician I 27.15
30222 - Latent Fingerprint Technician II 29.99
30240 - Mathematical Technician 24.52
30361 - Paralegal/Legal Assistant I 20.31
30362 - Paralegal/Legal Assistant II 25.16
30363 - Paralegal/Legal Assistant III 30.78
30364 - Paralegal/Legal Assistant IV 37.25
30375 - Petroleum Supply Specialist 29.99
30390 - Photo-Optics Technician 24.52
30395 - Radiation Control Technician 29.99
30461 - Technical Writer I 24.52
30462 - Technical Writer II 29.99
30463 - Technical Writer III 36.29
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 27.15
30502 - Weather Forecaster II 33.03
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.06
30621 - Weather Observer Senior (see 2) 24.52
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.98
31020 - Bus Aide 12.83
31030 - Bus Driver 18.72
31043 - Driver Courier 12.90

31260 - Parking and Lot Attendant	10.15
31290 - Shuttle Bus Driver	12.85
31310 - Taxi Driver	11.61
31361 - Truckdriver Light	14.14
31362 - Truckdriver Medium	15.60
31363 - Truckdriver Heavy	20.01
31364 - Truckdriver Tractor-Trailer	20.01
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	10.73
99050 - Desk Clerk	10.77
99095 - Embalmer	27.51
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	13.38
99252 - Laboratory Animal Caretaker II	14.74
99260 - Marketing Analyst	25.31
99310 - Mortician	27.51
99410 - Pest Controller	15.15
99510 - Photofinishing Worker	13.68
99710 - Recycling Laborer	16.39
99711 - Recycling Specialist	20.14
99730 - Refuse Collector	14.57
99810 - Sales Clerk	11.59
99820 - School Crossing Guard	14.64
99830 - Survey Party Chief	26.02
99831 - Surveying Aide	15.41
99832 - Surveying Technician	21.11
99840 - Vending Machine Attendant	18.36
99841 - Vending Machine Repairer	23.30
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 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.: 2015-4436
Revision No.: 12
Date Of Last Revision: 06/17/2020

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

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage 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 South Carolina

Area: North Carolina County of Brunswick

South Carolina County of Horry

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.99
01012 - Accounting Clerk II		15.70
01013 - Accounting Clerk III		17.57
01020 - Administrative Assistant		24.80
01035 - Court Reporter		17.92
01041 - Customer Service Representative I		11.61
01042 - Customer Service Representative II		13.05
01043 - Customer Service Representative III		14.24
01051 - Data Entry Operator I		16.24
01052 - Data Entry Operator II		17.72

01060 - Dispatcher Motor Vehicle 18.82
01070 - Document Preparation Clerk 14.26
01090 - Duplicating Machine Operator 14.26
01111 - General Clerk I 13.28
01112 - General Clerk II 14.49
01113 - General Clerk III 16.26
01120 - Housing Referral Assistant 19.97
01141 - Messenger Courier 12.28
01191 - Order Clerk I 14.89
01192 - Order Clerk II 16.26
01261 - Personnel Assistant (Employment) I 15.35
01262 - Personnel Assistant (Employment) II 17.18
01263 - Personnel Assistant (Employment) III 19.50
01270 - Production Control Clerk 20.59
01290 - Rental Clerk 12.96
01300 - Scheduler Maintenance 16.01
01311 - Secretary I 16.01
01312 - Secretary II 17.92
01313 - Secretary III 19.97
01320 - Service Order Dispatcher 16.76
01410 - Supply Technician 24.80
01420 - Survey Worker 14.78
01460 - Switchboard Operator/Receptionist 13.07
01531 - Travel Clerk I 11.70
01532 - Travel Clerk II 12.42
01533 - Travel Clerk III 13.14
01611 - Word Processor I 14.26
01612 - Word Processor II 16.01
01613 - Word Processor III 17.92
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.71
05010 - Automotive Electrician 19.33
05040 - Automotive Glass Installer 17.92
05070 - Automotive Worker 17.92
05110 - Mobile Equipment Servicer 15.82
05130 - Motor Equipment Metal Mechanic 20.24
05160 - Motor Equipment Metal Worker 17.92
05190 - Motor Vehicle Mechanic 20.24
05220 - Motor Vehicle Mechanic Helper 14.83
05250 - Motor Vehicle Upholstery Worker 16.77
05280 - Motor Vehicle Wrecker 17.92
05310 - Painter Automotive 19.15
05340 - Radiator Repair Specialist 17.92
05370 - Tire Repairer 14.34
05400 - Transmission Repair Specialist 20.24
07000 - Food Preparation And Service Occupations
07010 - Baker 13.08
07041 - Cook I 13.69
07042 - Cook II 15.77
07070 - Dishwasher 9.75

07130 - Food Service Worker	11.54
07210 - Meat Cutter	17.33
07260 - Waiter/Waitress	9.32
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.76
09040 - Furniture Handler	11.89
09080 - Furniture Refinisher	18.76
09090 - Furniture Refinisher Helper	14.57
09110 - Furniture Repairer Minor	16.69
09130 - Upholsterer	18.76
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.88
11060 - Elevator Operator	11.86
11090 - Gardener	16.45
11122 - Housekeeping Aide	11.86
11150 - Janitor	11.86
11210 - Laborer Grounds Maintenance	12.15
11240 - Maid or Houseman	9.77
11260 - Pruner	10.80
11270 - Tractor Operator	14.93
11330 - Trail Maintenance Worker	12.15
11360 - Window Cleaner	13.34
12000 - Health Occupations	
12010 - Ambulance Driver	18.50
12011 - Breath Alcohol Technician	18.29
12012 - Certified Occupational Therapist Assistant	30.49
12015 - Certified Physical Therapist Assistant	28.70
12020 - Dental Assistant	20.23
12025 - Dental Hygienist	30.15
12030 - EKG Technician	31.03
12035 - Electroneurodiagnostic Technologist	31.03
12040 - Emergency Medical Technician	18.50
12071 - Licensed Practical Nurse I	16.34
12072 - Licensed Practical Nurse II	18.29
12073 - Licensed Practical Nurse III	20.39
12100 - Medical Assistant	14.76
12130 - Medical Laboratory Technician	22.64
12160 - Medical Record Clerk	14.49
12190 - Medical Record Technician	16.22
12195 - Medical Transcriptionist	16.57
12210 - Nuclear Medicine Technologist	40.19
12221 - Nursing Assistant I	11.63
12222 - Nursing Assistant II	13.08
12223 - Nursing Assistant III	14.26
12224 - Nursing Assistant IV	16.01
12235 - Optical Dispenser	17.35
12236 - Optical Technician	16.34
12250 - Pharmacy Technician	17.03
12280 - Phlebotomist	15.66
12305 - Radiologic Technologist	23.67

12311 - Registered Nurse I		24.81
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		44.02
12317 - Scheduler (Drug and Alcohol Testing)		22.65
12320 - Substance Abuse Treatment Counselor		20.26
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.84
13012 - Exhibits Specialist II		27.05
13013 - Exhibits Specialist III		33.09
13041 - Illustrator I		21.84
13042 - Illustrator II		27.05
13043 - Illustrator III		33.09
13047 - Librarian		29.96
13050 - Library Aide/Clerk		17.35
13054 - Library Information Technology Systems Administrator		27.05
13058 - Library Technician		15.90
13061 - Media Specialist I		19.52
13062 - Media Specialist II		21.84
13063 - Media Specialist III		24.34
13071 - Photographer I		14.21
13072 - Photographer II		15.85
13073 - Photographer III		19.62
13074 - Photographer IV		23.41
13075 - Photographer V		28.34
13090 - Technical Order Library Clerk		21.79
13110 - Video Teleconference Technician		19.13
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.20
14042 - Computer Operator II		15.88
14043 - Computer Operator III		18.75
14044 - Computer Operator IV		19.68
14045 - Computer Operator V		21.79
14071 - Computer Programmer I	(see 1)	23.05
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.71
14160 - Personal Computer Support Technician		19.68
14170 - System Support Specialist		29.22
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.58
15020 - Aircrew Training Devices Instructor (Rated)		36.99
15030 - Air Crew Training Devices Instructor (Pilot)		41.81

15050 - Computer Based Training Specialist / Instructor	30.58
15060 - Educational Technologist	33.42
15070 - Flight Instructor (Pilot)	41.81
15080 - Graphic Artist	21.52
15085 - Maintenance Test Pilot Fixed Jet/Prop	41.81
15086 - Maintenance Test Pilot Rotary Wing	41.81
15088 - Non-Maintenance Test/Co-Pilot	41.81
15090 - Technical Instructor	22.97
15095 - Technical Instructor/Course Developer	28.10
15110 - Test Proctor	18.55
15120 - Tutor	18.55
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	9.29
16030 - Counter Attendant	9.29
16040 - Dry Cleaner	11.37
16070 - Finisher Flatwork Machine	9.29
16090 - Presser Hand	9.29
16110 - Presser Machine Drycleaning	9.29
16130 - Presser Machine Shirts	9.29
16160 - Presser Machine Wearing Apparel Laundry	9.29
16190 - Sewing Machine Operator	12.10
16220 - Tailor	12.84
16250 - Washer Machine	9.98
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	20.22
19040 - Tool And Die Maker	24.38
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.48
21030 - Material Coordinator	20.59
21040 - Material Expediter	20.59
21050 - Material Handling Laborer	12.72
21071 - Order Filler	11.94
21080 - Production Line Worker (Food Processing)	14.48
21110 - Shipping Packer	15.47
21130 - Shipping/Receiving Clerk	15.47
21140 - Store Worker I	12.92
21150 - Stock Clerk	18.37
21210 - Tools And Parts Attendant	14.48
21410 - Warehouse Specialist	14.48
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	22.74
23019 - Aircraft Logs and Records Technician	17.85
23021 - Aircraft Mechanic I	21.55
23022 - Aircraft Mechanic II	22.74
23023 - Aircraft Mechanic III	23.89
23040 - Aircraft Mechanic Helper	15.11
23050 - Aircraft Painter	20.38
23060 - Aircraft Servicer	17.85
23070 - Aircraft Survival Flight Equipment Technician	20.38
23080 - Aircraft Worker	19.08

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 19.08
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 21.55
23110 - Appliance Mechanic 17.08
23120 - Bicycle Repairer 16.15
23125 - Cable Splicer 31.38
23130 - Carpenter Maintenance 17.70
23140 - Carpet Layer 18.61
23160 - Electrician Maintenance 20.76
23181 - Electronics Technician Maintenance I 20.99
23182 - Electronics Technician Maintenance II 22.91
23183 - Electronics Technician Maintenance III 24.22
23260 - Fabric Worker 17.41
23290 - Fire Alarm System Mechanic 21.42
23310 - Fire Extinguisher Repairer 16.15
23311 - Fuel Distribution System Mechanic 22.26
23312 - Fuel Distribution System Operator 17.31
23370 - General Maintenance Worker 16.30
23380 - Ground Support Equipment Mechanic 21.55
23381 - Ground Support Equipment Servicer 17.85
23382 - Ground Support Equipment Worker 19.08
23391 - Gunsmith I 16.15
23392 - Gunsmith II 18.61
23393 - Gunsmith III 21.02
23410 - Heating Ventilation And Air-Conditioning Mechanic 19.77
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 20.86
23430 - Heavy Equipment Mechanic 20.20
23440 - Heavy Equipment Operator 17.45
23460 - Instrument Mechanic 21.02
23465 - Laboratory/Shelter Mechanic 19.88
23470 - Laborer 12.72
23510 - Locksmith 19.88
23530 - Machinery Maintenance Mechanic 22.99
23550 - Machinist Maintenance 18.40
23580 - Maintenance Trades Helper 13.67
23591 - Metrology Technician I 21.02
23592 - Metrology Technician II 22.18
23593 - Metrology Technician III 23.30
23640 - Millwright 20.82
23710 - Office Appliance Repairer 19.88
23760 - Painter Maintenance 17.05
23790 - Pipefitter Maintenance 20.50
23810 - Plumber Maintenance 19.39
23820 - Pneudraulic Systems Mechanic 21.02
23850 - Rigger 21.02
23870 - Scale Mechanic 18.61
23890 - Sheet-Metal Worker Maintenance 21.02

23910 - Small Engine Mechanic 16.77
23931 - Telecommunications Mechanic I 26.77
23932 - Telecommunications Mechanic II 28.25
23950 - Telephone Lineman 23.66
23960 - Welder Combination Maintenance 18.52
23965 - Well Driller 21.02
23970 - Woodcraft Worker 21.02
23980 - Woodworker 16.15
24000 - Personal Needs Occupations
24550 - Case Manager 15.08
24570 - Child Care Attendant 11.68
24580 - Child Care Center Clerk 14.58
24610 - Chore Aide 10.46
24620 - Family Readiness And Support Services Coordinator 15.08
24630 - Homemaker 16.20
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 21.02
25040 - Sewage Plant Operator 21.93
25070 - Stationary Engineer 21.02
25190 - Ventilation Equipment Tender 14.66
25210 - Water Treatment Plant Operator 21.93
27000 - Protective Service Occupations
27004 - Alarm Monitor 17.76
27007 - Baggage Inspector 12.21
27008 - Corrections Officer 18.12
27010 - Court Security Officer 17.44
27030 - Detection Dog Handler 14.10
27040 - Detention Officer 18.12
27070 - Firefighter 15.64
27101 - Guard I 12.21
27102 - Guard II 14.10
27131 - Police Officer I 19.66
27132 - Police Officer II 21.65
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.54
28042 - Carnival Equipment Repairer 13.82
28043 - Carnival Worker 9.07
28210 - Gate Attendant/Gate Tender 12.97
28310 - Lifeguard 11.34
28350 - Park Attendant (Aide) 14.51
28510 - Recreation Aide/Health Facility Attendant 11.10
28515 - Recreation Specialist 17.97
28630 - Sports Official 11.55
28690 - Swimming Pool Operator 18.94
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 18.61
29020 - Hatch Tender 18.61
29030 - Line Handler 18.61
29041 - Stevedore I 17.41

29042 - Stevedore II 19.88
30000 - Technical Occupations
30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.22
30022 - Archeological Technician II 19.27
30023 - Archeological Technician III 23.86
30030 - Cartographic Technician 23.86
30040 - Civil Engineering Technician 25.44
30051 - Cryogenic Technician I 26.43
30052 - Cryogenic Technician II 29.19
30061 - Drafter/CAD Operator I 17.22
30062 - Drafter/CAD Operator II 19.27
30063 - Drafter/CAD Operator III 21.48
30064 - Drafter/CAD Operator IV 26.43
30081 - Engineering Technician I 14.89
30082 - Engineering Technician II 16.72
30083 - Engineering Technician III 18.70
30084 - Engineering Technician IV 23.17
30085 - Engineering Technician V 28.34
30086 - Engineering Technician VI 34.28
30090 - Environmental Technician 23.86
30095 - Evidence Control Specialist 23.86
30210 - Laboratory Technician 22.43
30221 - Latent Fingerprint Technician I 26.43
30222 - Latent Fingerprint Technician II 29.19
30240 - Mathematical Technician 23.86
30361 - Paralegal/Legal Assistant I 18.63
30362 - Paralegal/Legal Assistant II 23.07
30363 - Paralegal/Legal Assistant III 28.23
30364 - Paralegal/Legal Assistant IV 34.15
30375 - Petroleum Supply Specialist 29.19
30390 - Photo-Optics Technician 23.86
30395 - Radiation Control Technician 29.19
30461 - Technical Writer I 23.86
30462 - Technical Writer II 29.19
30463 - Technical Writer III 35.32
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 26.43
30502 - Weather Forecaster II 32.15
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.48
30621 - Weather Observer Senior (see 2) 23.86
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67

31020 - Bus Aide	12.23
31030 - Bus Driver	17.85
31043 - Driver Courier	11.73
31260 - Parking and Lot Attendant	9.91
31290 - Shuttle Bus Driver	12.85
31310 - Taxi Driver	11.61
31361 - Truckdriver Light	12.85
31362 - Truckdriver Medium	14.80
31363 - Truckdriver Heavy	19.07
31364 - Truckdriver Tractor-Trailer	19.07
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.32
99050 - Desk Clerk	10.73
99095 - Embalmer	27.51
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.16
99252 - Laboratory Animal Caretaker II	13.40
99260 - Marketing Analyst	23.01
99310 - Mortician	27.51
99410 - Pest Controller	15.01
99510 - Photofinishing Worker	13.68
99710 - Recycling Laborer	16.39
99711 - Recycling Specialist	20.14
99730 - Refuse Collector	14.57
99810 - Sales Clerk	11.22
99820 - School Crossing Guard	14.64
99830 - Survey Party Chief	23.68
99831 - Surveying Aide	14.02
99832 - Surveying Technician	19.21
99840 - Vending Machine Attendant	18.36
99841 - Vending Machine Repairer	23.30
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.: 2015-4437
Revision No.: 15
Date Of Last Revision: 05/04/2021

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: South Carolina

Area: South Carolina Counties of Spartanburg Union

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.05
01012 - Accounting Clerk II		18.03
01013 - Accounting Clerk III		20.16
01020 - Administrative Assistant		26.49
01035 - Court Reporter		18.89
01041 - Customer Service Representative I		12.34
01042 - Customer Service Representative II		13.55
01043 - Customer Service Representative III		15.13
01051 - Data Entry Operator I		17.35
01052 - Data Entry Operator II		18.94
01060 - Dispatcher Motor Vehicle		20.61
01070 - Document Preparation Clerk		13.94
01090 - Duplicating Machine Operator		13.94
01111 - General Clerk I		12.93
01112 - General Clerk II		14.10

01113 - General Clerk III 15.83
01120 - Housing Referral Assistant 19.52
01141 - Messenger Courier 12.96
01191 - Order Clerk I 16.11
01192 - Order Clerk II 17.58
01261 - Personnel Assistant (Employment) I 15.66
01262 - Personnel Assistant (Employment) II 18.46
01263 - Personnel Assistant (Employment) III 19.90
01270 - Production Control Clerk 19.90
01290 - Rental Clerk 14.34
01300 - Scheduler Maintenance 15.66
01311 - Secretary I 15.66
01312 - Secretary II 17.51
01313 - Secretary III 19.52
01320 - Service Order Dispatcher 16.94
01410 - Supply Technician 26.49
01420 - Survey Worker 17.81
01460 - Switchboard Operator/Receptionist 13.86
01531 - Travel Clerk I 13.26
01532 - Travel Clerk II 14.19
01533 - Travel Clerk III 15.06
01611 - Word Processor I 14.89
01612 - Word Processor II 16.73
01613 - Word Processor III 18.71
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.12
05010 - Automotive Electrician 17.09
05040 - Automotive Glass Installer 16.09
05070 - Automotive Worker 16.05
05110 - Mobile Equipment Servicer 13.95
05130 - Motor Equipment Metal Mechanic 18.07
05160 - Motor Equipment Metal Worker 16.05
05190 - Motor Vehicle Mechanic 18.07
05220 - Motor Vehicle Mechanic Helper 12.91
05250 - Motor Vehicle Upholstery Worker 14.97
05280 - Motor Vehicle Wrecker 16.05
05310 - Painter Automotive 17.09
05340 - Radiator Repair Specialist 16.05
05370 - Tire Repairer 13.14
05400 - Transmission Repair Specialist 18.07
07000 - Food Preparation And Service Occupations
07010 - Baker 14.26
07041 - Cook I 11.73
07042 - Cook II 13.50
07070 - Dishwasher 10.47
07130 - Food Service Worker 10.80
07210 - Meat Cutter 18.11
07260 - Waiter/Waitress 9.33
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 17.45

09040 - Furniture Handler 11.76
09080 - Furniture Refinisher 17.45
09090 - Furniture Refinisher Helper 13.98
09110 - Furniture Repairer Minor 16.20
09130 - Upholsterer 17.45
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.91
11060 - Elevator Operator 11.70
11090 - Gardener 18.45
11122 - Housekeeping Aide 11.70
11150 - Janitor 11.70
11210 - Laborer Grounds Maintenance 14.12
11240 - Maid or Houseman 10.04
11260 - Pruner 12.98
11270 - Tractor Operator 17.09
11330 - Trail Maintenance Worker 14.12
11360 - Window Cleaner 12.96
12000 - Health Occupations
12010 - Ambulance Driver 16.90
12011 - Breath Alcohol Technician 19.04
12012 - Certified Occupational Therapist Assistant 29.59
12015 - Certified Physical Therapist Assistant 30.71
12020 - Dental Assistant 19.04
12025 - Dental Hygienist 32.51
12030 - EKG Technician 25.88
12035 - Electroneurodiagnostic Technologist 25.88
12040 - Emergency Medical Technician 16.90
12071 - Licensed Practical Nurse I 17.03
12072 - Licensed Practical Nurse II 19.04
12073 - Licensed Practical Nurse III 21.23
12100 - Medical Assistant 16.02
12130 - Medical Laboratory Technician 22.18
12160 - Medical Record Clerk 17.68
12190 - Medical Record Technician 19.79
12195 - Medical Transcriptionist 20.02
12210 - Nuclear Medicine Technologist 41.86
12221 - Nursing Assistant I 12.30
12222 - Nursing Assistant II 13.82
12223 - Nursing Assistant III 15.08
12224 - Nursing Assistant IV 16.94
12235 - Optical Dispenser 20.09
12236 - Optical Technician 17.03
12250 - Pharmacy Technician 15.79
12280 - Phlebotomist 15.29
12305 - Radiologic Technologist 27.20
12311 - Registered Nurse I 25.94
12312 - Registered Nurse II 29.58
12313 - Registered Nurse II Specialist 29.58
12314 - Registered Nurse III 35.79
12315 - Registered Nurse III Anesthetist 35.79

12316 - Registered Nurse IV		42.89
12317 - Scheduler (Drug and Alcohol Testing)		23.59
12320 - Substance Abuse Treatment Counselor		25.69
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		24.20
13012 - Exhibits Specialist II		29.98
13013 - Exhibits Specialist III		36.67
13041 - Illustrator I		24.20
13042 - Illustrator II		29.98
13043 - Illustrator III		36.67
13047 - Librarian		33.20
13050 - Library Aide/Clerk		14.80
13054 - Library Information Technology Systems Administrator		29.98
13058 - Library Technician		17.75
13061 - Media Specialist I		21.63
13062 - Media Specialist II		24.20
13063 - Media Specialist III		26.97
13071 - Photographer I		21.63
13072 - Photographer II		24.20
13073 - Photographer III		29.98
13074 - Photographer IV		36.67
13075 - Photographer V		44.36
13090 - Technical Order Library Clerk		19.47
13110 - Video Teleconference Technician		21.63
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.10
14042 - Computer Operator II		18.01
14043 - Computer Operator III		20.08
14044 - Computer Operator IV		22.32
14045 - Computer Operator V		24.70
14071 - Computer Programmer I	(see 1)	22.34
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.10
14160 - Personal Computer Support Technician		22.32
14170 - System Support Specialist		24.68
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.10
15020 - Aircrew Training Devices Instructor (Rated)		34.00
15030 - Air Crew Training Devices Instructor (Pilot)		40.74
15050 - Computer Based Training Specialist / Instructor		28.10
15060 - Educational Technologist		35.44
15070 - Flight Instructor (Pilot)		40.74
15080 - Graphic Artist		23.43
15085 - Maintenance Test Pilot Fixed Jet/Prop		39.27

15086 - Maintenance Test Pilot Rotary Wing 39.27
15088 - Non-Maintenance Test/Co-Pilot 39.27
15090 - Technical Instructor 21.64
15095 - Technical Instructor/Course Developer 26.47
15110 - Test Proctor 17.47
15120 - Tutor 17.47
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.10
16030 - Counter Attendant 10.10
16040 - Dry Cleaner 12.48
16070 - Finisher Flatwork Machine 10.10
16090 - Presser Hand 10.10
16110 - Presser Machine Drycleaning 10.10
16130 - Presser Machine Shirts 10.10
16160 - Presser Machine Wearing Apparel Laundry 10.10
16190 - Sewing Machine Operator 13.17
16220 - Tailor 14.02
16250 - Washer Machine 10.93
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.19
19040 - Tool And Die Maker 26.18
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.16
21030 - Material Coordinator 19.51
21040 - Material Expediter 19.51
21050 - Material Handling Laborer 15.04
21071 - Order Filler 13.27
21080 - Production Line Worker (Food Processing) 17.16
21110 - Shipping Packer 16.48
21130 - Shipping/Receiving Clerk 16.48
21140 - Store Worker I 12.21
21150 - Stock Clerk 16.48
21210 - Tools And Parts Attendant 17.16
21410 - Warehouse Specialist 17.16
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.75
23019 - Aircraft Logs and Records Technician 20.94
23021 - Aircraft Mechanic I 25.28
23022 - Aircraft Mechanic II 26.75
23023 - Aircraft Mechanic III 28.15
23040 - Aircraft Mechanic Helper 18.07
23050 - Aircraft Painter 23.91
23060 - Aircraft Servicer 20.94
23070 - Aircraft Survival Flight Equipment Technician 23.91
23080 - Aircraft Worker 22.45
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.45
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.28
23110 - Appliance Mechanic 22.14

23120 - Bicycle Repairer	18.06
23125 - Cable Splicer	29.02
23130 - Carpenter Maintenance	18.57
23140 - Carpet Layer	20.79
23160 - Electrician Maintenance	24.40
23181 - Electronics Technician Maintenance I	25.14
23182 - Electronics Technician Maintenance II	26.78
23183 - Electronics Technician Maintenance III	28.30
23260 - Fabric Worker	19.39
23290 - Fire Alarm System Mechanic	23.98
23310 - Fire Extinguisher Repairer	18.06
23311 - Fuel Distribution System Mechanic	24.22
23312 - Fuel Distribution System Operator	18.06
23370 - General Maintenance Worker	20.24
23380 - Ground Support Equipment Mechanic	25.28
23381 - Ground Support Equipment Servicer	20.94
23382 - Ground Support Equipment Worker	22.45
23391 - Gunsmith I	18.06
23392 - Gunsmith II	20.79
23393 - Gunsmith III	23.40
23410 - Heating Ventilation And Air-Conditioning Mechanic	20.57
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	21.78
23430 - Heavy Equipment Mechanic	26.64
23440 - Heavy Equipment Operator	18.60
23460 - Instrument Mechanic	23.40
23465 - Laboratory/Shelter Mechanic	22.14
23470 - Laborer	15.04
23510 - Locksmith	22.14
23530 - Machinery Maintenance Mechanic	26.69
23550 - Machinist Maintenance	22.13
23580 - Maintenance Trades Helper	15.57
23591 - Metrology Technician I	23.40
23592 - Metrology Technician II	24.77
23593 - Metrology Technician III	26.06
23640 - Millwright	24.13
23710 - Office Appliance Repairer	22.14
23760 - Painter Maintenance	17.90
23790 - Pipefitter Maintenance	24.80
23810 - Plumber Maintenance	23.47
23820 - Pneudraulic Systems Mechanic	23.40
23850 - Rigger	23.40
23870 - Scale Mechanic	20.79
23890 - Sheet-Metal Worker Maintenance	20.44
23910 - Small Engine Mechanic	18.15
23931 - Telecommunications Mechanic I	30.62
23932 - Telecommunications Mechanic II	32.42
23950 - Telephone Lineman	23.40
23960 - Welder Combination Maintenance	23.87

23965 - Well Driller	23.40
23970 - Woodcraft Worker	23.40
23980 - Woodworker	18.06
24000 - Personal Needs Occupations	
24550 - Case Manager	16.20
24570 - Child Care Attendant	10.08
24580 - Child Care Center Clerk	14.58
24610 - Chore Aide	10.91
24620 - Family Readiness And Support Services Coordinator	16.20
24630 - Homemaker	16.20
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.40
25040 - Sewage Plant Operator	24.12
25070 - Stationary Engineer	23.40
25190 - Ventilation Equipment Tender	16.73
25210 - Water Treatment Plant Operator	24.12
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.86
27007 - Baggage Inspector	16.78
27008 - Corrections Officer	18.12
27010 - Court Security Officer	18.13
27030 - Detection Dog Handler	18.78
27040 - Detention Officer	18.20
27070 - Firefighter	16.19
27101 - Guard I	16.78
27102 - Guard II	18.78
27131 - Police Officer I	20.55
27132 - Police Officer II	22.84
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.79
28042 - Carnival Equipment Repairer	14.89
28043 - Carnival Worker	10.47
28210 - Gate Attendant/Gate Tender	14.39
28310 - Lifeguard	12.81
28350 - Park Attendant (Aide)	16.09
28510 - Recreation Aide/Health Facility Attendant	11.74
28515 - Recreation Specialist	19.62
28630 - Sports Official	12.81
28690 - Swimming Pool Operator	17.13
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.57
29020 - Hatch Tender	21.57
29030 - Line Handler	21.57
29041 - Stevedore I	20.12
29042 - Stevedore II	22.98
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		19.82
30023 - Archeological Technician III		23.43
30030 - Cartographic Technician		23.43
30040 - Civil Engineering Technician		24.27
30051 - Cryogenic Technician I		25.95
30052 - Cryogenic Technician II		28.66
30061 - Drafter/CAD Operator I		17.71
30062 - Drafter/CAD Operator II		19.82
30063 - Drafter/CAD Operator III		22.09
30064 - Drafter/CAD Operator IV		25.95
30081 - Engineering Technician I		16.38
30082 - Engineering Technician II		18.44
30083 - Engineering Technician III		21.58
30084 - Engineering Technician IV		26.40
30085 - Engineering Technician V		32.31
30086 - Engineering Technician VI		39.07
30090 - Environmental Technician		23.43
30095 - Evidence Control Specialist		26.40
30210 - Laboratory Technician		21.59
30221 - Latent Fingerprint Technician I		25.95
30222 - Latent Fingerprint Technician II		28.66
30240 - Mathematical Technician		23.43
30361 - Paralegal/Legal Assistant I		18.61
30362 - Paralegal/Legal Assistant II		23.05
30363 - Paralegal/Legal Assistant III		28.20
30364 - Paralegal/Legal Assistant IV		34.11
30375 - Petroleum Supply Specialist		28.66
30390 - Photo-Optics Technician		23.43
30395 - Radiation Control Technician		28.66
30461 - Technical Writer I		23.43
30462 - Technical Writer II		28.66
30463 - Technical Writer III		34.69
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		25.95
30502 - Weather Forecaster II		31.57
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.09
30621 - Weather Observer Senior	(see 2)	23.43
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		12.82
31030 - Bus Driver		17.82
31043 - Driver Courier		16.94
31260 - Parking and Lot Attendant		14.05
31290 - Shuttle Bus Driver		18.39

31310 - Taxi Driver	13.64
31361 - Truckdriver Light	18.39
31362 - Truckdriver Medium	19.74
31363 - Truckdriver Heavy	23.03
31364 - Truckdriver Tractor-Trailer	23.03
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	10.90
99050 - Desk Clerk	11.12
99095 - Embalmer	26.17
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	15.55
99252 - Laboratory Animal Caretaker II	16.80
99260 - Marketing Analyst	31.18
99310 - Mortician	26.17
99410 - Pest Controller	15.53
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	16.51
99711 - Recycling Specialist	20.67
99730 - Refuse Collector	15.71
99810 - Sales Clerk	11.75
99820 - School Crossing Guard	13.61
99830 - Survey Party Chief	21.33
99831 - Surveying Aide	14.14
99832 - Surveying Technician	19.38
99840 - Vending Machine Attendant	17.92
99841 - Vending Machine Repairer	22.27
99842 - Vending Machine Repairer Helper	17.92

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

paid sick leave provided pursuant to EO 13706.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

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

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

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

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

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4438
Revision No.: 14
Date Of Last Revision: 07/08/2020

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

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

State: South Carolina

Area: South Carolina Counties of Spartanburg Union

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.25
01012 - Accounting Clerk II		17.11
01013 - Accounting Clerk III		19.15
01020 - Administrative Assistant		26.49
01035 - Court Reporter		18.89
01041 - Customer Service Representative I		12.05
01042 - Customer Service Representative II		13.55
01043 - Customer Service Representative III		14.78
01051 - Data Entry Operator I		15.77
01052 - Data Entry Operator II		17.22
01060 - Dispatcher Motor Vehicle		20.61
01070 - Document Preparation Clerk		13.92

01090 - Duplicating Machine Operator 13.92
01111 - General Clerk I 12.93
01112 - General Clerk II 14.10
01113 - General Clerk III 15.83
01120 - Housing Referral Assistant 19.49
01141 - Messenger Courier 12.96
01191 - Order Clerk I 15.89
01192 - Order Clerk II 17.33
01261 - Personnel Assistant (Employment) I 15.54
01262 - Personnel Assistant (Employment) II 18.46
01263 - Personnel Assistant (Employment) III 19.90
01270 - Production Control Clerk 19.90
01290 - Rental Clerk 14.34
01300 - Scheduler Maintenance 15.63
01311 - Secretary I 15.63
01312 - Secretary II 17.49
01313 - Secretary III 19.49
01320 - Service Order Dispatcher 16.94
01410 - Supply Technician 26.49
01420 - Survey Worker 17.81
01460 - Switchboard Operator/Receptionist 13.86
01531 - Travel Clerk I 12.82
01532 - Travel Clerk II 13.64
01533 - Travel Clerk III 14.52
01611 - Word Processor I 14.89
01612 - Word Processor II 16.73
01613 - Word Processor III 18.71
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.12
05010 - Automotive Electrician 17.09
05040 - Automotive Glass Installer 16.09
05070 - Automotive Worker 16.05
05110 - Mobile Equipment Servicer 13.95
05130 - Motor Equipment Metal Mechanic 18.07
05160 - Motor Equipment Metal Worker 16.05
05190 - Motor Vehicle Mechanic 18.07
05220 - Motor Vehicle Mechanic Helper 12.91
05250 - Motor Vehicle Upholstery Worker 14.97
05280 - Motor Vehicle Wrecker 16.05
05310 - Painter Automotive 17.09
05340 - Radiator Repair Specialist 16.05
05370 - Tire Repairer 12.91
05400 - Transmission Repair Specialist 18.07
07000 - Food Preparation And Service Occupations
07010 - Baker 14.26
07041 - Cook I 11.24
07042 - Cook II 12.94
07070 - Dishwasher 10.35
07130 - Food Service Worker 10.80
07210 - Meat Cutter 16.96

07260 - Waiter/Waitress	9.33
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.22
09040 - Furniture Handler	11.76
09080 - Furniture Refinisher	17.22
09090 - Furniture Refinisher Helper	13.98
09110 - Furniture Repairer Minor	16.20
09130 - Upholsterer	17.22
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.91
11060 - Elevator Operator	11.70
11090 - Gardener	17.06
11122 - Housekeeping Aide	11.70
11150 - Janitor	11.70
11210 - Laborer Grounds Maintenance	12.84
11240 - Maid or Houseman	9.52
11260 - Pruner	12.00
11270 - Tractor Operator	15.80
11330 - Trail Maintenance Worker	12.84
11360 - Window Cleaner	12.96
12000 - Health Occupations	
12010 - Ambulance Driver	16.90
12011 - Breath Alcohol Technician	17.31
12012 - Certified Occupational Therapist Assistant	26.90
12015 - Certified Physical Therapist Assistant	30.71
12020 - Dental Assistant	17.43
12025 - Dental Hygienist	29.55
12030 - EKG Technician	25.78
12035 - Electroneurodiagnostic Technologist	25.78
12040 - Emergency Medical Technician	16.90
12071 - Licensed Practical Nurse I	16.43
12072 - Licensed Practical Nurse II	18.39
12073 - Licensed Practical Nurse III	20.50
12100 - Medical Assistant	16.02
12130 - Medical Laboratory Technician	20.55
12160 - Medical Record Clerk	16.07
12190 - Medical Record Technician	17.99
12195 - Medical Transcriptionist	20.02
12210 - Nuclear Medicine Technologist	40.41
12221 - Nursing Assistant I	11.35
12222 - Nursing Assistant II	12.76
12223 - Nursing Assistant III	13.92
12224 - Nursing Assistant IV	15.62
12235 - Optical Dispenser	20.09
12236 - Optical Technician	16.43
12250 - Pharmacy Technician	15.52
12280 - Phlebotomist	14.72
12305 - Radiologic Technologist	27.20
12311 - Registered Nurse I	25.94
12312 - Registered Nurse II	29.58

12313 - Registered Nurse II Specialist		29.58
12314 - Registered Nurse III		35.79
12315 - Registered Nurse III Anesthetist		35.79
12316 - Registered Nurse IV		42.89
12317 - Scheduler (Drug and Alcohol Testing)		22.78
12320 - Substance Abuse Treatment Counselor		23.35
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.00
13012 - Exhibits Specialist II		27.25
13013 - Exhibits Specialist III		33.34
13041 - Illustrator I		22.00
13042 - Illustrator II		27.25
13043 - Illustrator III		33.34
13047 - Librarian		30.18
13050 - Library Aide/Clerk		13.45
13054 - Library Information Technology Systems Administrator		27.25
13058 - Library Technician		16.14
13061 - Media Specialist I		19.66
13062 - Media Specialist II		22.00
13063 - Media Specialist III		24.53
13071 - Photographer I		19.66
13072 - Photographer II		22.00
13073 - Photographer III		27.25
13074 - Photographer IV		33.34
13075 - Photographer V		40.33
13090 - Technical Order Library Clerk		17.70
13110 - Video Teleconference Technician		19.66
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.10
14042 - Computer Operator II		18.01
14043 - Computer Operator III		20.08
14044 - Computer Operator IV		22.32
14045 - Computer Operator V		24.70
14071 - Computer Programmer I	(see 1)	22.34
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.10
14160 - Personal Computer Support Technician		22.32
14170 - System Support Specialist		23.98
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.10
15020 - Aircrew Training Devices Instructor (Rated)		34.00
15030 - Air Crew Training Devices Instructor (Pilot)		40.74
15050 - Computer Based Training Specialist / Instructor		28.10
15060 - Educational Technologist		35.44

15070 - Flight Instructor (Pilot) 40.74
15080 - Graphic Artist 21.30
15085 - Maintenance Test Pilot Fixed Jet/Prop 39.27
15086 - Maintenance Test Pilot Rotary Wing 39.27
15088 - Non-Maintenance Test/Co-Pilot 39.27
15090 - Technical Instructor 21.64
15095 - Technical Instructor/Course Developer 26.47
15110 - Test Proctor 17.47
15120 - Tutor 17.47
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.10
16030 - Counter Attendant 10.10
16040 - Dry Cleaner 12.48
16070 - Finisher Flatwork Machine 10.10
16090 - Presser Hand 10.10
16110 - Presser Machine Drycleaning 10.10
16130 - Presser Machine Shirts 10.10
16160 - Presser Machine Wearing Apparel Laundry 10.10
16190 - Sewing Machine Operator 13.17
16220 - Tailor 14.02
16250 - Washer Machine 10.93
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.07
19040 - Tool And Die Maker 25.35
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.09
21030 - Material Coordinator 19.51
21040 - Material Expediter 19.51
21050 - Material Handling Laborer 14.20
21071 - Order Filler 13.21
21080 - Production Line Worker (Food Processing) 16.09
21110 - Shipping Packer 16.48
21130 - Shipping/Receiving Clerk 16.48
21140 - Store Worker I 11.87
21150 - Stock Clerk 16.02
21210 - Tools And Parts Attendant 16.09
21410 - Warehouse Specialist 16.09
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.75
23019 - Aircraft Logs and Records Technician 20.94
23021 - Aircraft Mechanic I 25.28
23022 - Aircraft Mechanic II 26.75
23023 - Aircraft Mechanic III 28.15
23040 - Aircraft Mechanic Helper 18.07
23050 - Aircraft Painter 23.91
23060 - Aircraft Servicer 20.94
23070 - Aircraft Survival Flight Equipment Technician 23.91
23080 - Aircraft Worker 22.45
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.45

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.28
23110 - Appliance Mechanic 21.76
23120 - Bicycle Repairer 16.94
23125 - Cable Splicer 26.85
23130 - Carpenter Maintenance 18.57
23140 - Carpet Layer 20.43
23160 - Electrician Maintenance 22.18
23181 - Electronics Technician Maintenance I 25.14
23182 - Electronics Technician Maintenance II 26.78
23183 - Electronics Technician Maintenance III 28.30
23260 - Fabric Worker 19.05
23290 - Fire Alarm System Mechanic 23.62
23310 - Fire Extinguisher Repairer 17.75
23311 - Fuel Distribution System Mechanic 24.22
23312 - Fuel Distribution System Operator 17.84
23370 - General Maintenance Worker 19.73
23380 - Ground Support Equipment Mechanic 25.28
23381 - Ground Support Equipment Servicer 20.94
23382 - Ground Support Equipment Worker 22.45
23391 - Gunsmith I 17.75
23392 - Gunsmith II 20.43
23393 - Gunsmith III 23.11
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.38
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.58
23430 - Heavy Equipment Mechanic 24.22
23440 - Heavy Equipment Operator 18.36
23460 - Instrument Mechanic 23.11
23465 - Laboratory/Shelter Mechanic 21.76
23470 - Laborer 14.20
23510 - Locksmith 21.76
23530 - Machinery Maintenance Mechanic 26.69
23550 - Machinist Maintenance 22.13
23580 - Maintenance Trades Helper 14.15
23591 - Metrology Technician I 23.11
23592 - Metrology Technician II 24.47
23593 - Metrology Technician III 25.74
23640 - Millwright 24.13
23710 - Office Appliance Repairer 21.18
23760 - Painter Maintenance 17.48
23790 - Pipefitter Maintenance 24.80
23810 - Plumber Maintenance 23.47
23820 - Pneudraulic Systems Mechanic 23.11
23850 - Rigger 23.11
23870 - Scale Mechanic 20.43
23890 - Sheet-Metal Worker Maintenance 20.14
23910 - Small Engine Mechanic 18.15
23931 - Telecommunications Mechanic I 28.44

23932 - Telecommunications Mechanic II	30.11
23950 - Telephone Lineman	21.85
23960 - Welder Combination Maintenance	22.56
23965 - Well Driller	23.11
23970 - Woodcraft Worker	23.11
23980 - Woodworker	17.75
24000 - Personal Needs Occupations	
24550 - Case Manager	14.86
24570 - Child Care Attendant	10.08
24580 - Child Care Center Clerk	13.81
24610 - Chore Aide	9.92
24620 - Family Readiness And Support Services Coordinator	14.86
24630 - Homemaker	16.03
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.11
25040 - Sewage Plant Operator	24.12
25070 - Stationary Engineer	23.11
25190 - Ventilation Equipment Tender	16.52
25210 - Water Treatment Plant Operator	24.12
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.86
27007 - Baggage Inspector	15.39
27008 - Corrections Officer	16.47
27010 - Court Security Officer	16.48
27030 - Detection Dog Handler	17.33
27040 - Detention Officer	16.74
27070 - Firefighter	16.19
27101 - Guard I	15.39
27102 - Guard II	17.33
27131 - Police Officer I	19.21
27132 - Police Officer II	21.35
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.61
28042 - Carnival Equipment Repairer	13.62
28043 - Carnival Worker	9.58
28210 - Gate Attendant/Gate Tender	14.00
28310 - Lifeguard	12.11
28350 - Park Attendant (Aide)	15.66
28510 - Recreation Aide/Health Facility Attendant	11.43
28515 - Recreation Specialist	17.84
28630 - Sports Official	12.47
28690 - Swimming Pool Operator	15.68
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.49
29020 - Hatch Tender	21.49
29030 - Line Handler	21.49
29041 - Stevedore I	20.04
29042 - Stevedore II	22.89
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air 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 19.82
30023 - Archeological Technician III 23.24
30030 - Cartographic Technician 23.24
30040 - Civil Engineering Technician 23.29
30051 - Cryogenic Technician I 25.73
30052 - Cryogenic Technician II 28.20
30061 - Drafter/CAD Operator I 17.71
30062 - Drafter/CAD Operator II 19.82
30063 - Drafter/CAD Operator III 22.09
30064 - Drafter/CAD Operator IV 25.73
30081 - Engineering Technician I 16.38
30082 - Engineering Technician II 18.44
30083 - Engineering Technician III 21.58
30084 - Engineering Technician IV 26.40
30085 - Engineering Technician V 32.31
30086 - Engineering Technician VI 39.07
30090 - Environmental Technician 23.05
30095 - Evidence Control Specialist 26.40
30210 - Laboratory Technician 21.59
30221 - Latent Fingerprint Technician I 25.53
30222 - Latent Fingerprint Technician II 28.20
30240 - Mathematical Technician 23.24
30361 - Paralegal/Legal Assistant I 18.61
30362 - Paralegal/Legal Assistant II 23.05
30363 - Paralegal/Legal Assistant III 28.20
30364 - Paralegal/Legal Assistant IV 34.11
30375 - Petroleum Supply Specialist 28.20
30390 - Photo-Optics Technician 23.24
30395 - Radiation Control Technician 28.20
30461 - Technical Writer I 23.08
30462 - Technical Writer II 28.23
30463 - Technical Writer III 34.16
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 25.73
30502 - Weather Forecaster II 31.06
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.09
30621 - Weather Observer Senior (see 2) 23.24
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 11.65
31030 - Bus Driver 16.91

31043 - Driver Courier	16.94
31260 - Parking and Lot Attendant	14.05
31290 - Shuttle Bus Driver	18.39
31310 - Taxi Driver	13.56
31361 - Truckdriver Light	18.39
31362 - Truckdriver Medium	19.74
31363 - Truckdriver Heavy	23.03
31364 - Truckdriver Tractor-Trailer	23.03
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.01
99050 - Desk Clerk	10.11
99095 - Embalmer	26.17
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.14
99252 - Laboratory Animal Caretaker II	15.27
99260 - Marketing Analyst	31.18
99310 - Mortician	26.17
99410 - Pest Controller	14.90
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	16.51
99711 - Recycling Specialist	20.67
99730 - Refuse Collector	15.71
99810 - Sales Clerk	11.26
99820 - School Crossing Guard	13.23
99830 - Survey Party Chief	21.33
99831 - Surveying Aide	14.14
99832 - Surveying Technician	19.38
99840 - Vending Machine Attendant	17.27
99841 - Vending Machine Repairer	21.65
99842 - Vending Machine Repairer Helper	17.27

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

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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.: 2015-4439
Revision No.: 12
Date Of Last Revision: 05/04/2021

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: South Carolina

Area: South Carolina County of Sumter

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.74
01012 - Accounting Clerk II		16.55
01013 - Accounting Clerk III		18.52
01020 - Administrative Assistant		26.44
01035 - Court Reporter		18.56
01041 - Customer Service Representative I		12.69
01042 - Customer Service Representative II		13.85
01043 - Customer Service Representative III		15.56
01051 - Data Entry Operator I		13.35
01052 - Data Entry Operator II		14.57
01060 - Dispatcher Motor Vehicle		17.07
01070 - Document Preparation Clerk		14.77
01090 - Duplicating Machine Operator		14.77
01111 - General Clerk I		12.58
01112 - General Clerk II		13.73

01113 - General Clerk III	15.42
01120 - Housing Referral Assistant	20.68
01141 - Messenger Courier	12.05
01191 - Order Clerk I	13.54
01192 - Order Clerk II	14.77
01261 - Personnel Assistant (Employment) I	16.47
01262 - Personnel Assistant (Employment) II	18.44
01263 - Personnel Assistant (Employment) III	20.55
01270 - Production Control Clerk	23.23
01290 - Rental Clerk	14.05
01300 - Scheduler Maintenance	16.59
01311 - Secretary I	16.59
01312 - Secretary II	18.55
01313 - Secretary III	20.68
01320 - Service Order Dispatcher	15.26
01410 - Supply Technician	26.44
01420 - Survey Worker	16.10
01460 - Switchboard Operator/Receptionist	12.69
01531 - Travel Clerk I	13.26
01532 - Travel Clerk II	14.19
01533 - Travel Clerk III	15.06
01611 - Word Processor I	14.77
01612 - Word Processor II	16.59
01613 - Word Processor III	18.55
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	19.38
05010 - Automotive Electrician	18.18
05040 - Automotive Glass Installer	17.06
05070 - Automotive Worker	17.06
05110 - Mobile Equipment Servicer	14.83
05130 - Motor Equipment Metal Mechanic	19.21
05160 - Motor Equipment Metal Worker	17.06
05190 - Motor Vehicle Mechanic	19.21
05220 - Motor Vehicle Mechanic Helper	13.73
05250 - Motor Vehicle Upholstery Worker	15.92
05280 - Motor Vehicle Wrecker	17.06
05310 - Painter Automotive	18.18
05340 - Radiator Repair Specialist	17.06
05370 - Tire Repairer	14.83
05400 - Transmission Repair Specialist	19.21
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.57
07041 - Cook I	9.91
07042 - Cook II	11.41
07070 - Dishwasher	10.00
07130 - Food Service Worker	10.43
07210 - Meat Cutter	15.97
07260 - Waiter/Waitress	9.17
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.71

09040 - Furniture Handler 11.89
09080 - Furniture Refinisher 18.71
09090 - Furniture Refinisher Helper 14.14
09110 - Furniture Repairer Minor 16.38
09130 - Upholsterer 18.71
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 10.89
11060 - Elevator Operator 10.11
11090 - Gardener 18.31
11122 - Housekeeping Aide 10.11
11150 - Janitor 10.11
11210 - Laborer Grounds Maintenance 14.26
11240 - Maid or Houseman 9.24
11260 - Pruner 12.88
11270 - Tractor Operator 16.96
11330 - Trail Maintenance Worker 14.26
11360 - Window Cleaner 11.19
12000 - Health Occupations
12010 - Ambulance Driver 18.68
12011 - Breath Alcohol Technician 19.56
12012 - Certified Occupational Therapist Assistant 26.83
12015 - Certified Physical Therapist Assistant 29.36
12020 - Dental Assistant 18.57
12025 - Dental Hygienist 33.01
12030 - EKG Technician 29.64
12035 - Electroneurodiagnostic Technologist 22.61
12040 - Emergency Medical Technician 18.68
12071 - Licensed Practical Nurse I 17.49
12072 - Licensed Practical Nurse II 19.56
12073 - Licensed Practical Nurse III 21.80
12100 - Medical Assistant 14.61
12130 - Medical Laboratory Technician 20.20
12160 - Medical Record Clerk 15.14
12190 - Medical Record Technician 22.86
12195 - Medical Transcriptionist 17.49
12210 - Nuclear Medicine Technologist 42.98
12221 - Nursing Assistant I 11.72
12222 - Nursing Assistant II 13.18
12223 - Nursing Assistant III 14.37
12224 - Nursing Assistant IV 16.13
12235 - Optical Dispenser 19.56
12236 - Optical Technician 17.49
12250 - Pharmacy Technician 14.46
12280 - Phlebotomist 17.49
12305 - Radiologic Technologist 26.63
12311 - Registered Nurse I 24.83
12312 - Registered Nurse II 30.37
12313 - Registered Nurse II Specialist 30.37
12314 - Registered Nurse III 36.75
12315 - Registered Nurse III Anesthetist 36.75

12316 - Registered Nurse IV		44.04
12317 - Scheduler (Drug and Alcohol Testing)		24.22
12320 - Substance Abuse Treatment Counselor		24.23
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.70
13012 - Exhibits Specialist II		21.92
13013 - Exhibits Specialist III		26.82
13041 - Illustrator I		18.30
13042 - Illustrator II		22.69
13043 - Illustrator III		27.74
13047 - Librarian		25.23
13050 - Library Aide/Clerk		14.09
13054 - Library Information Technology Systems Administrator		22.78
13058 - Library Technician		17.70
13061 - Media Specialist I		16.45
13062 - Media Specialist II		18.38
13063 - Media Specialist III		20.50
13071 - Photographer I		15.82
13072 - Photographer II		17.70
13073 - Photographer III		21.92
13074 - Photographer IV		26.82
13075 - Photographer V		32.45
13090 - Technical Order Library Clerk		17.70
13110 - Video Teleconference Technician		16.41
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.46
14042 - Computer Operator II		17.29
14043 - Computer Operator III		20.72
14044 - Computer Operator IV		23.08
14045 - Computer Operator V		25.51
14071 - Computer Programmer I	(see 1)	21.78
14072 - Computer Programmer II	(see 1)	26.99
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.46
14160 - Personal Computer Support Technician		27.56
14170 - System Support Specialist		25.28
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.12
15020 - Aircrew Training Devices Instructor (Rated)		35.24
15030 - Air Crew Training Devices Instructor (Pilot)		42.24
15050 - Computer Based Training Specialist / Instructor		30.12
15060 - Educational Technologist		35.35
15070 - Flight Instructor (Pilot)		42.24
15080 - Graphic Artist		27.09
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.67

15086 - Maintenance Test Pilot Rotary Wing 41.67
15088 - Non-Maintenance Test/Co-Pilot 41.67
15090 - Technical Instructor 22.15
15095 - Technical Instructor/Course Developer 27.09
15110 - Test Proctor 17.88
15120 - Tutor 17.88
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.10
16030 - Counter Attendant 10.10
16040 - Dry Cleaner 12.48
16070 - Finisher Flatwork Machine 10.10
16090 - Presser Hand 10.10
16110 - Presser Machine Drycleaning 10.10
16130 - Presser Machine Shirts 10.10
16160 - Presser Machine Wearing Apparel Laundry 10.10
16190 - Sewing Machine Operator 13.17
16220 - Tailor 14.02
16250 - Washer Machine 10.93
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.76
19040 - Tool And Die Maker 25.66
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 14.32
21030 - Material Coordinator 23.23
21040 - Material Expediter 23.23
21050 - Material Handling Laborer 12.66
21071 - Order Filler 11.87
21080 - Production Line Worker (Food Processing) 14.32
21110 - Shipping Packer 16.82
21130 - Shipping/Receiving Clerk 16.82
21140 - Store Worker I 12.21
21150 - Stock Clerk 16.48
21210 - Tools And Parts Attendant 14.32
21410 - Warehouse Specialist 14.32
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.93
23019 - Aircraft Logs and Records Technician 21.08
23021 - Aircraft Mechanic I 25.43
23022 - Aircraft Mechanic II 26.93
23023 - Aircraft Mechanic III 28.34
23040 - Aircraft Mechanic Helper 18.17
23050 - Aircraft Painter 23.35
23060 - Aircraft Servicer 21.08
23070 - Aircraft Survival Flight Equipment Technician 23.35
23080 - Aircraft Worker 22.58
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.58
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.43
23110 - Appliance Mechanic 20.76

23120 - Bicycle Repairer	16.94
23125 - Cable Splicer	25.98
23130 - Carpenter Maintenance	17.62
23140 - Carpet Layer	19.49
23160 - Electrician Maintenance	22.99
23181 - Electronics Technician Maintenance I	20.78
23182 - Electronics Technician Maintenance II	22.22
23183 - Electronics Technician Maintenance III	23.39
23260 - Fabric Worker	18.18
23290 - Fire Alarm System Mechanic	21.94
23310 - Fire Extinguisher Repairer	16.94
23311 - Fuel Distribution System Mechanic	23.31
23312 - Fuel Distribution System Operator	18.00
23370 - General Maintenance Worker	16.56
23380 - Ground Support Equipment Mechanic	25.43
23381 - Ground Support Equipment Servicer	21.08
23382 - Ground Support Equipment Worker	22.58
23391 - Gunsmith I	16.94
23392 - Gunsmith II	19.49
23393 - Gunsmith III	21.94
23410 - Heating Ventilation And Air-Conditioning Mechanic	19.19
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	20.32
23430 - Heavy Equipment Mechanic	26.38
23440 - Heavy Equipment Operator	20.12
23460 - Instrument Mechanic	21.94
23465 - Laboratory/Shelter Mechanic	20.76
23470 - Laborer	12.66
23510 - Locksmith	20.76
23530 - Machinery Maintenance Mechanic	24.63
23550 - Machinist Maintenance	17.66
23580 - Maintenance Trades Helper	14.55
23591 - Metrology Technician I	21.94
23592 - Metrology Technician II	23.23
23593 - Metrology Technician III	24.44
23640 - Millwright	23.53
23710 - Office Appliance Repairer	20.76
23760 - Painter Maintenance	16.85
23790 - Pipefitter Maintenance	24.46
23810 - Plumber Maintenance	23.14
23820 - Pneudraulic Systems Mechanic	21.94
23850 - Rigger	21.94
23870 - Scale Mechanic	19.49
23890 - Sheet-Metal Worker Maintenance	21.94
23910 - Small Engine Mechanic	19.49
23931 - Telecommunications Mechanic I	24.74
23932 - Telecommunications Mechanic II	26.19
23950 - Telephone Lineman	21.94
23960 - Welder Combination Maintenance	19.16

23965 - Well Driller	21.94
23970 - Woodcraft Worker	21.94
23980 - Woodworker	16.94
24000 - Personal Needs Occupations	
24550 - Case Manager	14.85
24570 - Child Care Attendant	9.40
24580 - Child Care Center Clerk	14.74
24610 - Chore Aide	11.13
24620 - Family Readiness And Support Services Coordinator	14.85
24630 - Homemaker	15.00
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.94
25040 - Sewage Plant Operator	18.33
25070 - Stationary Engineer	21.94
25190 - Ventilation Equipment Tender	15.69
25210 - Water Treatment Plant Operator	18.33
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.29
27007 - Baggage Inspector	12.77
27008 - Corrections Officer	17.29
27010 - Court Security Officer	17.86
27030 - Detection Dog Handler	14.29
27040 - Detention Officer	17.29
27070 - Firefighter	18.05
27101 - Guard I	12.77
27102 - Guard II	14.29
27131 - Police Officer I	19.90
27132 - Police Officer II	22.11
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.54
28042 - Carnival Equipment Repairer	13.52
28043 - Carnival Worker	9.66
28210 - Gate Attendant/Gate Tender	14.00
28310 - Lifeguard	11.59
28350 - Park Attendant (Aide)	15.66
28510 - Recreation Aide/Health Facility Attendant	11.10
28515 - Recreation Specialist	18.04
28630 - Sports Official	12.47
28690 - Swimming Pool Operator	17.71
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	19.49
29020 - Hatch Tender	19.49
29030 - Line Handler	19.49
29041 - Stevedore I	18.18
29042 - Stevedore II	20.76
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 17.64
30022 - Archeological Technician II 19.72
30023 - Archeological Technician III 24.43
30030 - Cartographic Technician 24.43
30040 - Civil Engineering Technician 24.43
30051 - Cryogenic Technician I 27.06
30052 - Cryogenic Technician II 29.89
30061 - Drafter/CAD Operator I 17.64
30062 - Drafter/CAD Operator II 19.72
30063 - Drafter/CAD Operator III 21.98
30064 - Drafter/CAD Operator IV 27.06
30081 - Engineering Technician I 15.70
30082 - Engineering Technician II 17.64
30083 - Engineering Technician III 19.72
30084 - Engineering Technician IV 24.43
30085 - Engineering Technician V 29.89
30086 - Engineering Technician VI 36.17
30090 - Environmental Technician 24.43
30095 - Evidence Control Specialist 24.43
30210 - Laboratory Technician 22.16
30221 - Latent Fingerprint Technician I 27.06
30222 - Latent Fingerprint Technician II 29.89
30240 - Mathematical Technician 24.43
30361 - Paralegal/Legal Assistant I 18.05
30362 - Paralegal/Legal Assistant II 22.36
30363 - Paralegal/Legal Assistant III 27.35
30364 - Paralegal/Legal Assistant IV 33.09
30375 - Petroleum Supply Specialist 29.89
30390 - Photo-Optics Technician 25.12
30395 - Radiation Control Technician 29.89
30461 - Technical Writer I 24.43
30462 - Technical Writer II 29.89
30463 - Technical Writer III 36.17
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 27.06
30502 - Weather Forecaster II 32.92
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.98
30621 - Weather Observer Senior (see 2) 24.43
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.98
31020 - Bus Aide 14.44
31030 - Bus Driver 19.90
31043 - Driver Courier 16.10
31260 - Parking and Lot Attendant 13.04
31290 - Shuttle Bus Driver 16.23

31310 - Taxi Driver	16.34
31361 - Truckdriver Light	17.39
31362 - Truckdriver Medium	18.67
31363 - Truckdriver Heavy	21.34
31364 - Truckdriver Tractor-Trailer	21.34
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	9.50
99050 - Desk Clerk	9.97
99095 - Embalmer	25.60
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	17.20
99252 - Laboratory Animal Caretaker II	18.59
99260 - Marketing Analyst	30.28
99310 - Mortician	25.60
99410 - Pest Controller	20.77
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	15.07
99711 - Recycling Specialist	17.92
99730 - Refuse Collector	13.61
99810 - Sales Clerk	12.56
99820 - School Crossing Guard	13.61
99830 - Survey Party Chief	18.37
99831 - Surveying Aide	12.33
99832 - Surveying Technician	16.90
99840 - Vending Machine Attendant	17.92
99841 - Vending Machine Repairer	22.27
99842 - Vending Machine Repairer Helper	17.92

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 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.: 2015-4440
Revision No.: 12
Date Of Last Revision: 07/08/2020

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

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

State: South Carolina

Area: South Carolina County of Sumter

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		25.91
01035 - Court Reporter		18.56
01041 - Customer Service Representative I		11.54
01042 - Customer Service Representative II		12.99
01043 - Customer Service Representative III		14.16
01051 - Data Entry Operator I		12.46
01052 - Data Entry Operator II		13.59
01060 - Dispatcher Motor Vehicle		17.07
01070 - Document Preparation Clerk		13.59

01090 - Duplicating Machine Operator 13.59
01111 - General Clerk I 11.73
01112 - General Clerk II 12.80
01113 - General Clerk III 14.36
01120 - Housing Referral Assistant 19.03
01141 - Messenger Courier 11.07
01191 - Order Clerk I 12.60
01192 - Order Clerk II 13.75
01261 - Personnel Assistant (Employment) I 14.97
01262 - Personnel Assistant (Employment) II 16.76
01263 - Personnel Assistant (Employment) III 18.68
01270 - Production Control Clerk 23.23
01290 - Rental Clerk 12.77
01300 - Scheduler Maintenance 15.26
01311 - Secretary I 15.26
01312 - Secretary II 17.07
01313 - Secretary III 19.03
01320 - Service Order Dispatcher 15.26
01410 - Supply Technician 25.91
01420 - Survey Worker 16.10
01460 - Switchboard Operator/Receptionist 12.58
01531 - Travel Clerk I 12.82
01532 - Travel Clerk II 13.64
01533 - Travel Clerk III 14.52
01611 - Word Processor I 13.59
01612 - Word Processor II 15.26
01613 - Word Processor III 17.07
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.38
05010 - Automotive Electrician 17.93
05040 - Automotive Glass Installer 16.86
05070 - Automotive Worker 16.86
05110 - Mobile Equipment Servicer 14.64
05130 - Motor Equipment Metal Mechanic 18.98
05160 - Motor Equipment Metal Worker 16.86
05190 - Motor Vehicle Mechanic 18.50
05220 - Motor Vehicle Mechanic Helper 13.60
05250 - Motor Vehicle Upholstery Worker 15.74
05280 - Motor Vehicle Wrecker 16.86
05310 - Painter Automotive 17.93
05340 - Radiator Repair Specialist 16.86
05370 - Tire Repairer 13.51
05400 - Transmission Repair Specialist 18.98
07000 - Food Preparation And Service Occupations
07010 - Baker 12.34
07041 - Cook I 9.13
07042 - Cook II 10.51
07070 - Dishwasher 9.63
07130 - Food Service Worker 10.43
07210 - Meat Cutter 15.48

07260 - Waiter/Waitress	8.96
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.67
09040 - Furniture Handler	11.25
09080 - Furniture Refinisher	17.68
09090 - Furniture Refinisher Helper	13.32
09110 - Furniture Repairer Minor	15.52
09130 - Upholsterer	17.67
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	9.90
11060 - Elevator Operator	9.90
11090 - Gardener	18.31
11122 - Housekeeping Aide	9.52
11150 - Janitor	9.52
11210 - Laborer Grounds Maintenance	14.26
11240 - Maid or Houseman	9.05
11260 - Pruner	12.88
11270 - Tractor Operator	16.96
11330 - Trail Maintenance Worker	14.26
11360 - Window Cleaner	10.53
12000 - Health Occupations	
12010 - Ambulance Driver	16.98
12011 - Breath Alcohol Technician	18.33
12012 - Certified Occupational Therapist Assistant	25.15
12015 - Certified Physical Therapist Assistant	29.36
12020 - Dental Assistant	17.61
12025 - Dental Hygienist	30.09
12030 - EKG Technician	27.78
12035 - Electroneurodiagnostic Technologist	20.55
12040 - Emergency Medical Technician	16.98
12071 - Licensed Practical Nurse I	16.38
12072 - Licensed Practical Nurse II	18.34
12073 - Licensed Practical Nurse III	20.44
12100 - Medical Assistant	14.04
12130 - Medical Laboratory Technician	18.36
12160 - Medical Record Clerk	15.14
12190 - Medical Record Technician	22.86
12195 - Medical Transcriptionist	16.38
12210 - Nuclear Medicine Technologist	40.29
12221 - Nursing Assistant I	11.72
12222 - Nursing Assistant II	13.18
12223 - Nursing Assistant III	14.37
12224 - Nursing Assistant IV	16.13
12235 - Optical Dispenser	18.34
12236 - Optical Technician	16.38
12250 - Pharmacy Technician	14.46
12280 - Phlebotomist	16.38
12305 - Radiologic Technologist	26.33
12311 - Registered Nurse I	24.18
12312 - Registered Nurse II	29.58

12313 - Registered Nurse II Specialist		29.58
12314 - Registered Nurse III		35.79
12315 - Registered Nurse III Anesthetist		35.79
12316 - Registered Nurse IV		42.89
12317 - Scheduler (Drug and Alcohol Testing)		22.71
12320 - Substance Abuse Treatment Counselor		22.71
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.70
13012 - Exhibits Specialist II		21.92
13013 - Exhibits Specialist III		26.82
13041 - Illustrator I		18.30
13042 - Illustrator II		22.69
13043 - Illustrator III		27.74
13047 - Librarian		25.23
13050 - Library Aide/Clerk		14.09
13054 - Library Information Technology Systems Administrator		22.78
13058 - Library Technician		17.70
13061 - Media Specialist I		16.45
13062 - Media Specialist II		18.38
13063 - Media Specialist III		20.50
13071 - Photographer I		15.82
13072 - Photographer II		17.70
13073 - Photographer III		21.92
13074 - Photographer IV		26.82
13075 - Photographer V		32.45
13090 - Technical Order Library Clerk		17.70
13110 - Video Teleconference Technician		16.41
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.46
14042 - Computer Operator II		17.29
14043 - Computer Operator III		20.72
14044 - Computer Operator IV		23.08
14045 - Computer Operator V		25.51
14071 - Computer Programmer I	(see 1)	21.78
14072 - Computer Programmer II	(see 1)	26.99
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	27.38
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.46
14160 - Personal Computer Support Technician		27.56
14170 - System Support Specialist		25.28
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.38
15020 - Aircrew Training Devices Instructor (Rated)		32.04
15030 - Air Crew Training Devices Instructor (Pilot)		38.40
15050 - Computer Based Training Specialist / Instructor		27.38
15060 - Educational Technologist		33.51

15070 - Flight Instructor (Pilot) 38.40
15080 - Graphic Artist 24.79
15085 - Maintenance Test Pilot Fixed Jet/Prop 37.88
15086 - Maintenance Test Pilot Rotary Wing 37.88
15088 - Non-Maintenance Test/Co-Pilot 37.88
15090 - Technical Instructor 20.27
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 10.10
16030 - Counter Attendant 10.10
16040 - Dry Cleaner 12.48
16070 - Finisher Flatwork Machine 10.10
16090 - Presser Hand 10.10
16110 - Presser Machine Drycleaning 10.10
16130 - Presser Machine Shirts 10.10
16160 - Presser Machine Wearing Apparel Laundry 10.10
16190 - Sewing Machine Operator 13.17
16220 - Tailor 14.02
16250 - Washer Machine 10.93
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.72
19040 - Tool And Die Maker 25.17
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 14.04
21030 - Material Coordinator 23.23
21040 - Material Expediter 23.23
21050 - Material Handling Laborer 12.16
21071 - Order Filler 11.87
21080 - Production Line Worker (Food Processing) 14.04
21110 - Shipping Packer 15.65
21130 - Shipping/Receiving Clerk 15.65
21140 - Store Worker I 11.87
21150 - Stock Clerk 16.02
21210 - Tools And Parts Attendant 14.04
21410 - Warehouse Specialist 14.04
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.93
23019 - Aircraft Logs and Records Technician 21.08
23021 - Aircraft Mechanic I 25.43
23022 - Aircraft Mechanic II 26.93
23023 - Aircraft Mechanic III 28.34
23040 - Aircraft Mechanic Helper 18.17
23050 - Aircraft Painter 23.35
23060 - Aircraft Servicer 21.08
23070 - Aircraft Survival Flight Equipment Technician 23.35
23080 - Aircraft Worker 22.58
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.58

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.43
23110 - Appliance Mechanic 20.52
23120 - Bicycle Repairer 16.46
23125 - Cable Splicer 23.62
23130 - Carpenter Maintenance 17.62
23140 - Carpet Layer 18.93
23160 - Electrician Maintenance 22.99
23181 - Electronics Technician Maintenance I 20.78
23182 - Electronics Technician Maintenance II 22.22
23183 - Electronics Technician Maintenance III 23.39
23260 - Fabric Worker 17.66
23290 - Fire Alarm System Mechanic 21.71
23310 - Fire Extinguisher Repairer 16.46
23311 - Fuel Distribution System Mechanic 23.31
23312 - Fuel Distribution System Operator 18.00
23370 - General Maintenance Worker 16.56
23380 - Ground Support Equipment Mechanic 25.43
23381 - Ground Support Equipment Servicer 21.08
23382 - Ground Support Equipment Worker 22.58
23391 - Gunsmith I 16.46
23392 - Gunsmith II 18.93
23393 - Gunsmith III 21.71
23410 - Heating Ventilation And Air-Conditioning Mechanic 18.33
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 19.75
23430 - Heavy Equipment Mechanic 23.98
23440 - Heavy Equipment Operator 20.12
23460 - Instrument Mechanic 21.31
23465 - Laboratory/Shelter Mechanic 20.52
23470 - Laborer 12.16
23510 - Locksmith 20.52
23530 - Machinery Maintenance Mechanic 23.67
23550 - Machinist Maintenance 17.66
23580 - Maintenance Trades Helper 13.23
23591 - Metrology Technician I 21.31
23592 - Metrology Technician II 22.85
23593 - Metrology Technician III 23.98
23640 - Millwright 23.53
23710 - Office Appliance Repairer 20.52
23760 - Painter Maintenance 16.85
23790 - Pipefitter Maintenance 23.67
23810 - Plumber Maintenance 22.35
23820 - Pneudraulic Systems Mechanic 21.71
23850 - Rigger 21.71
23870 - Scale Mechanic 18.93
23890 - Sheet-Metal Worker Maintenance 20.83
23910 - Small Engine Mechanic 18.93
23931 - Telecommunications Mechanic I 22.49

23932 - Telecommunications Mechanic II 23.81
23950 - Telephone Lineman 21.71
23960 - Welder Combination Maintenance 18.34
23965 - Well Driller 21.71
23970 - Woodcraft Worker 21.71
23980 - Woodworker 16.46
24000 - Personal Needs Occupations
24550 - Case Manager 13.78
24570 - Child Care Attendant 9.40
24580 - Child Care Center Clerk 14.74
24610 - Chore Aide 11.13
24620 - Family Readiness And Support Services Coordinator 13.78
24630 - Homemaker 15.00
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 21.88
25040 - Sewage Plant Operator 18.33
25070 - Stationary Engineer 21.88
25190 - Ventilation Equipment Tender 15.24
25210 - Water Treatment Plant Operator 18.33
27000 - Protective Service Occupations
27004 - Alarm Monitor 14.12
27007 - Baggage Inspector 12.62
27008 - Corrections Officer 17.29
27010 - Court Security Officer 17.66
27030 - Detection Dog Handler 14.12
27040 - Detention Officer 17.29
27070 - Firefighter 17.97
27101 - Guard I 12.62
27102 - Guard II 14.12
27131 - Police Officer I 19.90
27132 - Police Officer II 22.11
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.54
28042 - Carnival Equipment Repairer 13.52
28043 - Carnival Worker 9.66
28210 - Gate Attendant/Gate Tender 14.00
28310 - Lifeguard 11.59
28350 - Park Attendant (Aide) 15.66
28510 - Recreation Aide/Health Facility Attendant 11.10
28515 - Recreation Specialist 18.04
28630 - Sports Official 12.47
28690 - Swimming Pool Operator 17.71
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 19.02
29020 - Hatch Tender 19.02
29030 - Line Handler 19.33
29041 - Stevedore I 17.73
29042 - Stevedore II 20.52
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.42
30022 - Archeological Technician II 19.50
30023 - Archeological Technician III 24.14
30030 - Cartographic Technician 24.14
30040 - Civil Engineering Technician 24.14
30051 - Cryogenic Technician I 26.13
30052 - Cryogenic Technician II 28.86
30061 - Drafter/CAD Operator I 17.42
30062 - Drafter/CAD Operator II 19.50
30063 - Drafter/CAD Operator III 21.73
30064 - Drafter/CAD Operator IV 26.74
30081 - Engineering Technician I 15.52
30082 - Engineering Technician II 17.42
30083 - Engineering Technician III 19.50
30084 - Engineering Technician IV 24.14
30085 - Engineering Technician V 29.54
30086 - Engineering Technician VI 35.74
30090 - Environmental Technician 24.14
30095 - Evidence Control Specialist 23.58
30210 - Laboratory Technician 22.16
30221 - Latent Fingerprint Technician I 26.13
30222 - Latent Fingerprint Technician II 28.86
30240 - Mathematical Technician 24.14
30361 - Paralegal/Legal Assistant I 18.05
30362 - Paralegal/Legal Assistant II 22.36
30363 - Paralegal/Legal Assistant III 27.35
30364 - Paralegal/Legal Assistant IV 33.09
30375 - Petroleum Supply Specialist 28.86
30390 - Photo-Optics Technician 25.12
30395 - Radiation Control Technician 28.86
30461 - Technical Writer I 24.14
30462 - Technical Writer II 29.54
30463 - Technical Writer III 35.74
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 26.74
30502 - Weather Forecaster II 32.53
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.73
30621 - Weather Observer Senior (see 2) 24.14
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.06
31030 - Bus Driver 19.38

31043 - Driver Courier	15.03
31260 - Parking and Lot Attendant	12.70
31290 - Shuttle Bus Driver	16.23
31310 - Taxi Driver	16.34
31361 - Truckdriver Light	16.23
31362 - Truckdriver Medium	17.42
31363 - Truckdriver Heavy	20.78
31364 - Truckdriver Tractor-Trailer	20.78
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.24
99050 - Desk Clerk	9.97
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	15.64
99252 - Laboratory Animal Caretaker II	16.90
99260 - Marketing Analyst	30.28
99310 - Mortician	25.35
99410 - Pest Controller	18.91
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	14.07
99711 - Recycling Specialist	16.72
99730 - Refuse Collector	13.20
99810 - Sales Clerk	12.56
99820 - School Crossing Guard	13.23
99830 - Survey Party Chief	18.18
99831 - Surveying Aide	12.21
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	17.42
99841 - Vending Machine Repairer	21.65
99842 - Vending Machine Repairer Helper	17.42

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

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 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.: 2015-4441
Revision No.: 15
Date Of Last Revision: 04/20/2021

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: South Carolina

Area: South Carolina County of Hampton

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		23.66
01035 - Court Reporter		18.07
01041 - Customer Service Representative I		12.41
01042 - Customer Service Representative II		13.95
01043 - Customer Service Representative III		15.21
01051 - Data Entry Operator I		13.06
01052 - Data Entry Operator II		14.25
01060 - Dispatcher Motor Vehicle		18.76
01070 - Document Preparation Clerk		14.39
01090 - Duplicating Machine Operator		14.39
01111 - General Clerk I		12.37
01112 - General Clerk II		13.50

01113 - General Clerk III 15.16
01120 - Housing Referral Assistant 20.15
01141 - Messenger Courier 11.09
01191 - Order Clerk I 13.19
01192 - Order Clerk II 14.39
01261 - Personnel Assistant (Employment) I 17.24
01262 - Personnel Assistant (Employment) II 20.67
01263 - Personnel Assistant (Employment) III 24.58
01270 - Production Control Clerk 24.66
01290 - Rental Clerk 11.58
01300 - Scheduler Maintenance 16.15
01311 - Secretary I 16.15
01312 - Secretary II 18.07
01313 - Secretary III 20.15
01320 - Service Order Dispatcher 16.41
01410 - Supply Technician 23.66
01420 - Survey Worker 16.13
01460 - Switchboard Operator/Receptionist 13.06
01531 - Travel Clerk I 12.87
01532 - Travel Clerk II 13.70
01533 - Travel Clerk III 14.65
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 20.50
05010 - Automotive Electrician 16.56
05040 - Automotive Glass Installer 15.64
05070 - Automotive Worker 15.75
05110 - Mobile Equipment Servicer 13.74
05130 - Motor Equipment Metal Mechanic 17.47
05160 - Motor Equipment Metal Worker 15.64
05190 - Motor Vehicle Mechanic 17.47
05220 - Motor Vehicle Mechanic Helper 12.88
05250 - Motor Vehicle Upholstery Worker 14.66
05280 - Motor Vehicle Wrecker 15.64
05310 - Painter Automotive 16.56
05340 - Radiator Repair Specialist 15.64
05370 - Tire Repairer 13.54
05400 - Transmission Repair Specialist 17.47
07000 - Food Preparation And Service Occupations
07010 - Baker 11.67
07041 - Cook I 9.98
07042 - Cook II 11.40
07070 - Dishwasher 9.99
07130 - Food Service Worker 10.64
07210 - Meat Cutter 14.08
07260 - Waiter/Waitress 9.39
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 20.17

09040 - Furniture Handler	13.09
09080 - Furniture Refinisher	20.17
09090 - Furniture Refinisher Helper	15.57
09110 - Furniture Repairer Minor	17.87
09130 - Upholsterer	20.17
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.98
11060 - Elevator Operator	11.59
11090 - Gardener	16.83
11122 - Housekeeping Aide	10.45
11150 - Janitor	10.45
11210 - Laborer Grounds Maintenance	13.18
11240 - Maid or Houseman	9.71
11260 - Pruner	11.96
11270 - Tractor Operator	15.67
11330 - Trail Maintenance Worker	13.18
11360 - Window Cleaner	11.52
12000 - Health Occupations	
12010 - Ambulance Driver	17.24
12011 - Breath Alcohol Technician	18.51
12012 - Certified Occupational Therapist Assistant	27.18
12015 - Certified Physical Therapist Assistant	30.54
12020 - Dental Assistant	20.66
12025 - Dental Hygienist	36.12
12030 - EKG Technician	28.05
12035 - Electroneurodiagnostic Technologist	28.05
12040 - Emergency Medical Technician	17.24
12071 - Licensed Practical Nurse I	16.54
12072 - Licensed Practical Nurse II	18.51
12073 - Licensed Practical Nurse III	20.63
12100 - Medical Assistant	15.09
12130 - Medical Laboratory Technician	20.74
12160 - Medical Record Clerk	15.70
12190 - Medical Record Technician	18.51
12195 - Medical Transcriptionist	16.94
12210 - Nuclear Medicine Technologist	40.67
12221 - Nursing Assistant I	11.31
12222 - Nursing Assistant II	12.71
12223 - Nursing Assistant III	13.87
12224 - Nursing Assistant IV	15.58
12235 - Optical Dispenser	18.51
12236 - Optical Technician	16.54
12250 - Pharmacy Technician	15.16
12280 - Phlebotomist	14.34
12305 - Radiologic Technologist	27.08
12311 - Registered Nurse I	24.27
12312 - Registered Nurse II	29.69
12313 - Registered Nurse II Specialist	29.69
12314 - Registered Nurse III	35.93
12315 - Registered Nurse III Anesthetist	35.93

12316 - Registered Nurse IV		43.06
12317 - Scheduler (Drug and Alcohol Testing)		22.92
12320 - Substance Abuse Treatment Counselor		25.68
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.60
13012 - Exhibits Specialist II		24.29
13013 - Exhibits Specialist III		29.71
13041 - Illustrator I		19.60
13042 - Illustrator II		24.29
13043 - Illustrator III		29.71
13047 - Librarian		26.89
13050 - Library Aide/Clerk		14.79
13054 - Library Information Technology Systems Administrator		24.29
13058 - Library Technician		18.95
13061 - Media Specialist I		17.52
13062 - Media Specialist II		19.60
13063 - Media Specialist III		21.86
13071 - Photographer I		16.76
13072 - Photographer II		18.83
13073 - Photographer III		23.14
13074 - Photographer IV		28.30
13075 - Photographer V		34.24
13090 - Technical Order Library Clerk		18.95
13110 - Video Teleconference Technician		17.52
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.48
14042 - Computer Operator II		17.25
14043 - Computer Operator III		21.23
14044 - Computer Operator IV		23.62
14045 - Computer Operator V		26.13
14071 - Computer Programmer I	(see 1)	21.37
14072 - Computer Programmer II	(see 1)	26.57
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.48
14160 - Personal Computer Support Technician		23.62
14170 - System Support Specialist		26.13
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.92
15020 - Aircrew Training Devices Instructor (Rated)		34.99
15030 - Air Crew Training Devices Instructor (Pilot)		41.87
15050 - Computer Based Training Specialist / Instructor		28.92
15060 - Educational Technologist		33.46
15070 - Flight Instructor (Pilot)		41.87
15080 - Graphic Artist		28.75
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.87

15086 - Maintenance Test Pilot Rotary Wing 41.87
15088 - Non-Maintenance Test/Co-Pilot 41.87
15090 - Technical Instructor 23.52
15095 - Technical Instructor/Course Developer 28.75
15110 - Test Proctor 18.98
15120 - Tutor 18.98
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.20
16030 - Counter Attendant 10.20
16040 - Dry Cleaner 12.30
16070 - Finisher Flatwork Machine 10.20
16090 - Presser Hand 10.20
16110 - Presser Machine Drycleaning 10.20
16130 - Presser Machine Shirts 10.20
16160 - Presser Machine Wearing Apparel Laundry 10.20
16190 - Sewing Machine Operator 12.96
16220 - Tailor 13.59
16250 - Washer Machine 10.74
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.17
19040 - Tool And Die Maker 24.59
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.70
21030 - Material Coordinator 24.66
21040 - Material Expediter 24.66
21050 - Material Handling Laborer 14.26
21071 - Order Filler 13.92
21080 - Production Line Worker (Food Processing) 20.70
21110 - Shipping Packer 16.20
21130 - Shipping/Receiving Clerk 16.20
21140 - Store Worker I 12.68
21150 - Stock Clerk 17.13
21210 - Tools And Parts Attendant 20.70
21410 - Warehouse Specialist 20.70
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.07
23019 - Aircraft Logs and Records Technician 19.45
23021 - Aircraft Mechanic I 22.92
23022 - Aircraft Mechanic II 24.07
23023 - Aircraft Mechanic III 25.27
23040 - Aircraft Mechanic Helper 17.16
23050 - Aircraft Painter 21.75
23060 - Aircraft Servicer 19.45
23070 - Aircraft Survival Flight Equipment Technician 21.75
23080 - Aircraft Worker 20.56
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.56
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.92
23110 - Appliance Mechanic 20.17

23120 - Bicycle Repairer 16.71
23125 - Cable Splicer 31.05
23130 - Carpenter Maintenance 19.82
23140 - Carpet Layer 19.06
23160 - Electrician Maintenance 24.94
23181 - Electronics Technician Maintenance I 21.54
23182 - Electronics Technician Maintenance II 22.76
23183 - Electronics Technician Maintenance III 24.04
23260 - Fabric Worker 17.87
23290 - Fire Alarm System Mechanic 21.30
23310 - Fire Extinguisher Repairer 16.71
23311 - Fuel Distribution System Mechanic 21.30
23312 - Fuel Distribution System Operator 16.71
23370 - General Maintenance Worker 20.30
23380 - Ground Support Equipment Mechanic 22.92
23381 - Ground Support Equipment Servicer 19.45
23382 - Ground Support Equipment Worker 20.56
23391 - Gunsmith I 16.71
23392 - Gunsmith II 19.06
23393 - Gunsmith III 21.30
23410 - Heating Ventilation And Air-Conditioning Mechanic 19.62
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 20.62
23430 - Heavy Equipment Mechanic 22.69
23440 - Heavy Equipment Operator 22.48
23460 - Instrument Mechanic 22.69
23465 - Laboratory/Shelter Mechanic 20.17
23470 - Laborer 21.25
23510 - Locksmith 20.17
23530 - Machinery Maintenance Mechanic 25.97
23550 - Machinist Maintenance 22.08
23580 - Maintenance Trades Helper 16.52
23591 - Metrology Technician I 22.69
23592 - Metrology Technician II 22.41
23593 - Metrology Technician III 23.49
23640 - Millwright 21.65
23710 - Office Appliance Repairer 23.52
23760 - Painter Maintenance 20.17
23790 - Pipefitter Maintenance 24.20
23810 - Plumber Maintenance 22.92
23820 - Pneudraulic Systems Mechanic 21.30
23850 - Rigger 21.30
23870 - Scale Mechanic 19.06
23890 - Sheet-Metal Worker Maintenance 20.97
23910 - Small Engine Mechanic 18.34
23931 - Telecommunications Mechanic I 30.23
23932 - Telecommunications Mechanic II 31.82
23950 - Telephone Lineman 21.30
23960 - Welder Combination Maintenance 20.00

23965 - Well Driller	21.30
23970 - Woodcraft Worker	21.30
23980 - Woodworker	16.71
24000 - Personal Needs Occupations	
24550 - Case Manager	15.39
24570 - Child Care Attendant	9.31
24580 - Child Care Center Clerk	12.75
24610 - Chore Aide	10.86
24620 - Family Readiness And Support Services Coordinator	15.39
24630 - Homemaker	15.39
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.46
25040 - Sewage Plant Operator	17.64
25070 - Stationary Engineer	21.46
25190 - Ventilation Equipment Tender	15.57
25210 - Water Treatment Plant Operator	17.64
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.40
27007 - Baggage Inspector	13.76
27008 - Corrections Officer	22.97
27010 - Court Security Officer	19.71
27030 - Detection Dog Handler	15.89
27040 - Detention Officer	22.97
27070 - Firefighter	18.82
27101 - Guard I	13.76
27102 - Guard II	15.89
27131 - Police Officer I	18.25
27132 - Police Officer II	20.28
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.90
28042 - Carnival Equipment Repairer	13.85
28043 - Carnival Worker	9.84
28210 - Gate Attendant/Gate Tender	15.62
28310 - Lifeguard	13.27
28350 - Park Attendant (Aide)	17.46
28510 - Recreation Aide/Health Facility Attendant	12.82
28515 - Recreation Specialist	20.16
28630 - Sports Official	13.90
28690 - Swimming Pool Operator	15.80
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.83
29020 - Hatch Tender	21.83
29030 - Line Handler	21.83
29041 - Stevedore I	20.47
29042 - Stevedore II	23.11
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.29
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.78
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.59

30021 - Archeological Technician I 16.92
30022 - Archeological Technician II 18.94
30023 - Archeological Technician III 23.78
30030 - Cartographic Technician 23.78
30040 - Civil Engineering Technician 23.46
30051 - Cryogenic Technician I 25.98
30052 - Cryogenic Technician II 28.70
30061 - Drafter/CAD Operator I 16.92
30062 - Drafter/CAD Operator II 18.94
30063 - Drafter/CAD Operator III 21.11
30064 - Drafter/CAD Operator IV 25.98
30081 - Engineering Technician I 15.31
30082 - Engineering Technician II 17.18
30083 - Engineering Technician III 19.22
30084 - Engineering Technician IV 23.78
30085 - Engineering Technician V 29.14
30086 - Engineering Technician VI 33.71
30090 - Environmental Technician 23.76
30095 - Evidence Control Specialist 23.78
30210 - Laboratory Technician 21.11
30221 - Latent Fingerprint Technician I 25.98
30222 - Latent Fingerprint Technician II 28.70
30240 - Mathematical Technician 23.78
30361 - Paralegal/Legal Assistant I 20.22
30362 - Paralegal/Legal Assistant II 25.05
30363 - Paralegal/Legal Assistant III 30.64
30364 - Paralegal/Legal Assistant IV 37.08
30375 - Petroleum Supply Specialist 29.14
30390 - Photo-Optics Technician 23.78
30395 - Radiation Control Technician 29.14
30461 - Technical Writer I 23.78
30462 - Technical Writer II 29.14
30463 - Technical Writer III 34.72
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 25.98
30502 - Weather Forecaster II 31.61
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.11
30621 - Weather Observer Senior (see 2) 23.78
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.98
31020 - Bus Aide 14.63
31030 - Bus Driver 19.97
31043 - Driver Courier 13.68
31260 - Parking and Lot Attendant 13.27
31290 - Shuttle Bus Driver 13.68

31310 - Taxi Driver	17.40
31361 - Truckdriver Light	13.68
31362 - Truckdriver Medium	14.55
31363 - Truckdriver Heavy	21.30
31364 - Truckdriver Tractor-Trailer	21.30
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	9.42
99050 - Desk Clerk	11.03
99095 - Embalmer	25.60
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	15.18
99252 - Laboratory Animal Caretaker II	16.30
99260 - Marketing Analyst	25.81
99310 - Mortician	25.60
99410 - Pest Controller	16.45
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	13.65
99711 - Recycling Specialist	16.17
99730 - Refuse Collector	12.67
99810 - Sales Clerk	11.19
99820 - School Crossing Guard	14.19
99830 - Survey Party Chief	20.14
99831 - Surveying Aide	12.58
99832 - Surveying Technician	17.25
99840 - Vending Machine Attendant	18.61
99841 - Vending Machine Repairer	22.80
99842 - Vending Machine Repairer Helper	18.61

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years and 4 weeks after 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.: 2015-4442
Revision No.: 14
Date Of Last Revision: 04/29/2020

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

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

State: South Carolina

Area: South Carolina County of Hampton

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		23.66
01035 - Court Reporter		18.07
01041 - Customer Service Representative I		11.28
01042 - Customer Service Representative II		12.68
01043 - Customer Service Representative III		13.83
01051 - Data Entry Operator I		13.06
01052 - Data Entry Operator II		14.25
01060 - Dispatcher Motor Vehicle		18.34
01070 - Document Preparation Clerk		14.39

01090 - Duplicating Machine Operator	14.39
01111 - General Clerk I	11.76
01112 - General Clerk II	12.83
01113 - General Clerk III	14.40
01120 - Housing Referral Assistant	20.15
01141 - Messenger Courier	11.04
01191 - Order Clerk I	13.19
01192 - Order Clerk II	14.39
01261 - Personnel Assistant (Employment) I	17.24
01262 - Personnel Assistant (Employment) II	20.67
01263 - Personnel Assistant (Employment) III	24.58
01270 - Production Control Clerk	23.11
01290 - Rental Clerk	11.58
01300 - Scheduler Maintenance	16.15
01311 - Secretary I	16.15
01312 - Secretary II	18.07
01313 - Secretary III	20.15
01320 - Service Order Dispatcher	14.92
01410 - Supply Technician	23.66
01420 - Survey Worker	14.66
01460 - Switchboard Operator/Receptionist	12.57
01531 - Travel Clerk I	12.40
01532 - Travel Clerk II	13.15
01533 - Travel Clerk III	14.10
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	20.50
05010 - Automotive Electrician	16.56
05040 - Automotive Glass Installer	15.64
05070 - Automotive Worker	15.75
05110 - Mobile Equipment Servicer	13.74
05130 - Motor Equipment Metal Mechanic	17.47
05160 - Motor Equipment Metal Worker	15.64
05190 - Motor Vehicle Mechanic	17.47
05220 - Motor Vehicle Mechanic Helper	12.88
05250 - Motor Vehicle Upholstery Worker	14.66
05280 - Motor Vehicle Wrecker	15.64
05310 - Painter Automotive	16.56
05340 - Radiator Repair Specialist	15.64
05370 - Tire Repairer	13.10
05400 - Transmission Repair Specialist	17.47
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.67
07041 - Cook I	9.98
07042 - Cook II	11.40
07070 - Dishwasher	9.41
07130 - Food Service Worker	9.95
07210 - Meat Cutter	13.24

07260 - Waiter/Waitress	9.39
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.17
09040 - Furniture Handler	13.09
09080 - Furniture Refinisher	20.17
09090 - Furniture Refinisher Helper	15.57
09110 - Furniture Repairer Minor	17.87
09130 - Upholsterer	20.17
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.98
11060 - Elevator Operator	11.59
11090 - Gardener	15.87
11122 - Housekeeping Aide	9.70
11150 - Janitor	9.70
11210 - Laborer Grounds Maintenance	12.43
11240 - Maid or Houseman	9.41
11260 - Pruner	11.27
11270 - Tractor Operator	14.78
11330 - Trail Maintenance Worker	12.43
11360 - Window Cleaner	10.69
12000 - Health Occupations	
12010 - Ambulance Driver	17.24
12011 - Breath Alcohol Technician	18.51
12012 - Certified Occupational Therapist Assistant	27.18
12015 - Certified Physical Therapist Assistant	29.37
12020 - Dental Assistant	19.39
12025 - Dental Hygienist	36.12
12030 - EKG Technician	28.05
12035 - Electroneurodiagnostic Technologist	28.05
12040 - Emergency Medical Technician	17.24
12071 - Licensed Practical Nurse I	16.54
12072 - Licensed Practical Nurse II	18.51
12073 - Licensed Practical Nurse III	20.63
12100 - Medical Assistant	15.09
12130 - Medical Laboratory Technician	19.47
12160 - Medical Record Clerk	15.70
12190 - Medical Record Technician	18.51
12195 - Medical Transcriptionist	16.94
12210 - Nuclear Medicine Technologist	40.67
12221 - Nursing Assistant I	11.27
12222 - Nursing Assistant II	12.68
12223 - Nursing Assistant III	13.83
12224 - Nursing Assistant IV	15.53
12235 - Optical Dispenser	18.51
12236 - Optical Technician	16.54
12250 - Pharmacy Technician	15.16
12280 - Phlebotomist	13.89
12305 - Radiologic Technologist	24.75
12311 - Registered Nurse I	23.02
12312 - Registered Nurse II	28.16

12313 - Registered Nurse II Specialist		28.16
12314 - Registered Nurse III		34.07
12315 - Registered Nurse III Anesthetist		34.82
12316 - Registered Nurse IV		40.83
12317 - Scheduler (Drug and Alcohol Testing)		22.92
12320 - Substance Abuse Treatment Counselor		23.85
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.60
13012 - Exhibits Specialist II		24.29
13013 - Exhibits Specialist III		29.71
13041 - Illustrator I		19.60
13042 - Illustrator II		24.29
13043 - Illustrator III		29.71
13047 - Librarian		26.89
13050 - Library Aide/Clerk		14.79
13054 - Library Information Technology Systems Administrator		24.29
13058 - Library Technician		18.95
13061 - Media Specialist I		17.52
13062 - Media Specialist II		19.60
13063 - Media Specialist III		21.86
13071 - Photographer I		16.76
13072 - Photographer II		18.83
13073 - Photographer III		23.14
13074 - Photographer IV		28.30
13075 - Photographer V		34.24
13090 - Technical Order Library Clerk		18.95
13110 - Video Teleconference Technician		17.52
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.48
14042 - Computer Operator II		17.25
14043 - Computer Operator III		21.23
14044 - Computer Operator IV		23.62
14045 - Computer Operator V		26.13
14071 - Computer Programmer I	(see 1)	20.15
14072 - Computer Programmer II	(see 1)	26.57
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.48
14160 - Personal Computer Support Technician		23.62
14170 - System Support Specialist		26.13
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.92
15020 - Aircrew Training Devices Instructor (Rated)		34.99
15030 - Air Crew Training Devices Instructor (Pilot)		41.11
15050 - Computer Based Training Specialist / Instructor		28.92
15060 - Educational Technologist		31.15

15070 - Flight Instructor (Pilot) 41.11
15080 - Graphic Artist 28.75
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 23.52
15095 - Technical Instructor/Course Developer 28.75
15110 - Test Proctor 18.98
15120 - Tutor 18.98
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.20
16030 - Counter Attendant 10.20
16040 - Dry Cleaner 12.30
16070 - Finisher Flatwork Machine 10.20
16090 - Presser Hand 10.20
16110 - Presser Machine Drycleaning 10.20
16130 - Presser Machine Shirts 10.20
16160 - Presser Machine Wearing Apparel Laundry 10.20
16190 - Sewing Machine Operator 12.96
16220 - Tailor 13.59
16250 - Washer Machine 10.74
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.17
19040 - Tool And Die Maker 24.59
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.82
21030 - Material Coordinator 23.11
21040 - Material Expediter 23.11
21050 - Material Handling Laborer 14.26
21071 - Order Filler 13.92
21080 - Production Line Worker (Food Processing) 18.82
21110 - Shipping Packer 16.08
21130 - Shipping/Receiving Clerk 16.08
21140 - Store Worker I 12.58
21150 - Stock Clerk 16.71
21210 - Tools And Parts Attendant 18.82
21410 - Warehouse Specialist 18.82
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.07
23019 - Aircraft Logs and Records Technician 19.45
23021 - Aircraft Mechanic I 22.92
23022 - Aircraft Mechanic II 24.07
23023 - Aircraft Mechanic III 25.27
23040 - Aircraft Mechanic Helper 17.16
23050 - Aircraft Painter 21.75
23060 - Aircraft Servicer 19.45
23070 - Aircraft Survival Flight Equipment Technician 21.75
23080 - Aircraft Worker 20.56
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.56

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.92
23110 - Appliance Mechanic 20.17
23120 - Bicycle Repairer 16.71
23125 - Cable Splicer 30.12
23130 - Carpenter Maintenance 19.82
23140 - Carpet Layer 19.06
23160 - Electrician Maintenance 23.97
23181 - Electronics Technician Maintenance I 21.54
23182 - Electronics Technician Maintenance II 22.76
23183 - Electronics Technician Maintenance III 24.04
23260 - Fabric Worker 17.87
23290 - Fire Alarm System Mechanic 21.30
23310 - Fire Extinguisher Repairer 16.71
23311 - Fuel Distribution System Mechanic 21.30
23312 - Fuel Distribution System Operator 16.71
23370 - General Maintenance Worker 20.30
23380 - Ground Support Equipment Mechanic 22.92
23381 - Ground Support Equipment Servicer 19.45
23382 - Ground Support Equipment Worker 20.56
23391 - Gunsmith I 16.71
23392 - Gunsmith II 19.06
23393 - Gunsmith III 21.30
23410 - Heating Ventilation And Air-Conditioning Mechanic 19.62
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 20.62
23430 - Heavy Equipment Mechanic 22.69
23440 - Heavy Equipment Operator 22.48
23460 - Instrument Mechanic 22.69
23465 - Laboratory/Shelter Mechanic 20.17
23470 - Laborer 21.25
23510 - Locksmith 20.17
23530 - Machinery Maintenance Mechanic 24.24
23550 - Machinist Maintenance 22.08
23580 - Maintenance Trades Helper 15.06
23591 - Metrology Technician I 22.69
23592 - Metrology Technician II 22.41
23593 - Metrology Technician III 23.49
23640 - Millwright 21.65
23710 - Office Appliance Repairer 23.52
23760 - Painter Maintenance 20.17
23790 - Pipefitter Maintenance 23.87
23810 - Plumber Maintenance 22.61
23820 - Pneudraulic Systems Mechanic 21.30
23850 - Rigger 21.30
23870 - Scale Mechanic 19.06
23890 - Sheet-Metal Worker Maintenance 20.67
23910 - Small Engine Mechanic 18.34
23931 - Telecommunications Mechanic I 27.48

23932 - Telecommunications Mechanic II	28.93
23950 - Telephone Lineman	21.30
23960 - Welder Combination Maintenance	18.85
23965 - Well Driller	21.30
23970 - Woodcraft Worker	21.30
23980 - Woodworker	16.71
24000 - Personal Needs Occupations	
24550 - Case Manager	15.39
24570 - Child Care Attendant	9.31
24580 - Child Care Center Clerk	12.75
24610 - Chore Aide	10.86
24620 - Family Readiness And Support Services Coordinator	15.39
24630 - Homemaker	15.39
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.46
25040 - Sewage Plant Operator	17.64
25070 - Stationary Engineer	21.46
25190 - Ventilation Equipment Tender	15.57
25210 - Water Treatment Plant Operator	17.64
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.40
27007 - Baggage Inspector	13.76
27008 - Corrections Officer	22.97
27010 - Court Security Officer	19.71
27030 - Detection Dog Handler	15.89
27040 - Detention Officer	22.97
27070 - Firefighter	18.82
27101 - Guard I	13.76
27102 - Guard II	15.89
27131 - Police Officer I	18.25
27132 - Police Officer II	20.28
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.26
28042 - Carnival Equipment Repairer	13.16
28043 - Carnival Worker	9.35
28210 - Gate Attendant/Gate Tender	15.40
28310 - Lifeguard	12.06
28350 - Park Attendant (Aide)	17.23
28510 - Recreation Aide/Health Facility Attendant	12.82
28515 - Recreation Specialist	18.33
28630 - Sports Official	13.72
28690 - Swimming Pool Operator	15.01
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.83
29020 - Hatch Tender	21.83
29030 - Line Handler	21.83
29041 - Stevedore I	20.47
29042 - Stevedore II	23.11
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 16.92
30022 - Archeological Technician II 18.94
30023 - Archeological Technician III 23.78
30030 - Cartographic Technician 23.78
30040 - Civil Engineering Technician 23.46
30051 - Cryogenic Technician I 25.98
30052 - Cryogenic Technician II 28.70
30061 - Drafter/CAD Operator I 16.92
30062 - Drafter/CAD Operator II 18.94
30063 - Drafter/CAD Operator III 21.11
30064 - Drafter/CAD Operator IV 25.98
30081 - Engineering Technician I 15.31
30082 - Engineering Technician II 17.18
30083 - Engineering Technician III 19.22
30084 - Engineering Technician IV 23.78
30085 - Engineering Technician V 29.14
30086 - Engineering Technician VI 30.68
30090 - Environmental Technician 23.76
30095 - Evidence Control Specialist 23.78
30210 - Laboratory Technician 21.11
30221 - Latent Fingerprint Technician I 25.98
30222 - Latent Fingerprint Technician II 28.70
30240 - Mathematical Technician 23.78
30361 - Paralegal/Legal Assistant I 19.39
30362 - Paralegal/Legal Assistant II 24.01
30363 - Paralegal/Legal Assistant III 28.69
30364 - Paralegal/Legal Assistant IV 34.72
30375 - Petroleum Supply Specialist 29.14
30390 - Photo-Optics Technician 23.78
30395 - Radiation Control Technician 29.14
30461 - Technical Writer I 23.78
30462 - Technical Writer II 29.14
30463 - Technical Writer III 34.72
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 25.98
30502 - Weather Forecaster II 31.61
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.11
30621 - Weather Observer Senior (see 2) 23.78
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.63
31030 - Bus Driver 19.97

31043 - Driver Courier	13.68
31260 - Parking and Lot Attendant	13.27
31290 - Shuttle Bus Driver	13.68
31310 - Taxi Driver	17.40
31361 - Truckdriver Light	13.68
31362 - Truckdriver Medium	14.55
31363 - Truckdriver Heavy	21.30
31364 - Truckdriver Tractor-Trailer	21.30
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	8.98
99050 - Desk Clerk	11.03
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.85
99252 - Laboratory Animal Caretaker II	15.60
99260 - Marketing Analyst	25.81
99310 - Mortician	25.35
99410 - Pest Controller	16.27
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	13.65
99711 - Recycling Specialist	16.17
99730 - Refuse Collector	12.67
99810 - Sales Clerk	11.19
99820 - School Crossing Guard	13.94
99830 - Survey Party Chief	20.14
99831 - Surveying Aide	12.58
99832 - Surveying Technician	17.25
99840 - Vending Machine Attendant	18.15
99841 - Vending Machine Repairer	22.22
99842 - Vending Machine Repairer Helper	18.15

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

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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

Wage Determination No.: 2015-4443
Revision No.: 14
Date Of Last Revision: 04/20/2021

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: South Carolina

Area: South Carolina Counties of Colleton Georgetown Williamsburg

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.20
01012 - Accounting Clerk II		15.94
01013 - Accounting Clerk III		17.82
01020 - Administrative Assistant		23.66
01035 - Court Reporter		18.07
01041 - Customer Service Representative I		12.41
01042 - Customer Service Representative II		13.95
01043 - Customer Service Representative III		15.21
01051 - Data Entry Operator I		13.06
01052 - Data Entry Operator II		14.25
01060 - Dispatcher Motor Vehicle		18.76
01070 - Document Preparation Clerk		14.39
01090 - Duplicating Machine Operator		14.39
01111 - General Clerk I		12.37
01112 - General Clerk II		13.50

01113 - General Clerk III 15.16
01120 - Housing Referral Assistant 20.15
01141 - Messenger Courier 11.09
01191 - Order Clerk I 13.19
01192 - Order Clerk II 14.39
01261 - Personnel Assistant (Employment) I 16.41
01262 - Personnel Assistant (Employment) II 18.36
01263 - Personnel Assistant (Employment) III 20.47
01270 - Production Control Clerk 24.66
01290 - Rental Clerk 14.69
01300 - Scheduler Maintenance 16.15
01311 - Secretary I 16.15
01312 - Secretary II 18.07
01313 - Secretary III 20.15
01320 - Service Order Dispatcher 16.78
01410 - Supply Technician 23.66
01420 - Survey Worker 17.47
01460 - Switchboard Operator/Receptionist 13.06
01531 - Travel Clerk I 12.87
01532 - Travel Clerk II 13.70
01533 - Travel Clerk III 14.65
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 20.18
05010 - Automotive Electrician 17.81
05040 - Automotive Glass Installer 16.96
05070 - Automotive Worker 18.35
05110 - Mobile Equipment Servicer 15.27
05130 - Motor Equipment Metal Mechanic 20.18
05160 - Motor Equipment Metal Worker 18.35
05190 - Motor Vehicle Mechanic 20.18
05220 - Motor Vehicle Mechanic Helper 14.46
05250 - Motor Vehicle Upholstery Worker 17.46
05280 - Motor Vehicle Wrecker 18.35
05310 - Painter Automotive 17.81
05340 - Radiator Repair Specialist 18.35
05370 - Tire Repairer 13.54
05400 - Transmission Repair Specialist 20.18
07000 - Food Preparation And Service Occupations
07010 - Baker 11.61
07041 - Cook I 9.25
07042 - Cook II 10.55
07070 - Dishwasher 9.99
07130 - Food Service Worker 10.64
07210 - Meat Cutter 14.08
07260 - Waiter/Waitress 9.10
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 20.17

09040 - Furniture Handler 13.09
09080 - Furniture Refinisher 20.17
09090 - Furniture Refinisher Helper 15.57
09110 - Furniture Repairer Minor 17.87
09130 - Upholsterer 20.17
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.51
11060 - Elevator Operator 12.33
11090 - Gardener 16.83
11122 - Housekeeping Aide 10.45
11150 - Janitor 10.45
11210 - Laborer Grounds Maintenance 13.18
11240 - Maid or Houseman 9.71
11260 - Pruner 11.96
11270 - Tractor Operator 15.67
11330 - Trail Maintenance Worker 13.18
11360 - Window Cleaner 11.52
12000 - Health Occupations
12010 - Ambulance Driver 18.48
12011 - Breath Alcohol Technician 18.51
12012 - Certified Occupational Therapist Assistant 28.24
12015 - Certified Physical Therapist Assistant 30.54
12020 - Dental Assistant 20.66
12025 - Dental Hygienist 31.00
12030 - EKG Technician 28.05
12035 - Electroneurodiagnostic Technologist 28.05
12040 - Emergency Medical Technician 18.48
12071 - Licensed Practical Nurse I 16.54
12072 - Licensed Practical Nurse II 18.51
12073 - Licensed Practical Nurse III 20.63
12100 - Medical Assistant 15.09
12130 - Medical Laboratory Technician 20.76
12160 - Medical Record Clerk 15.70
12190 - Medical Record Technician 18.51
12195 - Medical Transcriptionist 16.54
12210 - Nuclear Medicine Technologist 40.67
12221 - Nursing Assistant I 11.31
12222 - Nursing Assistant II 12.71
12223 - Nursing Assistant III 13.87
12224 - Nursing Assistant IV 15.58
12235 - Optical Dispenser 18.51
12236 - Optical Technician 16.54
12250 - Pharmacy Technician 14.47
12280 - Phlebotomist 14.34
12305 - Radiologic Technologist 27.08
12311 - Registered Nurse I 25.36
12312 - Registered Nurse II 31.01
12313 - Registered Nurse II Specialist 31.01
12314 - Registered Nurse III 37.52
12315 - Registered Nurse III Anesthetist 37.52

12316 - Registered Nurse IV		44.98
12317 - Scheduler (Drug and Alcohol Testing)		22.92
12320 - Substance Abuse Treatment Counselor		25.68
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.80
13012 - Exhibits Specialist II		23.02
13013 - Exhibits Specialist III		28.51
13041 - Illustrator I		18.80
13042 - Illustrator II		23.02
13043 - Illustrator III		28.51
13047 - Librarian		25.82
13050 - Library Aide/Clerk		14.50
13054 - Library Information Technology Systems Administrator		23.30
13058 - Library Technician		17.80
13061 - Media Specialist I		16.92
13062 - Media Specialist II		18.92
13063 - Media Specialist III		21.10
13071 - Photographer I		16.61
13072 - Photographer II		18.58
13073 - Photographer III		23.02
13074 - Photographer IV		28.15
13075 - Photographer V		34.06
13090 - Technical Order Library Clerk		18.95
13110 - Video Teleconference Technician		16.61
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.95
14042 - Computer Operator II		16.72
14043 - Computer Operator III		18.10
14044 - Computer Operator IV		20.72
14045 - Computer Operator V		22.94
14071 - Computer Programmer I	(see 1)	25.00
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.95
14160 - Personal Computer Support Technician		22.70
14170 - System Support Specialist		23.36
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.60
15020 - Aircrew Training Devices Instructor (Rated)		35.81
15030 - Air Crew Training Devices Instructor (Pilot)		42.92
15050 - Computer Based Training Specialist / Instructor		29.60
15060 - Educational Technologist		33.46
15070 - Flight Instructor (Pilot)		42.92
15080 - Graphic Artist		25.45
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.87

15086 - Maintenance Test Pilot Rotary Wing 41.87
15088 - Non-Maintenance Test/Co-Pilot 41.87
15090 - Technical Instructor 21.87
15095 - Technical Instructor/Course Developer 26.75
15110 - Test Proctor 17.66
15120 - Tutor 17.66
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.20
16030 - Counter Attendant 10.20
16040 - Dry Cleaner 12.30
16070 - Finisher Flatwork Machine 10.20
16090 - Presser Hand 10.20
16110 - Presser Machine Drycleaning 10.20
16130 - Presser Machine Shirts 10.20
16160 - Presser Machine Wearing Apparel Laundry 10.20
16190 - Sewing Machine Operator 12.96
16220 - Tailor 13.59
16250 - Washer Machine 10.74
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.17
19040 - Tool And Die Maker 24.59
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.97
21030 - Material Coordinator 24.66
21040 - Material Expediter 24.66
21050 - Material Handling Laborer 12.05
21071 - Order Filler 13.28
21080 - Production Line Worker (Food Processing) 20.97
21110 - Shipping Packer 16.20
21130 - Shipping/Receiving Clerk 16.20
21140 - Store Worker I 12.68
21150 - Stock Clerk 17.13
21210 - Tools And Parts Attendant 20.97
21410 - Warehouse Specialist 20.97
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.48
23019 - Aircraft Logs and Records Technician 18.92
23021 - Aircraft Mechanic I 22.34
23022 - Aircraft Mechanic II 23.48
23023 - Aircraft Mechanic III 25.09
23040 - Aircraft Mechanic Helper 16.81
23050 - Aircraft Painter 21.21
23060 - Aircraft Servicer 18.92
23070 - Aircraft Survival Flight Equipment Technician 21.21
23080 - Aircraft Worker 20.06
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.06
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.34
23110 - Appliance Mechanic 20.17

23120 - Bicycle Repairer 16.71
23125 - Cable Splicer 31.05
23130 - Carpenter Maintenance 20.03
23140 - Carpet Layer 19.06
23160 - Electrician Maintenance 24.94
23181 - Electronics Technician Maintenance I 21.79
23182 - Electronics Technician Maintenance II 23.04
23183 - Electronics Technician Maintenance III 24.27
23260 - Fabric Worker 17.87
23290 - Fire Alarm System Mechanic 21.30
23310 - Fire Extinguisher Repairer 16.71
23311 - Fuel Distribution System Mechanic 21.30
23312 - Fuel Distribution System Operator 16.71
23370 - General Maintenance Worker 16.10
23380 - Ground Support Equipment Mechanic 22.34
23381 - Ground Support Equipment Servicer 18.92
23382 - Ground Support Equipment Worker 20.06
23391 - Gunsmith I 16.71
23392 - Gunsmith II 19.06
23393 - Gunsmith III 21.30
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.13
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.20
23430 - Heavy Equipment Mechanic 22.08
23440 - Heavy Equipment Operator 18.66
23460 - Instrument Mechanic 21.30
23465 - Laboratory/Shelter Mechanic 20.17
23470 - Laborer 12.05
23510 - Locksmith 20.17
23530 - Machinery Maintenance Mechanic 25.97
23550 - Machinist Maintenance 18.49
23580 - Maintenance Trades Helper 16.52
23591 - Metrology Technician I 21.30
23592 - Metrology Technician II 22.41
23593 - Metrology Technician III 23.55
23640 - Millwright 22.10
23710 - Office Appliance Repairer 23.46
23760 - Painter Maintenance 20.17
23790 - Pipefitter Maintenance 24.20
23810 - Plumber Maintenance 22.92
23820 - Pneudraulic Systems Mechanic 21.30
23850 - Rigger 21.30
23870 - Scale Mechanic 19.06
23890 - Sheet-Metal Worker Maintenance 20.97
23910 - Small Engine Mechanic 17.76
23931 - Telecommunications Mechanic I 30.23
23932 - Telecommunications Mechanic II 31.82
23950 - Telephone Lineman 21.30
23960 - Welder Combination Maintenance 20.00

23965 - Well Driller	21.30
23970 - Woodcraft Worker	21.30
23980 - Woodworker	16.71
24000 - Personal Needs Occupations	
24550 - Case Manager	14.87
24570 - Child Care Attendant	9.02
24580 - Child Care Center Clerk	11.27
24610 - Chore Aide	10.86
24620 - Family Readiness And Support Services Coordinator	14.87
24630 - Homemaker	14.87
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.88
25040 - Sewage Plant Operator	17.64
25070 - Stationary Engineer	21.88
25190 - Ventilation Equipment Tender	16.08
25210 - Water Treatment Plant Operator	17.64
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.40
27007 - Baggage Inspector	14.20
27008 - Corrections Officer	20.06
27010 - Court Security Officer	19.71
27030 - Detection Dog Handler	15.89
27040 - Detention Officer	20.06
27070 - Firefighter	17.38
27101 - Guard I	14.20
27102 - Guard II	15.89
27131 - Police Officer I	18.25
27132 - Police Officer II	20.28
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.90
28042 - Carnival Equipment Repairer	13.85
28043 - Carnival Worker	9.84
28210 - Gate Attendant/Gate Tender	15.24
28310 - Lifeguard	13.27
28350 - Park Attendant (Aide)	17.04
28510 - Recreation Aide/Health Facility Attendant	12.44
28515 - Recreation Specialist	20.16
28630 - Sports Official	13.57
28690 - Swimming Pool Operator	15.80
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.53
29020 - Hatch Tender	23.53
29030 - Line Handler	23.53
29041 - Stevedore I	20.64
29042 - Stevedore II	24.87
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		17.40
30022 - Archeological Technician II		18.94
30023 - Archeological Technician III		24.05
30030 - Cartographic Technician		26.11
30040 - Civil Engineering Technician		23.46
30051 - Cryogenic Technician I		25.98
30052 - Cryogenic Technician II		28.70
30061 - Drafter/CAD Operator I		17.40
30062 - Drafter/CAD Operator II		18.94
30063 - Drafter/CAD Operator III		21.11
30064 - Drafter/CAD Operator IV		25.98
30081 - Engineering Technician I		15.46
30082 - Engineering Technician II		17.35
30083 - Engineering Technician III		19.41
30084 - Engineering Technician IV		24.05
30085 - Engineering Technician V		29.42
30086 - Engineering Technician VI		35.59
30090 - Environmental Technician		24.05
30095 - Evidence Control Specialist		24.05
30210 - Laboratory Technician		21.96
30221 - Latent Fingerprint Technician I		25.98
30222 - Latent Fingerprint Technician II		28.70
30240 - Mathematical Technician		24.05
30361 - Paralegal/Legal Assistant I		20.22
30362 - Paralegal/Legal Assistant II		25.05
30363 - Paralegal/Legal Assistant III		30.64
30364 - Paralegal/Legal Assistant IV		37.08
30375 - Petroleum Supply Specialist		29.42
30390 - Photo-Optics Technician		24.05
30395 - Radiation Control Technician		29.42
30461 - Technical Writer I		23.46
30462 - Technical Writer II		28.70
30463 - Technical Writer III		34.72
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		25.98
30502 - Weather Forecaster II		31.61
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.11
30621 - Weather Observer Senior	(see 2)	23.46
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		14.63
31030 - Bus Driver		19.97
31043 - Driver Courier		13.08
31260 - Parking and Lot Attendant		13.27
31290 - Shuttle Bus Driver		13.98

31310 - Taxi Driver	16.90
31361 - Truckdriver Light	13.98
31362 - Truckdriver Medium	14.75
31363 - Truckdriver Heavy	21.30
31364 - Truckdriver Tractor-Trailer	21.30
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	9.42
99050 - Desk Clerk	12.46
99095 - Embalmer	29.43
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	15.18
99252 - Laboratory Animal Caretaker II	16.30
99260 - Marketing Analyst	25.81
99310 - Mortician	29.43
99410 - Pest Controller	17.26
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	13.91
99711 - Recycling Specialist	16.09
99730 - Refuse Collector	12.78
99810 - Sales Clerk	13.31
99820 - School Crossing Guard	14.19
99830 - Survey Party Chief	18.98
99831 - Surveying Aide	14.39
99832 - Surveying Technician	17.25
99840 - Vending Machine Attendant	18.61
99841 - Vending Machine Repairer	22.80
99842 - Vending Machine Repairer Helper	18.61

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

paid sick leave provided pursuant to EO 13706.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

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

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

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

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

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4444
Revision No.: 13
Date Of Last Revision: 04/29/2020

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

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

State: South Carolina

Area: South Carolina Counties of Colleton Georgetown Williamsburg

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.20
01012 - Accounting Clerk II		15.94
01013 - Accounting Clerk III		17.82
01020 - Administrative Assistant		23.66
01035 - Court Reporter		18.07
01041 - Customer Service Representative I		11.28
01042 - Customer Service Representative II		12.68
01043 - Customer Service Representative III		13.83
01051 - Data Entry Operator I		13.06
01052 - Data Entry Operator II		14.25
01060 - Dispatcher Motor Vehicle		17.93
01070 - Document Preparation Clerk		14.39

01090 - Duplicating Machine Operator 14.39
01111 - General Clerk I 11.76
01112 - General Clerk II 12.83
01113 - General Clerk III 14.40
01120 - Housing Referral Assistant 20.15
01141 - Messenger Courier 11.04
01191 - Order Clerk I 13.19
01192 - Order Clerk II 14.39
01261 - Personnel Assistant (Employment) I 16.41
01262 - Personnel Assistant (Employment) II 18.36
01263 - Personnel Assistant (Employment) III 20.47
01270 - Production Control Clerk 22.65
01290 - Rental Clerk 14.69
01300 - Scheduler Maintenance 16.15
01311 - Secretary I 16.15
01312 - Secretary II 18.07
01313 - Secretary III 20.15
01320 - Service Order Dispatcher 15.37
01410 - Supply Technician 23.66
01420 - Survey Worker 16.71
01460 - Switchboard Operator/Receptionist 12.57
01531 - Travel Clerk I 12.40
01532 - Travel Clerk II 13.15
01533 - Travel Clerk III 14.10
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 20.18
05010 - Automotive Electrician 17.81
05040 - Automotive Glass Installer 16.96
05070 - Automotive Worker 18.35
05110 - Mobile Equipment Servicer 15.27
05130 - Motor Equipment Metal Mechanic 20.18
05160 - Motor Equipment Metal Worker 18.35
05190 - Motor Vehicle Mechanic 20.18
05220 - Motor Vehicle Mechanic Helper 14.46
05250 - Motor Vehicle Upholstery Worker 17.46
05280 - Motor Vehicle Wrecker 18.35
05310 - Painter Automotive 17.81
05340 - Radiator Repair Specialist 18.35
05370 - Tire Repairer 13.10
05400 - Transmission Repair Specialist 20.18
07000 - Food Preparation And Service Occupations
07010 - Baker 10.92
07041 - Cook I 9.04
07042 - Cook II 10.36
07070 - Dishwasher 9.41
07130 - Food Service Worker 9.95
07210 - Meat Cutter 13.24

07260 - Waiter/Waitress	9.09
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.17
09040 - Furniture Handler	13.09
09080 - Furniture Refinisher	20.17
09090 - Furniture Refinisher Helper	15.57
09110 - Furniture Repairer Minor	17.87
09130 - Upholsterer	20.17
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.51
11060 - Elevator Operator	12.33
11090 - Gardener	15.87
11122 - Housekeeping Aide	10.19
11150 - Janitor	10.19
11210 - Laborer Grounds Maintenance	12.43
11240 - Maid or Houseman	9.41
11260 - Pruner	11.27
11270 - Tractor Operator	14.78
11330 - Trail Maintenance Worker	12.43
11360 - Window Cleaner	11.09
12000 - Health Occupations	
12010 - Ambulance Driver	18.48
12011 - Breath Alcohol Technician	18.51
12012 - Certified Occupational Therapist Assistant	28.24
12015 - Certified Physical Therapist Assistant	29.91
12020 - Dental Assistant	19.39
12025 - Dental Hygienist	31.00
12030 - EKG Technician	28.05
12035 - Electroneurodiagnostic Technologist	28.05
12040 - Emergency Medical Technician	18.48
12071 - Licensed Practical Nurse I	16.54
12072 - Licensed Practical Nurse II	18.51
12073 - Licensed Practical Nurse III	20.63
12100 - Medical Assistant	15.09
12130 - Medical Laboratory Technician	20.76
12160 - Medical Record Clerk	15.70
12190 - Medical Record Technician	18.51
12195 - Medical Transcriptionist	16.54
12210 - Nuclear Medicine Technologist	40.67
12221 - Nursing Assistant I	11.27
12222 - Nursing Assistant II	12.68
12223 - Nursing Assistant III	13.83
12224 - Nursing Assistant IV	15.53
12235 - Optical Dispenser	18.51
12236 - Optical Technician	16.54
12250 - Pharmacy Technician	14.47
12280 - Phlebotomist	13.30
12305 - Radiologic Technologist	24.81
12311 - Registered Nurse I	25.36
12312 - Registered Nurse II	31.01

12313 - Registered Nurse II Specialist		31.01
12314 - Registered Nurse III		37.52
12315 - Registered Nurse III Anesthetist		37.52
12316 - Registered Nurse IV		44.98
12317 - Scheduler (Drug and Alcohol Testing)		22.92
12320 - Substance Abuse Treatment Counselor		23.85
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.80
13012 - Exhibits Specialist II		23.02
13013 - Exhibits Specialist III		28.51
13041 - Illustrator I		18.80
13042 - Illustrator II		23.02
13043 - Illustrator III		28.51
13047 - Librarian		25.82
13050 - Library Aide/Clerk		14.50
13054 - Library Information Technology Systems Administrator		23.30
13058 - Library Technician		17.80
13061 - Media Specialist I		16.92
13062 - Media Specialist II		18.92
13063 - Media Specialist III		21.10
13071 - Photographer I		16.61
13072 - Photographer II		18.58
13073 - Photographer III		23.02
13074 - Photographer IV		28.15
13075 - Photographer V		34.06
13090 - Technical Order Library Clerk		18.95
13110 - Video Teleconference Technician		16.61
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.95
14042 - Computer Operator II		16.72
14043 - Computer Operator III		18.10
14044 - Computer Operator IV		20.72
14045 - Computer Operator V		22.94
14071 - Computer Programmer I	(see 1)	25.00
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.95
14160 - Personal Computer Support Technician		22.70
14170 - System Support Specialist		23.36
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.60
15020 - Aircrew Training Devices Instructor (Rated)		35.81
15030 - Air Crew Training Devices Instructor (Pilot)		42.92
15050 - Computer Based Training Specialist / Instructor		29.60
15060 - Educational Technologist		31.15

15070 - Flight Instructor (Pilot) 42.92
15080 - Graphic Artist 25.45
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 21.87
15095 - Technical Instructor/Course Developer 26.75
15110 - Test Proctor 17.66
15120 - Tutor 17.66
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.20
16030 - Counter Attendant 10.20
16040 - Dry Cleaner 12.30
16070 - Finisher Flatwork Machine 10.20
16090 - Presser Hand 10.20
16110 - Presser Machine Drycleaning 10.20
16130 - Presser Machine Shirts 10.20
16160 - Presser Machine Wearing Apparel Laundry 10.20
16190 - Sewing Machine Operator 12.96
16220 - Tailor 13.59
16250 - Washer Machine 10.74
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.17
19040 - Tool And Die Maker 24.59
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.03
21030 - Material Coordinator 22.65
21040 - Material Expediter 22.65
21050 - Material Handling Laborer 12.05
21071 - Order Filler 13.28
21080 - Production Line Worker (Food Processing) 20.03
21110 - Shipping Packer 16.08
21130 - Shipping/Receiving Clerk 16.08
21140 - Store Worker I 12.58
21150 - Stock Clerk 16.71
21210 - Tools And Parts Attendant 20.03
21410 - Warehouse Specialist 20.03
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.48
23019 - Aircraft Logs and Records Technician 18.92
23021 - Aircraft Mechanic I 22.34
23022 - Aircraft Mechanic II 23.48
23023 - Aircraft Mechanic III 25.09
23040 - Aircraft Mechanic Helper 16.81
23050 - Aircraft Painter 21.21
23060 - Aircraft Servicer 18.92
23070 - Aircraft Survival Flight Equipment Technician 21.21
23080 - Aircraft Worker 20.06
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.06

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.34
23110 - Appliance Mechanic 20.17
23120 - Bicycle Repairer 16.71
23125 - Cable Splicer 30.12
23130 - Carpenter Maintenance 20.03
23140 - Carpet Layer 19.06
23160 - Electrician Maintenance 23.11
23181 - Electronics Technician Maintenance I 21.79
23182 - Electronics Technician Maintenance II 23.04
23183 - Electronics Technician Maintenance III 24.27
23260 - Fabric Worker 17.87
23290 - Fire Alarm System Mechanic 21.30
23310 - Fire Extinguisher Repairer 16.71
23311 - Fuel Distribution System Mechanic 21.30
23312 - Fuel Distribution System Operator 16.71
23370 - General Maintenance Worker 16.10
23380 - Ground Support Equipment Mechanic 22.34
23381 - Ground Support Equipment Servicer 18.92
23382 - Ground Support Equipment Worker 20.06
23391 - Gunsmith I 16.71
23392 - Gunsmith II 19.06
23393 - Gunsmith III 21.30
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.13
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.20
23430 - Heavy Equipment Mechanic 22.08
23440 - Heavy Equipment Operator 18.66
23460 - Instrument Mechanic 21.30
23465 - Laboratory/Shelter Mechanic 20.17
23470 - Laborer 12.05
23510 - Locksmith 20.17
23530 - Machinery Maintenance Mechanic 24.24
23550 - Machinist Maintenance 18.49
23580 - Maintenance Trades Helper 15.06
23591 - Metrology Technician I 21.30
23592 - Metrology Technician II 22.41
23593 - Metrology Technician III 23.55
23640 - Millwright 22.10
23710 - Office Appliance Repairer 23.46
23760 - Painter Maintenance 20.17
23790 - Pipefitter Maintenance 23.87
23810 - Plumber Maintenance 22.61
23820 - Pneudraulic Systems Mechanic 21.30
23850 - Rigger 21.30
23870 - Scale Mechanic 19.06
23890 - Sheet-Metal Worker Maintenance 20.67
23910 - Small Engine Mechanic 17.76
23931 - Telecommunications Mechanic I 27.48

23932 - Telecommunications Mechanic II 28.93
23950 - Telephone Lineman 21.30
23960 - Welder Combination Maintenance 18.85
23965 - Well Driller 21.30
23970 - Woodcraft Worker 21.30
23980 - Woodworker 16.71
24000 - Personal Needs Occupations
24550 - Case Manager 14.87
24570 - Child Care Attendant 9.02
24580 - Child Care Center Clerk 11.27
24610 - Chore Aide 10.86
24620 - Family Readiness And Support Services Coordinator 14.87
24630 - Homemaker 14.87
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 21.88
25040 - Sewage Plant Operator 17.64
25070 - Stationary Engineer 21.88
25190 - Ventilation Equipment Tender 16.08
25210 - Water Treatment Plant Operator 17.64
27000 - Protective Service Occupations
27004 - Alarm Monitor 14.40
27007 - Baggage Inspector 14.20
27008 - Corrections Officer 20.06
27010 - Court Security Officer 19.71
27030 - Detection Dog Handler 15.89
27040 - Detention Officer 20.06
27070 - Firefighter 17.01
27101 - Guard I 14.20
27102 - Guard II 15.89
27131 - Police Officer I 18.25
27132 - Police Officer II 20.28
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.26
28042 - Carnival Equipment Repairer 13.16
28043 - Carnival Worker 9.35
28210 - Gate Attendant/Gate Tender 13.85
28310 - Lifeguard 12.06
28350 - Park Attendant (Aide) 15.49
28510 - Recreation Aide/Health Facility Attendant 11.31
28515 - Recreation Specialist 18.33
28630 - Sports Official 12.34
28690 - Swimming Pool Operator 15.01
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 23.53
29020 - Hatch Tender 23.53
29030 - Line Handler 23.53
29041 - Stevedore I 20.64
29042 - Stevedore II 24.87
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.40
30022 - Archeological Technician II 18.94
30023 - Archeological Technician III 24.05
30030 - Cartographic Technician 26.11
30040 - Civil Engineering Technician 23.46
30051 - Cryogenic Technician I 25.98
30052 - Cryogenic Technician II 28.70
30061 - Drafter/CAD Operator I 17.40
30062 - Drafter/CAD Operator II 18.94
30063 - Drafter/CAD Operator III 21.11
30064 - Drafter/CAD Operator IV 25.98
30081 - Engineering Technician I 15.46
30082 - Engineering Technician II 17.35
30083 - Engineering Technician III 19.41
30084 - Engineering Technician IV 24.05
30085 - Engineering Technician V 29.42
30086 - Engineering Technician VI 35.59
30090 - Environmental Technician 24.05
30095 - Evidence Control Specialist 24.05
30210 - Laboratory Technician 21.96
30221 - Latent Fingerprint Technician I 25.98
30222 - Latent Fingerprint Technician II 28.70
30240 - Mathematical Technician 24.05
30361 - Paralegal/Legal Assistant I 19.39
30362 - Paralegal/Legal Assistant II 24.01
30363 - Paralegal/Legal Assistant III 29.38
30364 - Paralegal/Legal Assistant IV 35.55
30375 - Petroleum Supply Specialist 29.42
30390 - Photo-Optics Technician 24.05
30395 - Radiation Control Technician 29.42
30461 - Technical Writer I 23.46
30462 - Technical Writer II 28.70
30463 - Technical Writer III 34.72
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 25.98
30502 - Weather Forecaster II 31.61
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.11
30621 - Weather Observer Senior (see 2) 23.46
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.63
31030 - Bus Driver 19.97

31043 - Driver Courier	13.08
31260 - Parking and Lot Attendant	13.27
31290 - Shuttle Bus Driver	13.98
31310 - Taxi Driver	16.90
31361 - Truckdriver Light	13.98
31362 - Truckdriver Medium	14.75
31363 - Truckdriver Heavy	21.30
31364 - Truckdriver Tractor-Trailer	21.30
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	8.98
99050 - Desk Clerk	12.46
99095 - Embalmer	29.43
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.56
99252 - Laboratory Animal Caretaker II	15.76
99260 - Marketing Analyst	25.81
99310 - Mortician	29.43
99410 - Pest Controller	17.26
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	13.91
99711 - Recycling Specialist	16.09
99730 - Refuse Collector	12.78
99810 - Sales Clerk	13.31
99820 - School Crossing Guard	13.84
99830 - Survey Party Chief	18.98
99831 - Surveying Aide	14.39
99832 - Surveying Technician	17.25
99840 - Vending Machine Attendant	18.10
99841 - Vending Machine Repairer	22.22
99842 - Vending Machine Repairer Helper	18.15

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

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 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.: 2015-4445
Revision No.: 15
Date Of Last Revision: 04/20/2021

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: South Carolina

Area: South Carolina County of McCormick

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		16.28
01013 - Accounting Clerk III		18.22
01020 - Administrative Assistant		27.59
01035 - Court Reporter		17.11
01041 - Customer Service Representative I		12.59
01042 - Customer Service Representative II		13.74
01043 - Customer Service Representative III		15.43
01051 - Data Entry Operator I		14.55
01052 - Data Entry Operator II		15.88
01060 - Dispatcher Motor Vehicle		17.11
01070 - Document Preparation Clerk		13.61
01090 - Duplicating Machine Operator		13.61
01111 - General Clerk I		13.39
01112 - General Clerk II		14.49

01113 - General Clerk III 16.21
01120 - Housing Referral Assistant 19.59
01141 - Messenger Courier 12.39
01191 - Order Clerk I 12.48
01192 - Order Clerk II 14.18
01261 - Personnel Assistant (Employment) I 15.29
01262 - Personnel Assistant (Employment) II 17.10
01263 - Personnel Assistant (Employment) III 19.06
01270 - Production Control Clerk 24.21
01290 - Rental Clerk 14.10
01300 - Scheduler Maintenance 15.33
01311 - Secretary I 15.29
01312 - Secretary II 17.11
01313 - Secretary III 19.44
01320 - Service Order Dispatcher 15.29
01410 - Supply Technician 27.59
01420 - Survey Worker 15.71
01460 - Switchboard Operator/Receptionist 13.39
01531 - Travel Clerk I 13.13
01532 - Travel Clerk II 14.52
01533 - Travel Clerk III 15.68
01611 - Word Processor I 13.61
01612 - Word Processor II 15.29
01613 - Word Processor III 17.17
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.26
05010 - Automotive Electrician 18.01
05040 - Automotive Glass Installer 16.38
05070 - Automotive Worker 17.03
05110 - Mobile Equipment Servicer 14.26
05130 - Motor Equipment Metal Mechanic 19.16
05160 - Motor Equipment Metal Worker 17.03
05190 - Motor Vehicle Mechanic 18.42
05220 - Motor Vehicle Mechanic Helper 13.98
05250 - Motor Vehicle Upholstery Worker 15.90
05280 - Motor Vehicle Wrecker 17.03
05310 - Painter Automotive 17.32
05340 - Radiator Repair Specialist 17.03
05370 - Tire Repairer 12.67
05400 - Transmission Repair Specialist 19.16
07000 - Food Preparation And Service Occupations
07010 - Baker 12.13
07041 - Cook I 10.30
07042 - Cook II 11.88
07070 - Dishwasher 9.73
07130 - Food Service Worker 10.59
07210 - Meat Cutter 15.68
07260 - Waiter/Waitress 9.04
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.62

09040 - Furniture Handler 12.48
09080 - Furniture Refinisher 19.62
09090 - Furniture Refinisher Helper 15.01
09110 - Furniture Repairer Minor 17.50
09130 - Upholsterer 19.59
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.73
11060 - Elevator Operator 11.80
11090 - Gardener 16.77
11122 - Housekeeping Aide 11.80
11150 - Janitor 11.80
11210 - Laborer Grounds Maintenance 12.85
11240 - Maid or Houseman 9.62
11260 - Pruner 11.49
11270 - Tractor Operator 15.47
11330 - Trail Maintenance Worker 12.85
11360 - Window Cleaner 13.19
12000 - Health Occupations
12010 - Ambulance Driver 17.50
12011 - Breath Alcohol Technician 17.90
12012 - Certified Occupational Therapist Assistant 30.79
12015 - Certified Physical Therapist Assistant 30.27
12020 - Dental Assistant 18.20
12025 - Dental Hygienist 31.09
12030 - EKG Technician 27.12
12035 - Electroneurodiagnostic Technologist 27.12
12040 - Emergency Medical Technician 17.50
12071 - Licensed Practical Nurse I 15.99
12072 - Licensed Practical Nurse II 17.90
12073 - Licensed Practical Nurse III 19.95
12100 - Medical Assistant 15.55
12130 - Medical Laboratory Technician 19.25
12160 - Medical Record Clerk 15.05
12190 - Medical Record Technician 20.25
12195 - Medical Transcriptionist 15.99
12210 - Nuclear Medicine Technologist 39.32
12221 - Nursing Assistant I 11.95
12222 - Nursing Assistant II 13.43
12223 - Nursing Assistant III 14.65
12224 - Nursing Assistant IV 16.45
12235 - Optical Dispenser 19.98
12236 - Optical Technician 15.99
12250 - Pharmacy Technician 15.93
12280 - Phlebotomist 15.77
12305 - Radiologic Technologist 25.66
12311 - Registered Nurse I 25.86
12312 - Registered Nurse II 30.68
12313 - Registered Nurse II Specialist 30.68
12314 - Registered Nurse III 37.13
12315 - Registered Nurse III Anesthetist 37.13

12316 - Registered Nurse IV		44.49
12317 - Scheduler (Drug and Alcohol Testing)		22.16
12320 - Substance Abuse Treatment Counselor		19.62
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.51
13012 - Exhibits Specialist II		24.18
13013 - Exhibits Specialist III		29.58
13041 - Illustrator I		19.51
13042 - Illustrator II		24.16
13043 - Illustrator III		29.55
13047 - Librarian		26.77
13050 - Library Aide/Clerk		11.11
13054 - Library Information Technology Systems Administrator		24.18
13058 - Library Technician		17.93
13061 - Media Specialist I		17.44
13062 - Media Specialist II		19.51
13063 - Media Specialist III		21.76
13071 - Photographer I		17.31
13072 - Photographer II		19.36
13073 - Photographer III		23.98
13074 - Photographer IV		29.34
13075 - Photographer V		35.50
13090 - Technical Order Library Clerk		16.73
13110 - Video Teleconference Technician		18.84
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.00
14042 - Computer Operator II		16.20
14043 - Computer Operator III		19.95
14044 - Computer Operator IV		20.79
14045 - Computer Operator V		24.54
14071 - Computer Programmer I	(see 1)	24.88
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		14.00
14160 - Personal Computer Support Technician		20.79
14170 - System Support Specialist		24.54
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.76
15020 - Aircrew Training Devices Instructor (Rated)		36.00
15030 - Air Crew Training Devices Instructor (Pilot)		43.15
15050 - Computer Based Training Specialist / Instructor		29.76
15060 - Educational Technologist		30.54
15070 - Flight Instructor (Pilot)		43.15
15080 - Graphic Artist		22.19
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.06

15086 - Maintenance Test Pilot Rotary Wing 41.06
15088 - Non-Maintenance Test/Co-Pilot 41.06
15090 - Technical Instructor 22.12
15095 - Technical Instructor/Course Developer 27.38
15110 - Test Proctor 18.04
15120 - Tutor 17.93
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.90
16030 - Counter Attendant 9.90
16040 - Dry Cleaner 11.89
16070 - Finisher Flatwork Machine 9.90
16090 - Presser Hand 9.90
16110 - Presser Machine Drycleaning 9.90
16130 - Presser Machine Shirts 9.90
16160 - Presser Machine Wearing Apparel Laundry 9.90
16190 - Sewing Machine Operator 12.56
16220 - Tailor 13.26
16250 - Washer Machine 10.56
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.47
19040 - Tool And Die Maker 27.93
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.58
21030 - Material Coordinator 24.15
21040 - Material Expediter 24.15
21050 - Material Handling Laborer 13.04
21071 - Order Filler 12.90
21080 - Production Line Worker (Food Processing) 17.58
21110 - Shipping Packer 15.96
21130 - Shipping/Receiving Clerk 15.96
21140 - Store Worker I 12.02
21150 - Stock Clerk 16.65
21210 - Tools And Parts Attendant 17.58
21410 - Warehouse Specialist 17.58
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.57
23019 - Aircraft Logs and Records Technician 18.43
23021 - Aircraft Mechanic I 22.25
23022 - Aircraft Mechanic II 23.57
23023 - Aircraft Mechanic III 24.79
23040 - Aircraft Mechanic Helper 15.80
23050 - Aircraft Painter 20.98
23060 - Aircraft Servicer 18.43
23070 - Aircraft Survival Flight Equipment Technician 20.98
23080 - Aircraft Worker 19.73
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 19.73
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.25
23110 - Appliance Mechanic 20.98

23120 - Bicycle Repairer	17.12
23125 - Cable Splicer	33.01
23130 - Carpenter Maintenance	19.45
23140 - Carpet Layer	19.73
23160 - Electrician Maintenance	21.78
23181 - Electronics Technician Maintenance I	19.73
23182 - Electronics Technician Maintenance II	20.98
23183 - Electronics Technician Maintenance III	22.27
23260 - Fabric Worker	18.43
23290 - Fire Alarm System Mechanic	22.25
23310 - Fire Extinguisher Repairer	17.12
23311 - Fuel Distribution System Mechanic	24.95
23312 - Fuel Distribution System Operator	19.20
23370 - General Maintenance Worker	19.25
23380 - Ground Support Equipment Mechanic	22.25
23381 - Ground Support Equipment Servicer	18.43
23382 - Ground Support Equipment Worker	19.73
23391 - Gunsmith I	17.12
23392 - Gunsmith II	19.73
23393 - Gunsmith III	22.25
23410 - Heating Ventilation And Air-Conditioning Mechanic	19.79
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	20.97
23430 - Heavy Equipment Mechanic	22.86
23440 - Heavy Equipment Operator	17.89
23460 - Instrument Mechanic	22.25
23465 - Laboratory/Shelter Mechanic	20.98
23470 - Laborer	13.04
23510 - Locksmith	20.98
23530 - Machinery Maintenance Mechanic	26.84
23550 - Machinist Maintenance	18.94
23580 - Maintenance Trades Helper	15.37
23591 - Metrology Technician I	22.25
23592 - Metrology Technician II	23.57
23593 - Metrology Technician III	24.79
23640 - Millwright	24.38
23710 - Office Appliance Repairer	21.55
23760 - Painter Maintenance	16.54
23790 - Pipefitter Maintenance	24.46
23810 - Plumber Maintenance	23.07
23820 - Pneudraulic Systems Mechanic	22.25
23850 - Rigger	22.25
23870 - Scale Mechanic	19.73
23890 - Sheet-Metal Worker Maintenance	21.49
23910 - Small Engine Mechanic	19.73
23931 - Telecommunications Mechanic I	33.13
23932 - Telecommunications Mechanic II	35.10
23950 - Telephone Lineman	22.25
23960 - Welder Combination Maintenance	20.32

23965 - Well Driller	22.25
23970 - Woodcraft Worker	22.25
23980 - Woodworker	17.12
24000 - Personal Needs Occupations	
24550 - Case Manager	14.41
24570 - Child Care Attendant	11.00
24580 - Child Care Center Clerk	14.04
24610 - Chore Aide	11.76
24620 - Family Readiness And Support Services Coordinator	14.41
24630 - Homemaker	15.32
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.58
25040 - Sewage Plant Operator	22.24
25070 - Stationary Engineer	23.58
25190 - Ventilation Equipment Tender	17.02
25210 - Water Treatment Plant Operator	22.24
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.56
27007 - Baggage Inspector	13.78
27008 - Corrections Officer	16.67
27010 - Court Security Officer	16.71
27030 - Detection Dog Handler	15.41
27040 - Detention Officer	16.67
27070 - Firefighter	17.29
27101 - Guard I	13.78
27102 - Guard II	15.41
27131 - Police Officer I	18.74
27132 - Police Officer II	20.83
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.34
28042 - Carnival Equipment Repairer	14.46
28043 - Carnival Worker	9.91
28210 - Gate Attendant/Gate Tender	16.22
28310 - Lifeguard	12.93
28350 - Park Attendant (Aide)	18.13
28510 - Recreation Aide/Health Facility Attendant	13.23
28515 - Recreation Specialist	22.12
28630 - Sports Official	14.44
28690 - Swimming Pool Operator	17.62
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.18
29020 - Hatch Tender	22.18
29030 - Line Handler	22.18
29041 - Stevedore I	21.49
29042 - Stevedore II	24.37
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		20.28
30022 - Archeological Technician II		22.69
30023 - Archeological Technician III		28.11
30030 - Cartographic Technician		27.87
30040 - Civil Engineering Technician		24.43
30051 - Cryogenic Technician I		25.18
30052 - Cryogenic Technician II		27.81
30061 - Drafter/CAD Operator I		20.28
30062 - Drafter/CAD Operator II		22.69
30063 - Drafter/CAD Operator III		25.28
30064 - Drafter/CAD Operator IV		29.85
30081 - Engineering Technician I		17.77
30082 - Engineering Technician II		20.10
30083 - Engineering Technician III		22.53
30084 - Engineering Technician IV		27.93
30085 - Engineering Technician V		32.62
30086 - Engineering Technician VI		37.46
30090 - Environmental Technician		27.76
30095 - Evidence Control Specialist		22.74
30210 - Laboratory Technician		26.83
30221 - Latent Fingerprint Technician I		25.18
30222 - Latent Fingerprint Technician II		27.81
30240 - Mathematical Technician		27.76
30361 - Paralegal/Legal Assistant I		16.99
30362 - Paralegal/Legal Assistant II		21.76
30363 - Paralegal/Legal Assistant III		26.62
30364 - Paralegal/Legal Assistant IV		32.19
30375 - Petroleum Supply Specialist		27.81
30390 - Photo-Optics Technician		27.76
30395 - Radiation Control Technician		27.81
30461 - Technical Writer I		25.63
30462 - Technical Writer II		31.34
30463 - Technical Writer III		37.91
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		29.85
30502 - Weather Forecaster II		36.31
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	25.28
30621 - Weather Observer Senior	(see 2)	26.00
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		13.57
31030 - Bus Driver		19.00
31043 - Driver Courier		15.08
31260 - Parking and Lot Attendant		12.19
31290 - Shuttle Bus Driver		15.51

31310 - Taxi Driver	12.08
31361 - Truckdriver Light	16.34
31362 - Truckdriver Medium	17.60
31363 - Truckdriver Heavy	20.33
31364 - Truckdriver Tractor-Trailer	20.33
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	10.05
99050 - Desk Clerk	11.36
99095 - Embalmer	26.29
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	11.98
99252 - Laboratory Animal Caretaker II	12.97
99260 - Marketing Analyst	27.03
99310 - Mortician	26.29
99410 - Pest Controller	19.86
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	13.96
99711 - Recycling Specialist	16.94
99730 - Refuse Collector	11.96
99810 - Sales Clerk	11.26
99820 - School Crossing Guard	13.52
99830 - Survey Party Chief	20.77
99831 - Surveying Aide	13.52
99832 - Surveying Technician	18.47
99840 - Vending Machine Attendant	18.20
99841 - Vending Machine Repairer	22.72
99842 - Vending Machine Repairer Helper	18.20

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 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.: 2015-4446
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.

State: South Carolina

Area: South Carolina County of McCormick

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		16.28
01013 - Accounting Clerk III		18.22
01020 - Administrative Assistant		27.59
01035 - Court Reporter		17.11
01041 - Customer Service Representative I		11.58
01042 - Customer Service Representative II		13.02
01043 - Customer Service Representative III		14.21
01051 - Data Entry Operator I		14.55
01052 - Data Entry Operator II		15.88
01060 - Dispatcher Motor Vehicle		17.11
01070 - Document Preparation Clerk		13.61

01090 - Duplicating Machine Operator 13.61
01111 - General Clerk I 13.39
01112 - General Clerk II 14.49
01113 - General Clerk III 16.21
01120 - Housing Referral Assistant 19.59
01141 - Messenger Courier 12.39
01191 - Order Clerk I 12.48
01192 - Order Clerk II 14.18
01261 - Personnel Assistant (Employment) I 15.28
01262 - Personnel Assistant (Employment) II 17.10
01263 - Personnel Assistant (Employment) III 19.06
01270 - Production Control Clerk 24.21
01290 - Rental Clerk 14.10
01300 - Scheduler Maintenance 15.33
01311 - Secretary I 15.28
01312 - Secretary II 17.11
01313 - Secretary III 19.44
01320 - Service Order Dispatcher 15.28
01410 - Supply Technician 27.59
01420 - Survey Worker 15.35
01460 - Switchboard Operator/Receptionist 13.27
01531 - Travel Clerk I 12.58
01532 - Travel Clerk II 13.98
01533 - Travel Clerk III 15.10
01611 - Word Processor I 13.61
01612 - Word Processor II 15.28
01613 - Word Processor III 17.17
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.26
05010 - Automotive Electrician 18.01
05040 - Automotive Glass Installer 16.38
05070 - Automotive Worker 17.03
05110 - Mobile Equipment Servicer 14.26
05130 - Motor Equipment Metal Mechanic 19.16
05160 - Motor Equipment Metal Worker 17.03
05190 - Motor Vehicle Mechanic 18.42
05220 - Motor Vehicle Mechanic Helper 13.98
05250 - Motor Vehicle Upholstery Worker 15.90
05280 - Motor Vehicle Wrecker 17.03
05310 - Painter Automotive 17.32
05340 - Radiator Repair Specialist 17.03
05370 - Tire Repairer 12.42
05400 - Transmission Repair Specialist 19.16
07000 - Food Preparation And Service Occupations
07010 - Baker 12.13
07041 - Cook I 10.30
07042 - Cook II 11.88
07070 - Dishwasher 9.43
07130 - Food Service Worker 9.63
07210 - Meat Cutter 15.68

07260 - Waiter/Waitress	9.04
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.62
09040 - Furniture Handler	12.48
09080 - Furniture Refinisher	19.62
09090 - Furniture Refinisher Helper	15.01
09110 - Furniture Repairer Minor	17.50
09130 - Upholsterer	19.59
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.73
11060 - Elevator Operator	10.86
11090 - Gardener	16.06
11122 - Housekeeping Aide	10.86
11150 - Janitor	10.86
11210 - Laborer Grounds Maintenance	12.35
11240 - Maid or Houseman	9.42
11260 - Pruner	11.06
11270 - Tractor Operator	14.83
11330 - Trail Maintenance Worker	12.35
11360 - Window Cleaner	12.14
12000 - Health Occupations	
12010 - Ambulance Driver	15.91
12011 - Breath Alcohol Technician	17.90
12012 - Certified Occupational Therapist Assistant	30.79
12015 - Certified Physical Therapist Assistant	30.27
12020 - Dental Assistant	18.04
12025 - Dental Hygienist	31.09
12030 - EKG Technician	27.12
12035 - Electroneurodiagnostic Technologist	27.12
12040 - Emergency Medical Technician	15.91
12071 - Licensed Practical Nurse I	15.99
12072 - Licensed Practical Nurse II	17.90
12073 - Licensed Practical Nurse III	19.95
12100 - Medical Assistant	14.48
12130 - Medical Laboratory Technician	19.25
12160 - Medical Record Clerk	15.05
12190 - Medical Record Technician	20.25
12195 - Medical Transcriptionist	15.99
12210 - Nuclear Medicine Technologist	39.32
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	19.98
12236 - Optical Technician	15.99
12250 - Pharmacy Technician	14.48
12280 - Phlebotomist	15.11
12305 - Radiologic Technologist	25.66
12311 - Registered Nurse I	25.86
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		42.69
12317 - Scheduler (Drug and Alcohol Testing)		22.16
12320 - Substance Abuse Treatment Counselor		19.62
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.51
13012 - Exhibits Specialist II		24.18
13013 - Exhibits Specialist III		29.58
13041 - Illustrator I		19.51
13042 - Illustrator II		24.16
13043 - Illustrator III		29.55
13047 - Librarian		26.77
13050 - Library Aide/Clerk		11.11
13054 - Library Information Technology Systems Administrator		24.18
13058 - Library Technician		17.93
13061 - Media Specialist I		17.44
13062 - Media Specialist II		19.51
13063 - Media Specialist III		21.76
13071 - Photographer I		16.43
13072 - Photographer II		18.40
13073 - Photographer III		22.81
13074 - Photographer IV		27.92
13075 - Photographer V		33.67
13090 - Technical Order Library Clerk		16.73
13110 - Video Teleconference Technician		18.84
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.41
14042 - Computer Operator II		16.20
14043 - Computer Operator III		19.95
14044 - Computer Operator IV		20.79
14045 - Computer Operator V		24.54
14071 - Computer Programmer I	(see 1)	24.88
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		13.41
14160 - Personal Computer Support Technician		20.79
14170 - System Support Specialist		24.54
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.76
15020 - Aircrew Training Devices Instructor (Rated)		36.00
15030 - Air Crew Training Devices Instructor (Pilot)		43.15
15050 - Computer Based Training Specialist / Instructor		29.76
15060 - Educational Technologist		30.54

15070 - Flight Instructor (Pilot) 43.15
15080 - Graphic Artist 22.19
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.06
15086 - Maintenance Test Pilot Rotary Wing 41.06
15088 - Non-Maintenance Test/Co-Pilot 41.06
15090 - Technical Instructor 22.12
15095 - Technical Instructor/Course Developer 27.38
15110 - Test Proctor 18.04
15120 - Tutor 17.93
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.59
16030 - Counter Attendant 9.59
16040 - Dry Cleaner 11.56
16070 - Finisher Flatwork Machine 9.59
16090 - Presser Hand 9.59
16110 - Presser Machine Drycleaning 9.59
16130 - Presser Machine Shirts 9.59
16160 - Presser Machine Wearing Apparel Laundry 9.59
16190 - Sewing Machine Operator 12.21
16220 - Tailor 12.89
16250 - Washer Machine 10.23
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.72
19040 - Tool And Die Maker 26.99
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.58
21030 - Material Coordinator 24.15
21040 - Material Expediter 24.15
21050 - Material Handling Laborer 11.85
21071 - Order Filler 12.90
21080 - Production Line Worker (Food Processing) 17.58
21110 - Shipping Packer 15.41
21130 - Shipping/Receiving Clerk 15.41
21140 - Store Worker I 11.68
21150 - Stock Clerk 16.19
21210 - Tools And Parts Attendant 17.58
21410 - Warehouse Specialist 17.58
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 22.77
23019 - Aircraft Logs and Records Technician 17.81
23021 - Aircraft Mechanic I 21.49
23022 - Aircraft Mechanic II 22.77
23023 - Aircraft Mechanic III 23.96
23040 - Aircraft Mechanic Helper 15.28
23050 - Aircraft Painter 20.27
23060 - Aircraft Servicer 17.81
23070 - Aircraft Survival Flight Equipment Technician 20.27
23080 - Aircraft Worker 19.06
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 19.06

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 21.49
23110 - Appliance Mechanic 20.27
23120 - Bicycle Repairer 16.53
23125 - Cable Splicer 30.01
23130 - Carpenter Maintenance 17.68
23140 - Carpet Layer 19.06
23160 - Electrician Maintenance 21.78
23181 - Electronics Technician Maintenance I 19.06
23182 - Electronics Technician Maintenance II 20.93
23183 - Electronics Technician Maintenance III 22.27
23260 - Fabric Worker 17.81
23290 - Fire Alarm System Mechanic 21.49
23310 - Fire Extinguisher Repairer 16.54
23311 - Fuel Distribution System Mechanic 24.95
23312 - Fuel Distribution System Operator 19.20
23370 - General Maintenance Worker 19.25
23380 - Ground Support Equipment Mechanic 21.49
23381 - Ground Support Equipment Servicer 17.81
23382 - Ground Support Equipment Worker 19.06
23391 - Gunsmith I 16.54
23392 - Gunsmith II 19.06
23393 - Gunsmith III 21.49
23410 - Heating Ventilation And Air-Conditioning Mechanic 19.79
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 20.97
23430 - Heavy Equipment Mechanic 20.78
23440 - Heavy Equipment Operator 17.81
23460 - Instrument Mechanic 21.80
23465 - Laboratory/Shelter Mechanic 20.27
23470 - Laborer 11.85
23510 - Locksmith 20.27
23530 - Machinery Maintenance Mechanic 26.84
23550 - Machinist Maintenance 18.94
23580 - Maintenance Trades Helper 15.37
23591 - Metrology Technician I 21.80
23592 - Metrology Technician II 23.08
23593 - Metrology Technician III 24.31
23640 - Millwright 22.77
23710 - Office Appliance Repairer 19.59
23760 - Painter Maintenance 16.37
23790 - Pipefitter Maintenance 24.10
23810 - Plumber Maintenance 22.73
23820 - Pneudraulic Systems Mechanic 21.49
23850 - Rigger 21.49
23870 - Scale Mechanic 19.06
23890 - Sheet-Metal Worker Maintenance 21.49
23910 - Small Engine Mechanic 18.98
23931 - Telecommunications Mechanic I 33.13

23932 - Telecommunications Mechanic II 35.10
23950 - Telephone Lineman 21.49
23960 - Welder Combination Maintenance 20.32
23965 - Well Driller 21.49
23970 - Woodcraft Worker 21.49
23980 - Woodworker 16.54
24000 - Personal Needs Occupations
24550 - Case Manager 14.32
24570 - Child Care Attendant 11.00
24580 - Child Care Center Clerk 14.04
24610 - Chore Aide 10.86
24620 - Family Readiness And Support Services Coordinator 14.32
24630 - Homemaker 15.32
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 25.58
25040 - Sewage Plant Operator 20.22
25070 - Stationary Engineer 23.58
25190 - Ventilation Equipment Tender 16.66
25210 - Water Treatment Plant Operator 20.22
27000 - Protective Service Occupations
27004 - Alarm Monitor 14.56
27007 - Baggage Inspector 13.19
27008 - Corrections Officer 16.47
27010 - Court Security Officer 16.71
27030 - Detection Dog Handler 14.75
27040 - Detention Officer 16.47
27070 - Firefighter 17.29
27101 - Guard I 13.19
27102 - Guard II 14.75
27131 - Police Officer I 18.11
27132 - Police Officer II 20.12
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.92
28042 - Carnival Equipment Repairer 13.99
28043 - Carnival Worker 9.61
28210 - Gate Attendant/Gate Tender 14.91
28310 - Lifeguard 12.93
28350 - Park Attendant (Aide) 16.68
28510 - Recreation Aide/Health Facility Attendant 12.17
28515 - Recreation Specialist 20.11
28630 - Sports Official 13.28
28690 - Swimming Pool Operator 17.62
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 22.18
29020 - Hatch Tender 22.18
29030 - Line Handler 22.18
29041 - Stevedore I 21.49
29042 - Stevedore II 24.37
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 20.28
30022 - Archeological Technician II 22.69
30023 - Archeological Technician III 28.11
30030 - Cartographic Technician 27.87
30040 - Civil Engineering Technician 24.43
30051 - Cryogenic Technician I 25.18
30052 - Cryogenic Technician II 27.81
30061 - Drafter/CAD Operator I 20.28
30062 - Drafter/CAD Operator II 22.69
30063 - Drafter/CAD Operator III 25.28
30064 - Drafter/CAD Operator IV 29.85
30081 - Engineering Technician I 17.77
30082 - Engineering Technician II 20.10
30083 - Engineering Technician III 22.53
30084 - Engineering Technician IV 27.93
30085 - Engineering Technician V 32.62
30086 - Engineering Technician VI 37.46
30090 - Environmental Technician 27.76
30095 - Evidence Control Specialist 22.74
30210 - Laboratory Technician 26.83
30221 - Latent Fingerprint Technician I 25.18
30222 - Latent Fingerprint Technician II 27.81
30240 - Mathematical Technician 27.76
30361 - Paralegal/Legal Assistant I 16.99
30362 - Paralegal/Legal Assistant II 21.76
30363 - Paralegal/Legal Assistant III 26.62
30364 - Paralegal/Legal Assistant IV 32.19
30375 - Petroleum Supply Specialist 27.81
30390 - Photo-Optics Technician 27.76
30395 - Radiation Control Technician 27.81
30461 - Technical Writer I 25.63
30462 - Technical Writer II 31.34
30463 - Technical Writer III 37.91
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 29.85
30502 - Weather Forecaster II 36.31
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 25.28
30621 - Weather Observer Senior (see 2) 26.00
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 13.57
31030 - Bus Driver 19.00

31043 - Driver Courier	14.78
31260 - Parking and Lot Attendant	12.19
31290 - Shuttle Bus Driver	15.51
31310 - Taxi Driver	12.08
31361 - Truckdriver Light	15.51
31362 - Truckdriver Medium	16.74
31363 - Truckdriver Heavy	20.33
31364 - Truckdriver Tractor-Trailer	20.33
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.51
99050 - Desk Clerk	10.96
99095 - Embalmer	26.29
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	10.89
99252 - Laboratory Animal Caretaker II	11.79
99260 - Marketing Analyst	27.03
99310 - Mortician	26.29
99410 - Pest Controller	19.86
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	13.96
99711 - Recycling Specialist	16.94
99730 - Refuse Collector	11.96
99810 - Sales Clerk	11.10
99820 - School Crossing Guard	13.14
99830 - Survey Party Chief	20.77
99831 - Surveying Aide	13.52
99832 - Surveying Technician	18.47
99840 - Vending Machine Attendant	17.67
99841 - Vending Machine Repairer	22.05
99842 - Vending Machine Repairer Helper	17.67

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

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

paid sick leave provided pursuant to EO 13706.

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

HOLIDAYS: A minimum of 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.: 2015-4449
Revision No.: 15
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Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: South Carolina

Area: South Carolina County of Chester

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.30
01012 - Accounting Clerk II		18.31
01013 - Accounting Clerk III		20.47
01020 - Administrative Assistant		30.23
01035 - Court Reporter		20.80
01041 - Customer Service Representative I		14.73
01042 - Customer Service Representative II		16.13
01043 - Customer Service Representative III		18.06
01051 - Data Entry Operator I		14.41
01052 - Data Entry Operator II		15.71
01060 - Dispatcher Motor Vehicle		19.93
01070 - Document Preparation Clerk		15.69
01090 - Duplicating Machine Operator		15.69
01111 - General Clerk I		13.45
01112 - General Clerk II		14.68

01113 - General Clerk III 16.49
01120 - Housing Referral Assistant 21.10
01141 - Messenger Courier 13.04
01191 - Order Clerk I 18.63
01192 - Order Clerk II 20.33
01261 - Personnel Assistant (Employment) I 16.88
01262 - Personnel Assistant (Employment) II 18.88
01263 - Personnel Assistant (Employment) III 21.04
01270 - Production Control Clerk 22.50
01290 - Rental Clerk 13.54
01300 - Scheduler Maintenance 16.93
01311 - Secretary I 16.93
01312 - Secretary II 18.93
01313 - Secretary III 21.10
01320 - Service Order Dispatcher 17.81
01410 - Supply Technician 30.23
01420 - Survey Worker 17.07
01460 - Switchboard Operator/Receptionist 15.15
01531 - Travel Clerk I 17.04
01532 - Travel Clerk II 18.15
01533 - Travel Clerk III 19.34
01611 - Word Processor I 17.60
01612 - Word Processor II 19.77
01613 - Word Processor III 22.11
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 26.44
05010 - Automotive Electrician 21.53
05040 - Automotive Glass Installer 20.38
05070 - Automotive Worker 20.38
05110 - Mobile Equipment Servicer 18.15
05130 - Motor Equipment Metal Mechanic 22.62
05160 - Motor Equipment Metal Worker 20.38
05190 - Motor Vehicle Mechanic 22.62
05220 - Motor Vehicle Mechanic Helper 16.93
05250 - Motor Vehicle Upholstery Worker 19.28
05280 - Motor Vehicle Wrecker 20.38
05310 - Painter Automotive 21.53
05340 - Radiator Repair Specialist 20.38
05370 - Tire Repairer 15.95
05400 - Transmission Repair Specialist 22.62
07000 - Food Preparation And Service Occupations
07010 - Baker 12.59
07041 - Cook I 12.91
07042 - Cook II 14.50
07070 - Dishwasher 10.30
07130 - Food Service Worker 12.08
07210 - Meat Cutter 17.45
07260 - Waiter/Waitress 9.67
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.29

09040 - Furniture Handler 10.49
09080 - Furniture Refinisher 15.88
09090 - Furniture Refinisher Helper 12.49
09110 - Furniture Repairer Minor 14.22
09130 - Upholsterer 16.13
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 10.92
11060 - Elevator Operator 10.92
11090 - Gardener 19.02
11122 - Housekeeping Aide 11.83
11150 - Janitor 11.83
11210 - Laborer Grounds Maintenance 14.91
11240 - Maid or Houseman 11.56
11260 - Pruner 13.20
11270 - Tractor Operator 17.75
11330 - Trail Maintenance Worker 14.91
11360 - Window Cleaner 13.36
12000 - Health Occupations
12010 - Ambulance Driver 19.59
12011 - Breath Alcohol Technician 20.44
12012 - Certified Occupational Therapist Assistant 31.16
12015 - Certified Physical Therapist Assistant 29.11
12020 - Dental Assistant 22.48
12025 - Dental Hygienist 38.91
12030 - EKG Technician 32.99
12035 - Electroneurodiagnostic Technologist 32.99
12040 - Emergency Medical Technician 19.59
12071 - Licensed Practical Nurse I 18.28
12072 - Licensed Practical Nurse II 20.44
12073 - Licensed Practical Nurse III 22.78
12100 - Medical Assistant 17.32
12130 - Medical Laboratory Technician 25.04
12160 - Medical Record Clerk 17.57
12190 - Medical Record Technician 20.04
12195 - Medical Transcriptionist 18.60
12210 - Nuclear Medicine Technologist 34.92
12221 - Nursing Assistant I 11.84
12222 - Nursing Assistant II 13.32
12223 - Nursing Assistant III 14.53
12224 - Nursing Assistant IV 16.30
12235 - Optical Dispenser 21.64
12236 - Optical Technician 16.04
12250 - Pharmacy Technician 16.29
12280 - Phlebotomist 17.31
12305 - Radiologic Technologist 28.24
12311 - Registered Nurse I 24.10
12312 - Registered Nurse II 29.48
12313 - Registered Nurse II Specialist 29.48
12314 - Registered Nurse III 35.67
12315 - Registered Nurse III Anesthetist 35.67

12316 - Registered Nurse IV		42.75
12317 - Scheduler (Drug and Alcohol Testing)		25.31
12320 - Substance Abuse Treatment Counselor		22.73
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.97
13012 - Exhibits Specialist II		25.98
13013 - Exhibits Specialist III		31.78
13041 - Illustrator I		20.97
13042 - Illustrator II		25.98
13043 - Illustrator III		31.78
13047 - Librarian		28.77
13050 - Library Aide/Clerk		13.82
13054 - Library Information Technology Systems Administrator		25.98
13058 - Library Technician		17.70
13061 - Media Specialist I		18.75
13062 - Media Specialist II		20.97
13063 - Media Specialist III		23.37
13071 - Photographer I		14.46
13072 - Photographer II		16.19
13073 - Photographer III		20.04
13074 - Photographer IV		24.51
13075 - Photographer V		29.66
13090 - Technical Order Library Clerk		17.36
13110 - Video Teleconference Technician		22.43
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.64
14042 - Computer Operator II		19.75
14043 - Computer Operator III		22.79
14044 - Computer Operator IV		25.39
14045 - Computer Operator V		28.06
14071 - Computer Programmer I	(see 1)	26.03
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.64
14160 - Personal Computer Support Technician		30.32
14170 - System Support Specialist		31.16
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.63
15020 - Aircrew Training Devices Instructor (Rated)		38.28
15030 - Air Crew Training Devices Instructor (Pilot)		45.87
15050 - Computer Based Training Specialist / Instructor		31.63
15060 - Educational Technologist		30.46
15070 - Flight Instructor (Pilot)		45.87
15080 - Graphic Artist		26.72
15085 - Maintenance Test Pilot Fixed Jet/Prop		45.87

15086 - Maintenance Test Pilot Rotary Wing 45.87
15088 - Non-Maintenance Test/Co-Pilot 45.87
15090 - Technical Instructor 24.98
15095 - Technical Instructor/Course Developer 30.56
15110 - Test Proctor 20.17
15120 - Tutor 20.17
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.06
16030 - Counter Attendant 10.06
16040 - Dry Cleaner 12.48
16070 - Finisher Flatwork Machine 10.06
16090 - Presser Hand 10.06
16110 - Presser Machine Drycleaning 10.06
16130 - Presser Machine Shirts 10.06
16160 - Presser Machine Wearing Apparel Laundry 10.06
16190 - Sewing Machine Operator 13.25
16220 - Tailor 13.98
16250 - Washer Machine 10.82
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.72
19040 - Tool And Die Maker 23.73
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.84
21030 - Material Coordinator 22.50
21040 - Material Expediter 22.50
21050 - Material Handling Laborer 14.02
21071 - Order Filler 13.72
21080 - Production Line Worker (Food Processing) 16.84
21110 - Shipping Packer 16.84
21130 - Shipping/Receiving Clerk 16.84
21140 - Store Worker I 11.99
21150 - Stock Clerk 17.01
21210 - Tools And Parts Attendant 16.84
21410 - Warehouse Specialist 16.84
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 44.91
23019 - Aircraft Logs and Records Technician 36.47
23021 - Aircraft Mechanic I 42.78
23022 - Aircraft Mechanic II 44.91
23023 - Aircraft Mechanic III 47.02
23040 - Aircraft Mechanic Helper 32.02
23050 - Aircraft Painter 40.72
23060 - Aircraft Servicer 36.47
23070 - Aircraft Survival Flight Equipment Technician 40.72
23080 - Aircraft Worker 38.54
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 38.54
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 42.78
23110 - Appliance Mechanic 19.78

23120 - Bicycle Repairer	14.34
23125 - Cable Splicer	34.56
23130 - Carpenter Maintenance	19.03
23140 - Carpet Layer	23.56
23160 - Electrician Maintenance	22.29
23181 - Electronics Technician Maintenance I	27.28
23182 - Electronics Technician Maintenance II	28.82
23183 - Electronics Technician Maintenance III	30.28
23260 - Fabric Worker	20.88
23290 - Fire Alarm System Mechanic	23.35
23310 - Fire Extinguisher Repairer	19.65
23311 - Fuel Distribution System Mechanic	27.39
23312 - Fuel Distribution System Operator	21.99
23370 - General Maintenance Worker	21.09
23380 - Ground Support Equipment Mechanic	42.39
23381 - Ground Support Equipment Servicer	35.12
23382 - Ground Support Equipment Worker	37.65
23391 - Gunsmith I	19.65
23392 - Gunsmith II	22.07
23393 - Gunsmith III	24.49
23410 - Heating Ventilation And Air-Conditioning Mechanic	21.35
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	22.41
23430 - Heavy Equipment Mechanic	24.66
23440 - Heavy Equipment Operator	19.95
23460 - Instrument Mechanic	26.16
23465 - Laboratory/Shelter Mechanic	23.32
23470 - Laborer	14.02
23510 - Locksmith	18.55
23530 - Machinery Maintenance Mechanic	26.20
23550 - Machinist Maintenance	21.42
23580 - Maintenance Trades Helper	16.39
23591 - Metrology Technician I	26.16
23592 - Metrology Technician II	27.47
23593 - Metrology Technician III	28.75
23640 - Millwright	23.61
23710 - Office Appliance Repairer	20.42
23760 - Painter Maintenance	16.63
23790 - Pipefitter Maintenance	22.99
23810 - Plumber Maintenance	21.88
23820 - Pneudraulic Systems Mechanic	24.49
23850 - Rigger	23.70
23870 - Scale Mechanic	22.07
23890 - Sheet-Metal Worker Maintenance	19.13
23910 - Small Engine Mechanic	19.58
23931 - Telecommunications Mechanic I	25.50
23932 - Telecommunications Mechanic II	26.77
23950 - Telephone Lineman	22.89
23960 - Welder Combination Maintenance	20.73

23965 - Well Driller		23.70
23970 - Woodcraft Worker		24.49
23980 - Woodworker		19.65
24000 - Personal Needs Occupations		
24550 - Case Manager		17.34
24570 - Child Care Attendant		11.21
24580 - Child Care Center Clerk		14.74
24610 - Chore Aide		11.00
24620 - Family Readiness And Support Services Coordinator		17.34
24630 - Homemaker		17.34
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		26.48
25040 - Sewage Plant Operator		21.10
25070 - Stationary Engineer		26.48
25190 - Ventilation Equipment Tender		16.56
25210 - Water Treatment Plant Operator		21.10
27000 - Protective Service Occupations		
27004 - Alarm Monitor		18.35
27007 - Baggage Inspector		13.26
27008 - Corrections Officer		19.54
27010 - Court Security Officer		17.74
27030 - Detection Dog Handler		14.83
27040 - Detention Officer		19.54
27070 - Firefighter		17.97
27101 - Guard I		13.26
27102 - Guard II		14.83
27131 - Police Officer I		22.49
27132 - Police Officer II		24.98
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.48
28042 - Carnival Equipment Repairer		14.45
28043 - Carnival Worker		10.03
28210 - Gate Attendant/Gate Tender		17.04
28310 - Lifeguard		11.01
28350 - Park Attendant (Aide)		19.06
28510 - Recreation Aide/Health Facility Attendant		13.92
28515 - Recreation Specialist		23.62
28630 - Sports Official		15.18
28690 - Swimming Pool Operator		16.22
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		24.44
29020 - Hatch Tender		24.44
29030 - Line Handler		24.44
29041 - Stevedore I		23.14
29042 - Stevedore II		25.83
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	40.80
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	28.14
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.99

30021 - Archeological Technician I		17.42
30022 - Archeological Technician II		19.50
30023 - Archeological Technician III		24.15
30030 - Cartographic Technician		24.15
30040 - Civil Engineering Technician		25.35
30051 - Cryogenic Technician I		26.74
30052 - Cryogenic Technician II		29.52
30061 - Drafter/CAD Operator I		17.42
30062 - Drafter/CAD Operator II		19.50
30063 - Drafter/CAD Operator III		21.73
30064 - Drafter/CAD Operator IV		26.74
30081 - Engineering Technician I		14.83
30082 - Engineering Technician II		16.64
30083 - Engineering Technician III		18.61
30084 - Engineering Technician IV		23.07
30085 - Engineering Technician V		28.22
30086 - Engineering Technician VI		34.14
30090 - Environmental Technician		23.14
30095 - Evidence Control Specialist		24.15
30210 - Laboratory Technician		22.96
30221 - Latent Fingerprint Technician I		23.03
30222 - Latent Fingerprint Technician II		25.44
30240 - Mathematical Technician		26.57
30361 - Paralegal/Legal Assistant I		20.04
30362 - Paralegal/Legal Assistant II		24.83
30363 - Paralegal/Legal Assistant III		30.37
30364 - Paralegal/Legal Assistant IV		36.76
30375 - Petroleum Supply Specialist		29.53
30390 - Photo-Optics Technician		25.12
30395 - Radiation Control Technician		29.53
30461 - Technical Writer I		23.70
30462 - Technical Writer II		29.00
30463 - Technical Writer III		35.09
30491 - Unexploded Ordnance (UXO) Technician I		25.93
30492 - Unexploded Ordnance (UXO) Technician II		31.38
30493 - Unexploded Ordnance (UXO) Technician III		37.61
30494 - Unexploded (UXO) Safety Escort		25.93
30495 - Unexploded (UXO) Sweep Personnel		25.93
30501 - Weather Forecaster I		26.74
30502 - Weather Forecaster II		32.52
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.73
30621 - Weather Observer Senior	(see 2)	24.15
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		31.38
31020 - Bus Aide		13.74
31030 - Bus Driver		21.13
31043 - Driver Courier		14.97
31260 - Parking and Lot Attendant		11.09
31290 - Shuttle Bus Driver		14.72

31310 - Taxi Driver	14.41
31361 - Truckdriver Light	16.05
31362 - Truckdriver Medium	17.05
31363 - Truckdriver Heavy	22.59
31364 - Truckdriver Tractor-Trailer	22.59
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.30
99030 - Cashier	10.52
99050 - Desk Clerk	10.60
99095 - Embalmer	23.74
99130 - Flight Follower	25.93
99251 - Laboratory Animal Caretaker I	14.92
99252 - Laboratory Animal Caretaker II	15.99
99260 - Marketing Analyst	32.20
99310 - Mortician	23.74
99410 - Pest Controller	17.21
99510 - Photofinishing Worker	15.14
99710 - Recycling Laborer	18.83
99711 - Recycling Specialist	22.42
99730 - Refuse Collector	16.68
99810 - Sales Clerk	12.56
99820 - School Crossing Guard	11.76
99830 - Survey Party Chief	22.22
99831 - Surveying Aide	14.93
99832 - Surveying Technician	20.45
99840 - Vending Machine Attendant	16.50
99841 - Vending Machine Repairer	20.48
99842 - Vending Machine Repairer Helper	16.50

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 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.: 2015-4450
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.

State: South Carolina

Area: South Carolina County of Chester

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.64
01012 - Accounting Clerk II		17.56
01013 - Accounting Clerk III		19.65
01020 - Administrative Assistant		29.00
01035 - Court Reporter		20.80
01041 - Customer Service Representative I		14.34
01042 - Customer Service Representative II		16.13
01043 - Customer Service Representative III		17.59
01051 - Data Entry Operator I		14.41
01052 - Data Entry Operator II		15.71
01060 - Dispatcher Motor Vehicle		19.93
01070 - Document Preparation Clerk		15.29

01090 - Duplicating Machine Operator	15.29
01111 - General Clerk I	12.72
01112 - General Clerk II	13.87
01113 - General Clerk III	15.58
01120 - Housing Referral Assistant	20.61
01141 - Messenger Courier	13.04
01191 - Order Clerk I	17.72
01192 - Order Clerk II	19.32
01261 - Personnel Assistant (Employment) I	16.88
01262 - Personnel Assistant (Employment) II	18.88
01263 - Personnel Assistant (Employment) III	21.04
01270 - Production Control Clerk	22.50
01290 - Rental Clerk	12.31
01300 - Scheduler Maintenance	16.53
01311 - Secretary I	16.53
01312 - Secretary II	18.49
01313 - Secretary III	20.61
01320 - Service Order Dispatcher	17.81
01410 - Supply Technician	29.00
01420 - Survey Worker	16.28
01460 - Switchboard Operator/Receptionist	14.60
01531 - Travel Clerk I	15.49
01532 - Travel Clerk II	16.50
01533 - Travel Clerk III	17.58
01611 - Word Processor I	17.14
01612 - Word Processor II	19.24
01613 - Word Processor III	21.52
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	25.91
05010 - Automotive Electrician	20.25
05040 - Automotive Glass Installer	19.16
05070 - Automotive Worker	19.16
05110 - Mobile Equipment Servicer	17.07
05130 - Motor Equipment Metal Mechanic	21.27
05160 - Motor Equipment Metal Worker	19.16
05190 - Motor Vehicle Mechanic	21.27
05220 - Motor Vehicle Mechanic Helper	15.92
05250 - Motor Vehicle Upholstery Worker	18.13
05280 - Motor Vehicle Wrecker	19.16
05310 - Painter Automotive	20.25
05340 - Radiator Repair Specialist	19.16
05370 - Tire Repairer	14.94
05400 - Transmission Repair Specialist	21.27
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.59
07041 - Cook I	12.02
07042 - Cook II	13.49
07070 - Dishwasher	10.30
07130 - Food Service Worker	11.59
07210 - Meat Cutter	17.10

07260 - Waiter/Waitress	9.35
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.67
09040 - Furniture Handler	9.84
09080 - Furniture Refinisher	14.90
09090 - Furniture Refinisher Helper	11.72
09110 - Furniture Repairer Minor	13.35
09130 - Upholsterer	16.13
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.76
11060 - Elevator Operator	10.76
11090 - Gardener	18.03
11122 - Housekeeping Aide	11.75
11150 - Janitor	11.75
11210 - Laborer Grounds Maintenance	14.13
11240 - Maid or Houseman	10.98
11260 - Pruner	12.52
11270 - Tractor Operator	16.82
11330 - Trail Maintenance Worker	14.13
11360 - Window Cleaner	13.27
12000 - Health Occupations	
12010 - Ambulance Driver	19.59
12011 - Breath Alcohol Technician	19.59
12012 - Certified Occupational Therapist Assistant	31.16
12015 - Certified Physical Therapist Assistant	29.11
12020 - Dental Assistant	21.52
12025 - Dental Hygienist	38.91
12030 - EKG Technician	32.99
12035 - Electroneurodiagnostic Technologist	32.99
12040 - Emergency Medical Technician	19.59
12071 - Licensed Practical Nurse I	17.91
12072 - Licensed Practical Nurse II	20.04
12073 - Licensed Practical Nurse III	22.33
12100 - Medical Assistant	16.62
12130 - Medical Laboratory Technician	24.59
12160 - Medical Record Clerk	17.14
12190 - Medical Record Technician	20.04
12195 - Medical Transcriptionist	18.60
12210 - Nuclear Medicine Technologist	34.08
12221 - Nursing Assistant I	11.84
12222 - Nursing Assistant II	13.32
12223 - Nursing Assistant III	14.53
12224 - Nursing Assistant IV	16.30
12235 - Optical Dispenser	21.64
12236 - Optical Technician	14.84
12250 - Pharmacy Technician	15.49
12280 - Phlebotomist	16.53
12305 - Radiologic Technologist	27.91
12311 - Registered Nurse I	24.10
12312 - Registered Nurse II	29.48

12313 - Registered Nurse II Specialist		29.48
12314 - Registered Nurse III		35.67
12315 - Registered Nurse III Anesthetist		35.67
12316 - Registered Nurse IV		42.75
12317 - Scheduler (Drug and Alcohol Testing)		24.27
12320 - Substance Abuse Treatment Counselor		22.25
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.01
13012 - Exhibits Specialist II		24.79
13013 - Exhibits Specialist III		30.34
13041 - Illustrator I		20.01
13042 - Illustrator II		24.79
13043 - Illustrator III		30.34
13047 - Librarian		27.46
13050 - Library Aide/Clerk		13.82
13054 - Library Information Technology Systems Administrator		24.79
13058 - Library Technician		17.54
13061 - Media Specialist I		17.89
13062 - Media Specialist II		20.01
13063 - Media Specialist III		22.32
13071 - Photographer I		14.46
13072 - Photographer II		16.19
13073 - Photographer III		20.04
13074 - Photographer IV		24.51
13075 - Photographer V		29.66
13090 - Technical Order Library Clerk		17.36
13110 - Video Teleconference Technician		22.43
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.04
14042 - Computer Operator II		17.95
14043 - Computer Operator III		20.72
14044 - Computer Operator IV		23.08
14045 - Computer Operator V		25.51
14071 - Computer Programmer I	(see 1)	24.84
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.04
14160 - Personal Computer Support Technician		27.56
14170 - System Support Specialist		28.33
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.65
15020 - Aircrew Training Devices Instructor (Rated)		37.09
15030 - Air Crew Training Devices Instructor (Pilot)		44.44
15050 - Computer Based Training Specialist / Instructor		30.65
15060 - Educational Technologist		30.46

15070 - Flight Instructor (Pilot) 44.44
15080 - Graphic Artist 25.03
15085 - Maintenance Test Pilot Fixed Jet/Prop 44.44
15086 - Maintenance Test Pilot Rotary Wing 44.44
15088 - Non-Maintenance Test/Co-Pilot 44.44
15090 - Technical Instructor 24.98
15095 - Technical Instructor/Course Developer 30.56
15110 - Test Proctor 20.17
15120 - Tutor 20.17
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.75
16030 - Counter Attendant 9.75
16040 - Dry Cleaner 12.09
16070 - Finisher Flatwork Machine 9.75
16090 - Presser Hand 9.75
16110 - Presser Machine Drycleaning 9.75
16130 - Presser Machine Shirts 9.75
16160 - Presser Machine Wearing Apparel Laundry 9.75
16190 - Sewing Machine Operator 12.84
16220 - Tailor 13.54
16250 - Washer Machine 10.48
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.72
19040 - Tool And Die Maker 23.73
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.07
21030 - Material Coordinator 22.50
21040 - Material Expediter 22.50
21050 - Material Handling Laborer 13.28
21071 - Order Filler 13.11
21080 - Production Line Worker (Food Processing) 16.07
21110 - Shipping Packer 16.67
21130 - Shipping/Receiving Clerk 16.67
21140 - Store Worker I 11.87
21150 - Stock Clerk 16.84
21210 - Tools And Parts Attendant 16.07
21410 - Warehouse Specialist 16.07
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 43.04
23019 - Aircraft Logs and Records Technician 33.96
23021 - Aircraft Mechanic I 40.96
23022 - Aircraft Mechanic II 43.04
23023 - Aircraft Mechanic III 45.08
23040 - Aircraft Mechanic Helper 29.27
23050 - Aircraft Painter 37.62
23060 - Aircraft Servicer 33.96
23070 - Aircraft Survival Flight Equipment Technician 37.62
23080 - Aircraft Worker 36.37
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 36.37

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 40.96
23110 - Appliance Mechanic 19.78
23120 - Bicycle Repairer 13.04
23125 - Cable Splicer 31.42
23130 - Carpenter Maintenance 18.60
23140 - Carpet Layer 21.42
23160 - Electrician Maintenance 22.12
23181 - Electronics Technician Maintenance I 25.68
23182 - Electronics Technician Maintenance II 27.13
23183 - Electronics Technician Maintenance III 28.50
23260 - Fabric Worker 20.28
23290 - Fire Alarm System Mechanic 23.35
23310 - Fire Extinguisher Repairer 19.09
23311 - Fuel Distribution System Mechanic 27.39
23312 - Fuel Distribution System Operator 21.99
23370 - General Maintenance Worker 19.94
23380 - Ground Support Equipment Mechanic 38.54
23381 - Ground Support Equipment Servicer 31.93
23382 - Ground Support Equipment Worker 34.23
23391 - Gunsmith I 19.09
23392 - Gunsmith II 21.42
23393 - Gunsmith III 23.78
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.35
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.41
23430 - Heavy Equipment Mechanic 23.18
23440 - Heavy Equipment Operator 19.94
23460 - Instrument Mechanic 23.78
23465 - Laboratory/Shelter Mechanic 22.64
23470 - Laborer 13.28
23510 - Locksmith 18.55
23530 - Machinery Maintenance Mechanic 24.60
23550 - Machinist Maintenance 20.26
23580 - Maintenance Trades Helper 15.21
23591 - Metrology Technician I 23.78
23592 - Metrology Technician II 24.97
23593 - Metrology Technician III 26.14
23640 - Millwright 23.61
23710 - Office Appliance Repairer 20.26
23760 - Painter Maintenance 16.36
23790 - Pipefitter Maintenance 22.72
23810 - Plumber Maintenance 21.63
23820 - Pneudraulic Systems Mechanic 23.78
23850 - Rigger 23.70
23870 - Scale Mechanic 21.42
23890 - Sheet-Metal Worker Maintenance 17.79
23910 - Small Engine Mechanic 19.58
23931 - Telecommunications Mechanic I 24.94

23932 - Telecommunications Mechanic II 26.18
23950 - Telephone Lineman 22.89
23960 - Welder Combination Maintenance 20.73
23965 - Well Driller 23.70
23970 - Woodcraft Worker 23.78
23980 - Woodworker 19.09
24000 - Personal Needs Occupations
24550 - Case Manager 15.76
24570 - Child Care Attendant 10.98
24580 - Child Care Center Clerk 14.74
24610 - Chore Aide 11.00
24620 - Family Readiness And Support Services Coordinator 15.76
24630 - Homemaker 15.76
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 24.07
25040 - Sewage Plant Operator 21.10
25070 - Stationary Engineer 24.07
25190 - Ventilation Equipment Tender 15.05
25210 - Water Treatment Plant Operator 21.10
27000 - Protective Service Occupations
27004 - Alarm Monitor 18.08
27007 - Baggage Inspector 12.88
27008 - Corrections Officer 19.54
27010 - Court Security Officer 17.74
27030 - Detection Dog Handler 14.41
27040 - Detention Officer 19.54
27070 - Firefighter 17.97
27101 - Guard I 12.88
27102 - Guard II 14.41
27131 - Police Officer I 22.49
27132 - Police Officer II 24.98
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.10
28042 - Carnival Equipment Repairer 14.05
28043 - Carnival Worker 9.75
28210 - Gate Attendant/Gate Tender 15.49
28310 - Lifeguard 11.01
28350 - Park Attendant (Aide) 17.33
28510 - Recreation Aide/Health Facility Attendant 12.65
28515 - Recreation Specialist 21.47
28630 - Sports Official 13.80
28690 - Swimming Pool Operator 15.77
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 24.44
29020 - Hatch Tender 24.44
29030 - Line Handler 24.44
29041 - Stevedore I 23.14
29042 - Stevedore II 25.83
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 40.39
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.86
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.68
30021 - Archeological Technician I 17.42
30022 - Archeological Technician II 19.50
30023 - Archeological Technician III 24.15
30030 - Cartographic Technician 24.15
30040 - Civil Engineering Technician 23.35
30051 - Cryogenic Technician I 26.74
30052 - Cryogenic Technician II 29.52
30061 - Drafter/CAD Operator I 17.42
30062 - Drafter/CAD Operator II 19.50
30063 - Drafter/CAD Operator III 21.73
30064 - Drafter/CAD Operator IV 26.74
30081 - Engineering Technician I 14.83
30082 - Engineering Technician II 16.64
30083 - Engineering Technician III 18.61
30084 - Engineering Technician IV 23.07
30085 - Engineering Technician V 28.22
30086 - Engineering Technician VI 34.14
30090 - Environmental Technician 23.14
30095 - Evidence Control Specialist 24.15
30210 - Laboratory Technician 22.63
30221 - Latent Fingerprint Technician I 23.03
30222 - Latent Fingerprint Technician II 25.44
30240 - Mathematical Technician 24.15
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 36.34
30375 - Petroleum Supply Specialist 29.53
30390 - Photo-Optics Technician 25.12
30395 - Radiation Control Technician 29.53
30461 - Technical Writer I 23.70
30462 - Technical Writer II 29.00
30463 - Technical Writer III 35.09
30491 - Unexploded Ordnance (UXO) Technician I 25.68
30492 - Unexploded Ordnance (UXO) Technician II 31.06
30493 - Unexploded Ordnance (UXO) Technician III 37.23
30494 - Unexploded (UXO) Safety Escort 25.68
30495 - Unexploded (UXO) Sweep Personnel 25.68
30501 - Weather Forecaster I 26.74
30502 - Weather Forecaster II 32.52
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.73
30621 - Weather Observer Senior (see 2) 24.15
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 31.06
31020 - Bus Aide 13.74
31030 - Bus Driver 19.21

31043 - Driver Courier	13.73
31260 - Parking and Lot Attendant	11.09
31290 - Shuttle Bus Driver	14.72
31310 - Taxi Driver	13.83
31361 - Truckdriver Light	14.72
31362 - Truckdriver Medium	15.64
31363 - Truckdriver Heavy	21.53
31364 - Truckdriver Tractor-Trailer	21.53
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.15
99030 - Cashier	9.93
99050 - Desk Clerk	10.60
99095 - Embalmer	23.74
99130 - Flight Follower	25.68
99251 - Laboratory Animal Caretaker I	14.92
99252 - Laboratory Animal Caretaker II	15.99
99260 - Marketing Analyst	31.13
99310 - Mortician	23.74
99410 - Pest Controller	16.96
99510 - Photofinishing Worker	13.76
99710 - Recycling Laborer	17.87
99711 - Recycling Specialist	21.27
99730 - Refuse Collector	15.83
99810 - Sales Clerk	12.56
99820 - School Crossing Guard	11.12
99830 - Survey Party Chief	22.04
99831 - Surveying Aide	14.81
99832 - Surveying Technician	20.28
99840 - Vending Machine Attendant	15.00
99841 - Vending Machine Repairer	18.62
99842 - Vending Machine Repairer Helper	15.00

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

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 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.: 2015-4451
Revision No.: 15
Date Of Last Revision: 04/20/2021

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: South Carolina

Area: South Carolina Counties of Abbeville Cherokee Greenwood Oconee

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		16.28
01013 - Accounting Clerk III		18.22
01020 - Administrative Assistant		27.59
01035 - Court Reporter		18.89
01041 - Customer Service Representative I		12.59
01042 - Customer Service Representative II		13.74
01043 - Customer Service Representative III		15.43
01051 - Data Entry Operator I		14.40
01052 - Data Entry Operator II		15.71
01060 - Dispatcher Motor Vehicle		18.84
01070 - Document Preparation Clerk		13.63
01090 - Duplicating Machine Operator		13.63
01111 - General Clerk I		12.56
01112 - General Clerk II		13.70

01113 - General Clerk III 15.38
01120 - Housing Referral Assistant 19.06
01141 - Messenger Courier 12.39
01191 - Order Clerk I 13.55
01192 - Order Clerk II 15.36
01261 - Personnel Assistant (Employment) I 15.29
01262 - Personnel Assistant (Employment) II 18.46
01263 - Personnel Assistant (Employment) III 19.90
01270 - Production Control Clerk 19.90
01290 - Rental Clerk 14.34
01300 - Scheduler Maintenance 15.29
01311 - Secretary I 15.29
01312 - Secretary II 17.10
01313 - Secretary III 19.06
01320 - Service Order Dispatcher 15.40
01410 - Supply Technician 27.59
01420 - Survey Worker 17.81
01460 - Switchboard Operator/Receptionist 13.39
01531 - Travel Clerk I 13.13
01532 - Travel Clerk II 14.52
01533 - Travel Clerk III 15.68
01611 - Word Processor I 13.61
01612 - Word Processor II 15.29
01613 - Word Processor III 17.10
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.39
05010 - Automotive Electrician 15.53
05040 - Automotive Glass Installer 16.09
05070 - Automotive Worker 14.61
05110 - Mobile Equipment Servicer 12.68
05130 - Motor Equipment Metal Mechanic 16.47
05160 - Motor Equipment Metal Worker 14.61
05190 - Motor Vehicle Mechanic 16.47
05220 - Motor Vehicle Mechanic Helper 11.75
05250 - Motor Vehicle Upholstery Worker 13.65
05280 - Motor Vehicle Wrecker 14.61
05310 - Painter Automotive 15.53
05340 - Radiator Repair Specialist 14.61
05370 - Tire Repairer 12.67
05400 - Transmission Repair Specialist 16.47
07000 - Food Preparation And Service Occupations
07010 - Baker 10.95
07041 - Cook I 9.81
07042 - Cook II 11.31
07070 - Dishwasher 9.73
07130 - Food Service Worker 10.59
07210 - Meat Cutter 15.68
07260 - Waiter/Waitress 8.94
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.59

09040 - Furniture Handler 12.48
09080 - Furniture Refinisher 19.59
09090 - Furniture Refinisher Helper 15.01
09110 - Furniture Repairer Minor 17.50
09130 - Upholsterer 19.59
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.73
11060 - Elevator Operator 11.80
11090 - Gardener 16.77
11122 - Housekeeping Aide 11.80
11150 - Janitor 11.80
11210 - Laborer Grounds Maintenance 12.85
11240 - Maid or Houseman 9.62
11260 - Pruner 11.49
11270 - Tractor Operator 15.47
11330 - Trail Maintenance Worker 12.85
11360 - Window Cleaner 13.19
12000 - Health Occupations
12010 - Ambulance Driver 17.63
12011 - Breath Alcohol Technician 17.90
12012 - Certified Occupational Therapist Assistant 30.79
12015 - Certified Physical Therapist Assistant 30.27
12020 - Dental Assistant 18.20
12025 - Dental Hygienist 31.60
12030 - EKG Technician 27.12
12035 - Electroneurodiagnostic Technologist 27.12
12040 - Emergency Medical Technician 17.63
12071 - Licensed Practical Nurse I 15.99
12072 - Licensed Practical Nurse II 17.90
12073 - Licensed Practical Nurse III 19.95
12100 - Medical Assistant 15.55
12130 - Medical Laboratory Technician 19.25
12160 - Medical Record Clerk 14.45
12190 - Medical Record Technician 20.25
12195 - Medical Transcriptionist 15.99
12210 - Nuclear Medicine Technologist 39.32
12221 - Nursing Assistant I 11.95
12222 - Nursing Assistant II 13.43
12223 - Nursing Assistant III 14.65
12224 - Nursing Assistant IV 16.45
12235 - Optical Dispenser 19.98
12236 - Optical Technician 15.99
12250 - Pharmacy Technician 16.00
12280 - Phlebotomist 15.77
12305 - Radiologic Technologist 25.66
12311 - Registered Nurse I 25.94
12312 - Registered Nurse II 30.68
12313 - Registered Nurse II Specialist 30.68
12314 - Registered Nurse III 37.13
12315 - Registered Nurse III Anesthetist 37.13

12316 - Registered Nurse IV		44.49
12317 - Scheduler (Drug and Alcohol Testing)		22.16
12320 - Substance Abuse Treatment Counselor		19.62
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.51
13012 - Exhibits Specialist II		24.01
13013 - Exhibits Specialist III		29.55
13041 - Illustrator I		19.51
13042 - Illustrator II		24.01
13043 - Illustrator III		29.55
13047 - Librarian		26.75
13050 - Library Aide/Clerk		11.70
13054 - Library Information Technology Systems Administrator		24.16
13058 - Library Technician		16.26
13061 - Media Specialist I		17.43
13062 - Media Specialist II		19.51
13063 - Media Specialist III		21.74
13071 - Photographer I		17.43
13072 - Photographer II		19.51
13073 - Photographer III		24.16
13074 - Photographer IV		29.55
13075 - Photographer V		35.59
13090 - Technical Order Library Clerk		16.73
13110 - Video Teleconference Technician		17.34
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.10
14042 - Computer Operator II		18.01
14043 - Computer Operator III		20.08
14044 - Computer Operator IV		22.32
14045 - Computer Operator V		24.70
14071 - Computer Programmer I	(see 1)	20.71
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		16.10
14160 - Personal Computer Support Technician		22.32
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)		41.06
15050 - Computer Based Training Specialist / Instructor		28.32
15060 - Educational Technologist		30.54
15070 - Flight Instructor (Pilot)		41.06
15080 - Graphic Artist		20.53
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.06

15086 - Maintenance Test Pilot Rotary Wing 41.06
15088 - Non-Maintenance Test/Co-Pilot 41.06
15090 - Technical Instructor 21.14
15095 - Technical Instructor/Course Developer 25.86
15110 - Test Proctor 17.05
15120 - Tutor 17.05
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.90
16030 - Counter Attendant 9.90
16040 - Dry Cleaner 11.89
16070 - Finisher Flatwork Machine 9.90
16090 - Presser Hand 9.90
16110 - Presser Machine Drycleaning 9.90
16130 - Presser Machine Shirts 9.90
16160 - Presser Machine Wearing Apparel Laundry 9.90
16190 - Sewing Machine Operator 12.56
16220 - Tailor 13.26
16250 - Washer Machine 10.56
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.47
19040 - Tool And Die Maker 27.93
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.72
21030 - Material Coordinator 19.18
21040 - Material Expediter 19.18
21050 - Material Handling Laborer 14.00
21071 - Order Filler 14.04
21080 - Production Line Worker (Food Processing) 16.72
21110 - Shipping Packer 15.96
21130 - Shipping/Receiving Clerk 15.96
21140 - Store Worker I 12.02
21150 - Stock Clerk 16.65
21210 - Tools And Parts Attendant 16.72
21410 - Warehouse Specialist 16.72
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.57
23019 - Aircraft Logs and Records Technician 18.43
23021 - Aircraft Mechanic I 22.25
23022 - Aircraft Mechanic II 23.57
23023 - Aircraft Mechanic III 24.79
23040 - Aircraft Mechanic Helper 15.80
23050 - Aircraft Painter 20.98
23060 - Aircraft Servicer 18.43
23070 - Aircraft Survival Flight Equipment Technician 20.98
23080 - Aircraft Worker 19.73
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 19.73
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.25
23110 - Appliance Mechanic 20.98

23120 - Bicycle Repairer 17.12
23125 - Cable Splicer 32.06
23130 - Carpenter Maintenance 19.36
23140 - Carpet Layer 19.73
23160 - Electrician Maintenance 21.78
23181 - Electronics Technician Maintenance I 21.80
23182 - Electronics Technician Maintenance II 23.22
23183 - Electronics Technician Maintenance III 24.54
23260 - Fabric Worker 18.43
23290 - Fire Alarm System Mechanic 22.25
23310 - Fire Extinguisher Repairer 17.12
23311 - Fuel Distribution System Mechanic 25.36
23312 - Fuel Distribution System Operator 19.27
23370 - General Maintenance Worker 19.00
23380 - Ground Support Equipment Mechanic 22.25
23381 - Ground Support Equipment Servicer 18.43
23382 - Ground Support Equipment Worker 19.73
23391 - Gunsmith I 17.12
23392 - Gunsmith II 19.73
23393 - Gunsmith III 22.25
23410 - Heating Ventilation And Air-Conditioning Mechanic 19.79
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 20.97
23430 - Heavy Equipment Mechanic 21.05
23440 - Heavy Equipment Operator 17.89
23460 - Instrument Mechanic 22.25
23465 - Laboratory/Shelter Mechanic 20.98
23470 - Laborer 14.00
23510 - Locksmith 20.98
23530 - Machinery Maintenance Mechanic 26.84
23550 - Machinist Maintenance 22.13
23580 - Maintenance Trades Helper 15.37
23591 - Metrology Technician I 22.25
23592 - Metrology Technician II 23.57
23593 - Metrology Technician III 24.79
23640 - Millwright 24.38
23710 - Office Appliance Repairer 21.87
23760 - Painter Maintenance 16.47
23790 - Pipefitter Maintenance 24.46
23810 - Plumber Maintenance 23.07
23820 - Pneudraulic Systems Mechanic 22.25
23850 - Rigger 22.25
23870 - Scale Mechanic 19.73
23890 - Sheet-Metal Worker Maintenance 21.49
23910 - Small Engine Mechanic 19.73
23931 - Telecommunications Mechanic I 33.13
23932 - Telecommunications Mechanic II 35.10
23950 - Telephone Lineman 22.25
23960 - Welder Combination Maintenance 20.33

23965 - Well Driller	22.25
23970 - Woodcraft Worker	22.25
23980 - Woodworker	17.12
24000 - Personal Needs Occupations	
24550 - Case Manager	14.86
24570 - Child Care Attendant	10.05
24580 - Child Care Center Clerk	13.81
24610 - Chore Aide	11.76
24620 - Family Readiness And Support Services Coordinator	14.86
24630 - Homemaker	16.03
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.25
25040 - Sewage Plant Operator	22.24
25070 - Stationary Engineer	22.25
25190 - Ventilation Equipment Tender	16.81
25210 - Water Treatment Plant Operator	22.24
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.56
27007 - Baggage Inspector	13.40
27008 - Corrections Officer	16.67
27010 - Court Security Officer	16.48
27030 - Detection Dog Handler	15.39
27040 - Detention Officer	16.67
27070 - Firefighter	17.29
27101 - Guard I	13.40
27102 - Guard II	15.39
27131 - Police Officer I	18.74
27132 - Police Officer II	20.83
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.34
28042 - Carnival Equipment Repairer	14.46
28043 - Carnival Worker	9.91
28210 - Gate Attendant/Gate Tender	16.22
28310 - Lifeguard	13.28
28350 - Park Attendant (Aide)	18.13
28510 - Recreation Aide/Health Facility Attendant	13.23
28515 - Recreation Specialist	22.12
28630 - Sports Official	14.44
28690 - Swimming Pool Operator	16.66
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	19.73
29020 - Hatch Tender	19.73
29030 - Line Handler	19.73
29041 - Stevedore I	18.43
29042 - Stevedore II	20.98
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 19.82
30023 - Archeological Technician III 23.24
30030 - Cartographic Technician 23.24
30040 - Civil Engineering Technician 23.24
30051 - Cryogenic Technician I 25.18
30052 - Cryogenic Technician II 27.81
30061 - Drafter/CAD Operator I 17.71
30062 - Drafter/CAD Operator II 19.82
30063 - Drafter/CAD Operator III 22.09
30064 - Drafter/CAD Operator IV 25.73
30081 - Engineering Technician I 16.38
30082 - Engineering Technician II 18.44
30083 - Engineering Technician III 21.58
30084 - Engineering Technician IV 26.40
30085 - Engineering Technician V 32.31
30086 - Engineering Technician VI 39.07
30090 - Environmental Technician 22.74
30095 - Evidence Control Specialist 22.74
30210 - Laboratory Technician 25.81
30221 - Latent Fingerprint Technician I 25.18
30222 - Latent Fingerprint Technician II 27.81
30240 - Mathematical Technician 23.24
30361 - Paralegal/Legal Assistant I 17.74
30362 - Paralegal/Legal Assistant II 21.98
30363 - Paralegal/Legal Assistant III 26.89
30364 - Paralegal/Legal Assistant IV 32.53
30375 - Petroleum Supply Specialist 27.81
30390 - Photo-Optics Technician 23.24
30395 - Radiation Control Technician 27.81
30461 - Technical Writer I 22.74
30462 - Technical Writer II 27.81
30463 - Technical Writer III 32.40
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 29.85
30502 - Weather Forecaster II 36.31
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.09
30621 - Weather Observer Senior (see 2) 23.24
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.98
31020 - Bus Aide 13.08
31030 - Bus Driver 18.43
31043 - Driver Courier 15.08
31260 - Parking and Lot Attendant 12.19
31290 - Shuttle Bus Driver 16.00

31310 - Taxi Driver	12.08
31361 - Truckdriver Light	16.34
31362 - Truckdriver Medium	17.60
31363 - Truckdriver Heavy	21.21
31364 - Truckdriver Tractor-Trailer	21.21
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	10.05
99050 - Desk Clerk	11.36
99095 - Embalmer	26.17
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	12.33
99252 - Laboratory Animal Caretaker II	13.54
99260 - Marketing Analyst	27.03
99310 - Mortician	26.17
99410 - Pest Controller	20.19
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	11.98
99711 - Recycling Specialist	14.25
99730 - Refuse Collector	10.83
99810 - Sales Clerk	11.26
99820 - School Crossing Guard	13.52
99830 - Survey Party Chief	20.28
99831 - Surveying Aide	13.44
99832 - Surveying Technician	18.43
99840 - Vending Machine Attendant	18.20
99841 - Vending Machine Repairer	22.72
99842 - Vending Machine Repairer Helper	18.20

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 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.: 2015-4452
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.

State: South Carolina

Area: South Carolina Counties of Abbeville Cherokee Greenwood Oconee

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		16.28
01013 - Accounting Clerk III		18.22
01020 - Administrative Assistant		27.59
01035 - Court Reporter		18.89
01041 - Customer Service Representative I		11.58
01042 - Customer Service Representative II		13.02
01043 - Customer Service Representative III		14.21
01051 - Data Entry Operator I		14.40
01052 - Data Entry Operator II		15.71
01060 - Dispatcher Motor Vehicle		18.84
01070 - Document Preparation Clerk		13.63

01090 - Duplicating Machine Operator 13.63
01111 - General Clerk I 12.56
01112 - General Clerk II 13.70
01113 - General Clerk III 15.38
01120 - Housing Referral Assistant 19.06
01141 - Messenger Courier 12.39
01191 - Order Clerk I 13.55
01192 - Order Clerk II 15.36
01261 - Personnel Assistant (Employment) I 15.28
01262 - Personnel Assistant (Employment) II 18.46
01263 - Personnel Assistant (Employment) III 19.90
01270 - Production Control Clerk 19.90
01290 - Rental Clerk 14.34
01300 - Scheduler Maintenance 15.28
01311 - Secretary I 15.28
01312 - Secretary II 17.10
01313 - Secretary III 19.06
01320 - Service Order Dispatcher 15.40
01410 - Supply Technician 27.59
01420 - Survey Worker 17.81
01460 - Switchboard Operator/Receptionist 13.27
01531 - Travel Clerk I 12.58
01532 - Travel Clerk II 13.98
01533 - Travel Clerk III 15.10
01611 - Word Processor I 13.61
01612 - Word Processor II 15.28
01613 - Word Processor III 17.10
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.39
05010 - Automotive Electrician 15.51
05040 - Automotive Glass Installer 16.09
05070 - Automotive Worker 14.59
05110 - Mobile Equipment Servicer 12.68
05130 - Motor Equipment Metal Mechanic 16.42
05160 - Motor Equipment Metal Worker 14.59
05190 - Motor Vehicle Mechanic 16.42
05220 - Motor Vehicle Mechanic Helper 11.75
05250 - Motor Vehicle Upholstery Worker 13.63
05280 - Motor Vehicle Wrecker 14.59
05310 - Painter Automotive 15.51
05340 - Radiator Repair Specialist 14.59
05370 - Tire Repairer 12.52
05400 - Transmission Repair Specialist 16.42
07000 - Food Preparation And Service Occupations
07010 - Baker 10.69
07041 - Cook I 9.71
07042 - Cook II 11.19
07070 - Dishwasher 9.43
07130 - Food Service Worker 9.63
07210 - Meat Cutter 15.68

07260 - Waiter/Waitress	8.83
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.59
09040 - Furniture Handler	12.48
09080 - Furniture Refinisher	19.59
09090 - Furniture Refinisher Helper	15.01
09110 - Furniture Repairer Minor	17.50
09130 - Upholsterer	19.59
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.73
11060 - Elevator Operator	10.86
11090 - Gardener	16.06
11122 - Housekeeping Aide	10.86
11150 - Janitor	10.86
11210 - Laborer Grounds Maintenance	12.35
11240 - Maid or Houseman	9.42
11260 - Pruner	11.06
11270 - Tractor Operator	14.83
11330 - Trail Maintenance Worker	12.35
11360 - Window Cleaner	12.14
12000 - Health Occupations	
12010 - Ambulance Driver	16.90
12011 - Breath Alcohol Technician	17.90
12012 - Certified Occupational Therapist Assistant	30.79
12015 - Certified Physical Therapist Assistant	30.27
12020 - Dental Assistant	18.04
12025 - Dental Hygienist	31.60
12030 - EKG Technician	27.12
12035 - Electroneurodiagnostic Technologist	27.12
12040 - Emergency Medical Technician	16.90
12071 - Licensed Practical Nurse I	15.99
12072 - Licensed Practical Nurse II	17.90
12073 - Licensed Practical Nurse III	19.95
12100 - Medical Assistant	14.48
12130 - Medical Laboratory Technician	19.25
12160 - Medical Record Clerk	14.45
12190 - Medical Record Technician	20.25
12195 - Medical Transcriptionist	15.99
12210 - Nuclear Medicine Technologist	39.32
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	19.98
12236 - Optical Technician	15.99
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	15.11
12305 - Radiologic Technologist	25.66
12311 - Registered Nurse I	25.94
12312 - Registered Nurse II	28.51

12313 - Registered Nurse II Specialist		28.51
12314 - Registered Nurse III		34.49
12315 - Registered Nurse III Anesthetist		34.49
12316 - Registered Nurse IV		41.33
12317 - Scheduler (Drug and Alcohol Testing)		22.16
12320 - Substance Abuse Treatment Counselor		19.62
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.51
13012 - Exhibits Specialist II		24.01
13013 - Exhibits Specialist III		29.55
13041 - Illustrator I		19.51
13042 - Illustrator II		24.01
13043 - Illustrator III		29.55
13047 - Librarian		26.75
13050 - Library Aide/Clerk		11.70
13054 - Library Information Technology Systems Administrator		24.16
13058 - Library Technician		16.26
13061 - Media Specialist I		17.43
13062 - Media Specialist II		19.51
13063 - Media Specialist III		21.74
13071 - Photographer I		17.43
13072 - Photographer II		19.51
13073 - Photographer III		24.16
13074 - Photographer IV		29.55
13075 - Photographer V		35.59
13090 - Technical Order Library Clerk		16.73
13110 - Video Teleconference Technician		17.34
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.10
14042 - Computer Operator II		18.01
14043 - Computer Operator III		20.08
14044 - Computer Operator IV		22.32
14045 - Computer Operator V		24.70
14071 - Computer Programmer I	(see 1)	20.71
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		16.10
14160 - Personal Computer Support Technician		22.32
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)		41.06
15050 - Computer Based Training Specialist / Instructor		28.32
15060 - Educational Technologist		30.54

15070 - Flight Instructor (Pilot) 41.06
15080 - Graphic Artist 20.53
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.06
15086 - Maintenance Test Pilot Rotary Wing 41.06
15088 - Non-Maintenance Test/Co-Pilot 41.06
15090 - Technical Instructor 21.14
15095 - Technical Instructor/Course Developer 25.86
15110 - Test Proctor 17.05
15120 - Tutor 17.05
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.59
16030 - Counter Attendant 9.59
16040 - Dry Cleaner 11.56
16070 - Finisher Flatwork Machine 9.59
16090 - Presser Hand 9.59
16110 - Presser Machine Drycleaning 9.59
16130 - Presser Machine Shirts 9.59
16160 - Presser Machine Wearing Apparel Laundry 9.59
16190 - Sewing Machine Operator 12.21
16220 - Tailor 12.89
16250 - Washer Machine 10.23
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.72
19040 - Tool And Die Maker 26.99
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.72
21030 - Material Coordinator 19.18
21040 - Material Expediter 19.18
21050 - Material Handling Laborer 13.16
21071 - Order Filler 14.04
21080 - Production Line Worker (Food Processing) 16.72
21110 - Shipping Packer 15.41
21130 - Shipping/Receiving Clerk 15.41
21140 - Store Worker I 11.68
21150 - Stock Clerk 16.19
21210 - Tools And Parts Attendant 16.72
21410 - Warehouse Specialist 16.72
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.01
23019 - Aircraft Logs and Records Technician 18.21
23021 - Aircraft Mechanic I 21.73
23022 - Aircraft Mechanic II 23.01
23023 - Aircraft Mechanic III 24.21
23040 - Aircraft Mechanic Helper 15.72
23050 - Aircraft Painter 20.27
23060 - Aircraft Servicer 18.21
23070 - Aircraft Survival Flight Equipment Technician 20.27
23080 - Aircraft Worker 19.52
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 19.52

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 21.73
23110 - Appliance Mechanic 20.27
23120 - Bicycle Repairer 16.25
23125 - Cable Splicer 29.15
23130 - Carpenter Maintenance 17.60
23140 - Carpet Layer 19.06
23160 - Electrician Maintenance 21.78
23181 - Electronics Technician Maintenance I 21.80
23182 - Electronics Technician Maintenance II 23.22
23183 - Electronics Technician Maintenance III 24.54
23260 - Fabric Worker 17.81
23290 - Fire Alarm System Mechanic 21.49
23310 - Fire Extinguisher Repairer 16.54
23311 - Fuel Distribution System Mechanic 25.36
23312 - Fuel Distribution System Operator 19.27
23370 - General Maintenance Worker 18.72
23380 - Ground Support Equipment Mechanic 21.73
23381 - Ground Support Equipment Servicer 18.21
23382 - Ground Support Equipment Worker 19.52
23391 - Gunsmith I 16.54
23392 - Gunsmith II 19.06
23393 - Gunsmith III 21.49
23410 - Heating Ventilation And Air-Conditioning Mechanic 19.79
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 20.97
23430 - Heavy Equipment Mechanic 19.14
23440 - Heavy Equipment Operator 17.81
23460 - Instrument Mechanic 21.49
23465 - Laboratory/Shelter Mechanic 20.27
23470 - Laborer 12.90
23510 - Locksmith 20.27
23530 - Machinery Maintenance Mechanic 26.84
23550 - Machinist Maintenance 22.13
23580 - Maintenance Trades Helper 15.37
23591 - Metrology Technician I 21.49
23592 - Metrology Technician II 22.77
23593 - Metrology Technician III 23.96
23640 - Millwright 22.77
23710 - Office Appliance Repairer 20.69
23760 - Painter Maintenance 14.97
23790 - Pipefitter Maintenance 24.10
23810 - Plumber Maintenance 22.73
23820 - Pneudraulic Systems Mechanic 21.49
23850 - Rigger 21.49
23870 - Scale Mechanic 19.06
23890 - Sheet-Metal Worker Maintenance 21.49
23910 - Small Engine Mechanic 18.98
23931 - Telecommunications Mechanic I 33.13

23932 - Telecommunications Mechanic II 35.10
23950 - Telephone Lineman 21.49
23960 - Welder Combination Maintenance 20.33
23965 - Well Driller 21.49
23970 - Woodcraft Worker 21.49
23980 - Woodworker 16.54
24000 - Personal Needs Occupations
24550 - Case Manager 14.86
24570 - Child Care Attendant 10.05
24580 - Child Care Center Clerk 13.81
24610 - Chore Aide 10.86
24620 - Family Readiness And Support Services Coordinator 14.86
24630 - Homemaker 16.03
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 21.49
25040 - Sewage Plant Operator 20.22
25070 - Stationary Engineer 21.49
25190 - Ventilation Equipment Tender 15.28
25210 - Water Treatment Plant Operator 20.22
27000 - Protective Service Occupations
27004 - Alarm Monitor 14.56
27007 - Baggage Inspector 12.18
27008 - Corrections Officer 16.47
27010 - Court Security Officer 16.48
27030 - Detection Dog Handler 13.99
27040 - Detention Officer 16.47
27070 - Firefighter 17.29
27101 - Guard I 12.18
27102 - Guard II 13.99
27131 - Police Officer I 18.11
27132 - Police Officer II 20.12
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.92
28042 - Carnival Equipment Repairer 13.99
28043 - Carnival Worker 9.61
28210 - Gate Attendant/Gate Tender 14.91
28310 - Lifeguard 13.28
28350 - Park Attendant (Aide) 16.68
28510 - Recreation Aide/Health Facility Attendant 12.17
28515 - Recreation Specialist 20.11
28630 - Sports Official 13.28
28690 - Swimming Pool Operator 16.13
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 19.06
29020 - Hatch Tender 19.06
29030 - Line Handler 19.06
29041 - Stevedore I 17.81
29042 - Stevedore II 20.27
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.71
30022 - Archeological Technician II 19.82
30023 - Archeological Technician III 23.24
30030 - Cartographic Technician 23.24
30040 - Civil Engineering Technician 23.24
30051 - Cryogenic Technician I 25.18
30052 - Cryogenic Technician II 27.81
30061 - Drafter/CAD Operator I 17.71
30062 - Drafter/CAD Operator II 19.82
30063 - Drafter/CAD Operator III 22.09
30064 - Drafter/CAD Operator IV 25.73
30081 - Engineering Technician I 16.38
30082 - Engineering Technician II 18.44
30083 - Engineering Technician III 21.58
30084 - Engineering Technician IV 26.40
30085 - Engineering Technician V 32.31
30086 - Engineering Technician VI 39.07
30090 - Environmental Technician 22.74
30095 - Evidence Control Specialist 22.74
30210 - Laboratory Technician 25.81
30221 - Latent Fingerprint Technician I 25.18
30222 - Latent Fingerprint Technician II 27.81
30240 - Mathematical Technician 23.24
30361 - Paralegal/Legal Assistant I 17.74
30362 - Paralegal/Legal Assistant II 21.98
30363 - Paralegal/Legal Assistant III 26.89
30364 - Paralegal/Legal Assistant IV 32.53
30375 - Petroleum Supply Specialist 27.81
30390 - Photo-Optics Technician 23.24
30395 - Radiation Control Technician 27.81
30461 - Technical Writer I 22.74
30462 - Technical Writer II 27.81
30463 - Technical Writer III 32.40
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 29.85
30502 - Weather Forecaster II 36.31
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.09
30621 - Weather Observer Senior (see 2) 23.24
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 13.08
31030 - Bus Driver 18.34

31043 - Driver Courier	14.78
31260 - Parking and Lot Attendant	12.19
31290 - Shuttle Bus Driver	16.00
31310 - Taxi Driver	12.08
31361 - Truckdriver Light	16.00
31362 - Truckdriver Medium	17.23
31363 - Truckdriver Heavy	21.21
31364 - Truckdriver Tractor-Trailer	21.21
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.51
99050 - Desk Clerk	10.60
99095 - Embalmer	26.17
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	11.21
99252 - Laboratory Animal Caretaker II	12.31
99260 - Marketing Analyst	27.03
99310 - Mortician	26.17
99410 - Pest Controller	20.19
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	11.98
99711 - Recycling Specialist	14.25
99730 - Refuse Collector	10.83
99810 - Sales Clerk	11.26
99820 - School Crossing Guard	13.14
99830 - Survey Party Chief	19.69
99831 - Surveying Aide	13.05
99832 - Surveying Technician	17.89
99840 - Vending Machine Attendant	17.67
99841 - Vending Machine Repairer	22.05
99842 - Vending Machine Repairer Helper	17.67

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

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

paid sick leave provided pursuant to EO 13706.

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

HOLIDAYS: A minimum of 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.: 2015-4453
Revision No.: 15
Date Of Last Revision: 04/20/2021

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: South Carolina

Area: South Carolina County of Chesterfield

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		16.77
01013 - Accounting Clerk III		18.76
01020 - Administrative Assistant		26.85
01035 - Court Reporter		19.88
01041 - Customer Service Representative I		12.41
01042 - Customer Service Representative II		13.95
01043 - Customer Service Representative III		15.21
01051 - Data Entry Operator I		13.06
01052 - Data Entry Operator II		14.25
01060 - Dispatcher Motor Vehicle		18.76
01070 - Document Preparation Clerk		14.39
01090 - Duplicating Machine Operator		14.39
01111 - General Clerk I		12.37
01112 - General Clerk II		13.50

01113 - General Clerk III 15.16
01120 - Housing Referral Assistant 22.66
01141 - Messenger Courier 12.10
01191 - Order Clerk I 13.19
01192 - Order Clerk II 14.39
01261 - Personnel Assistant (Employment) I 16.41
01262 - Personnel Assistant (Employment) II 18.36
01263 - Personnel Assistant (Employment) III 20.47
01270 - Production Control Clerk 24.66
01290 - Rental Clerk 15.24
01300 - Scheduler Maintenance 17.63
01311 - Secretary I 17.63
01312 - Secretary II 19.88
01313 - Secretary III 22.66
01320 - Service Order Dispatcher 16.42
01410 - Supply Technician 26.85
01420 - Survey Worker 18.35
01460 - Switchboard Operator/Receptionist 13.87
01531 - Travel Clerk I 12.87
01532 - Travel Clerk II 13.70
01533 - Travel Clerk III 14.65
01611 - Word Processor I 14.61
01612 - Word Processor II 16.59
01613 - Word Processor III 18.55
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.91
05010 - Automotive Electrician 20.99
05040 - Automotive Glass Installer 19.38
05070 - Automotive Worker 19.87
05110 - Mobile Equipment Servicer 17.29
05130 - Motor Equipment Metal Mechanic 22.06
05160 - Motor Equipment Metal Worker 19.87
05190 - Motor Vehicle Mechanic 22.06
05220 - Motor Vehicle Mechanic Helper 16.29
05250 - Motor Vehicle Upholstery Worker 18.92
05280 - Motor Vehicle Wrecker 19.87
05310 - Painter Automotive 20.99
05340 - Radiator Repair Specialist 19.87
05370 - Tire Repairer 13.54
05400 - Transmission Repair Specialist 22.06
07000 - Food Preparation And Service Occupations
07010 - Baker 12.13
07041 - Cook I 10.33
07042 - Cook II 11.59
07070 - Dishwasher 9.99
07130 - Food Service Worker 10.64
07210 - Meat Cutter 14.08
07260 - Waiter/Waitress 9.10
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 20.12

09040 - Furniture Handler 13.09
09080 - Furniture Refinisher 20.12
09090 - Furniture Refinisher Helper 15.53
09110 - Furniture Repairer Minor 17.82
09130 - Upholsterer 20.12
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.13
11060 - Elevator Operator 11.62
11090 - Gardener 16.83
11122 - Housekeeping Aide 11.62
11150 - Janitor 11.62
11210 - Laborer Grounds Maintenance 13.18
11240 - Maid or Houseman 9.71
11260 - Pruner 11.96
11270 - Tractor Operator 15.67
11330 - Trail Maintenance Worker 13.18
11360 - Window Cleaner 13.11
12000 - Health Occupations
12010 - Ambulance Driver 18.24
12011 - Breath Alcohol Technician 18.51
12012 - Certified Occupational Therapist Assistant 25.39
12015 - Certified Physical Therapist Assistant 30.54
12020 - Dental Assistant 20.66
12025 - Dental Hygienist 35.23
12030 - EKG Technician 28.05
12035 - Electroneurodiagnostic Technologist 28.05
12040 - Emergency Medical Technician 18.24
12071 - Licensed Practical Nurse I 16.54
12072 - Licensed Practical Nurse II 18.51
12073 - Licensed Practical Nurse III 20.63
12100 - Medical Assistant 15.09
12130 - Medical Laboratory Technician 20.76
12160 - Medical Record Clerk 15.03
12190 - Medical Record Technician 18.63
12195 - Medical Transcriptionist 16.62
12210 - Nuclear Medicine Technologist 40.67
12221 - Nursing Assistant I 11.31
12222 - Nursing Assistant II 12.71
12223 - Nursing Assistant III 13.87
12224 - Nursing Assistant IV 15.58
12235 - Optical Dispenser 18.51
12236 - Optical Technician 16.54
12250 - Pharmacy Technician 13.91
12280 - Phlebotomist 14.34
12305 - Radiologic Technologist 27.08
12311 - Registered Nurse I 24.27
12312 - Registered Nurse II 29.69
12313 - Registered Nurse II Specialist 29.69
12314 - Registered Nurse III 35.93
12315 - Registered Nurse III Anesthetist 35.93

12316 - Registered Nurse IV		43.06
12317 - Scheduler (Drug and Alcohol Testing)		22.92
12320 - Substance Abuse Treatment Counselor		25.68
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.14
13012 - Exhibits Specialist II		22.48
13013 - Exhibits Specialist III		27.50
13041 - Illustrator I		18.14
13042 - Illustrator II		22.48
13043 - Illustrator III		27.50
13047 - Librarian		24.89
13050 - Library Aide/Clerk		13.85
13054 - Library Information Technology Systems Administrator		22.48
13058 - Library Technician		15.82
13061 - Media Specialist I		16.22
13062 - Media Specialist II		18.14
13063 - Media Specialist III		20.23
13071 - Photographer I		16.05
13072 - Photographer II		17.94
13073 - Photographer III		22.23
13074 - Photographer IV		27.19
13075 - Photographer V		32.91
13090 - Technical Order Library Clerk		17.94
13110 - Video Teleconference Technician		18.01
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.93
14042 - Computer Operator II		17.81
14043 - Computer Operator III		19.86
14044 - Computer Operator IV		22.06
14045 - Computer Operator V		24.44
14071 - Computer Programmer I	(see 1)	21.37
14072 - Computer Programmer II	(see 1)	26.95
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		15.93
14160 - Personal Computer Support Technician		22.06
14170 - System Support Specialist		23.36
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.87
15020 - Aircrew Training Devices Instructor (Rated)		34.94
15030 - Air Crew Training Devices Instructor (Pilot)		41.87
15050 - Computer Based Training Specialist / Instructor		28.87
15060 - Educational Technologist		33.46
15070 - Flight Instructor (Pilot)		41.87
15080 - Graphic Artist		29.92
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.17

15086 - Maintenance Test Pilot Rotary Wing 41.17
15088 - Non-Maintenance Test/Co-Pilot 41.17
15090 - Technical Instructor 24.46
15095 - Technical Instructor/Course Developer 29.92
15110 - Test Proctor 19.74
15120 - Tutor 19.74
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.20
16030 - Counter Attendant 10.20
16040 - Dry Cleaner 12.30
16070 - Finisher Flatwork Machine 10.20
16090 - Presser Hand 10.20
16110 - Presser Machine Drycleaning 10.20
16130 - Presser Machine Shirts 10.20
16160 - Presser Machine Wearing Apparel Laundry 10.20
16190 - Sewing Machine Operator 12.96
16220 - Tailor 13.59
16250 - Washer Machine 10.74
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.17
19040 - Tool And Die Maker 24.59
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.97
21030 - Material Coordinator 24.66
21040 - Material Expediter 24.66
21050 - Material Handling Laborer 12.13
21071 - Order Filler 14.32
21080 - Production Line Worker (Food Processing) 20.97
21110 - Shipping Packer 16.20
21130 - Shipping/Receiving Clerk 16.20
21140 - Store Worker I 12.68
21150 - Stock Clerk 17.13
21210 - Tools And Parts Attendant 20.97
21410 - Warehouse Specialist 20.97
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.39
23019 - Aircraft Logs and Records Technician 19.73
23021 - Aircraft Mechanic I 23.22
23022 - Aircraft Mechanic II 24.39
23023 - Aircraft Mechanic III 25.61
23040 - Aircraft Mechanic Helper 17.66
23050 - Aircraft Painter 22.57
23060 - Aircraft Servicer 19.73
23070 - Aircraft Survival Flight Equipment Technician 22.57
23080 - Aircraft Worker 20.90
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.90
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.22
23110 - Appliance Mechanic 20.17

23120 - Bicycle Repairer 16.71
23125 - Cable Splicer 31.05
23130 - Carpenter Maintenance 18.74
23140 - Carpet Layer 19.06
23160 - Electrician Maintenance 24.94
23181 - Electronics Technician Maintenance I 19.60
23182 - Electronics Technician Maintenance II 21.12
23183 - Electronics Technician Maintenance III 24.85
23260 - Fabric Worker 17.87
23290 - Fire Alarm System Mechanic 21.30
23310 - Fire Extinguisher Repairer 16.71
23311 - Fuel Distribution System Mechanic 21.55
23312 - Fuel Distribution System Operator 18.53
23370 - General Maintenance Worker 17.56
23380 - Ground Support Equipment Mechanic 23.22
23381 - Ground Support Equipment Servicer 19.73
23382 - Ground Support Equipment Worker 20.90
23391 - Gunsmith I 16.71
23392 - Gunsmith II 19.06
23393 - Gunsmith III 21.30
23410 - Heating Ventilation And Air-Conditioning Mechanic 19.95
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 20.96
23430 - Heavy Equipment Mechanic 20.46
23440 - Heavy Equipment Operator 17.57
23460 - Instrument Mechanic 23.15
23465 - Laboratory/Shelter Mechanic 20.17
23470 - Laborer 12.13
23510 - Locksmith 20.17
23530 - Machinery Maintenance Mechanic 25.97
23550 - Machinist Maintenance 20.53
23580 - Maintenance Trades Helper 16.52
23591 - Metrology Technician I 23.15
23592 - Metrology Technician II 24.32
23593 - Metrology Technician III 25.44
23640 - Millwright 23.09
23710 - Office Appliance Repairer 24.52
23760 - Painter Maintenance 20.17
23790 - Pipefitter Maintenance 24.20
23810 - Plumber Maintenance 22.92
23820 - Pneudraulic Systems Mechanic 21.30
23850 - Rigger 21.59
23870 - Scale Mechanic 19.06
23890 - Sheet-Metal Worker Maintenance 20.97
23910 - Small Engine Mechanic 18.22
23931 - Telecommunications Mechanic I 30.72
23932 - Telecommunications Mechanic II 32.25
23950 - Telephone Lineman 21.89
23960 - Welder Combination Maintenance 20.00

23965 - Well Driller		21.30
23970 - Woodcraft Worker		21.30
23980 - Woodworker		16.71
24000 - Personal Needs Occupations		
24550 - Case Manager		13.30
24570 - Child Care Attendant		10.49
24580 - Child Care Center Clerk		13.08
24610 - Chore Aide		10.86
24620 - Family Readiness And Support Services Coordinator		13.30
24630 - Homemaker		13.68
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		21.30
25040 - Sewage Plant Operator		17.69
25070 - Stationary Engineer		21.30
25190 - Ventilation Equipment Tender		15.57
25210 - Water Treatment Plant Operator		17.69
27000 - Protective Service Occupations		
27004 - Alarm Monitor		15.98
27007 - Baggage Inspector		13.62
27008 - Corrections Officer		18.47
27010 - Court Security Officer		18.30
27030 - Detection Dog Handler		15.40
27040 - Detention Officer		18.47
27070 - Firefighter		18.54
27101 - Guard I		13.62
27102 - Guard II		15.40
27131 - Police Officer I		19.63
27132 - Police Officer II		21.81
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.90
28042 - Carnival Equipment Repairer		13.85
28043 - Carnival Worker		9.84
28210 - Gate Attendant/Gate Tender		16.94
28310 - Lifeguard		15.09
28350 - Park Attendant (Aide)		18.95
28510 - Recreation Aide/Health Facility Attendant		13.96
28515 - Recreation Specialist		22.10
28630 - Sports Official		15.09
28690 - Swimming Pool Operator		20.32
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		20.55
29020 - Hatch Tender		20.55
29030 - Line Handler		20.55
29041 - Stevedore I		19.49
29042 - Stevedore II		21.75
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	40.29
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.78
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.59

30021 - Archeological Technician I		16.92
30022 - Archeological Technician II		18.94
30023 - Archeological Technician III		23.46
30030 - Cartographic Technician		23.46
30040 - Civil Engineering Technician		23.46
30051 - Cryogenic Technician I		25.70
30052 - Cryogenic Technician II		28.39
30061 - Drafter/CAD Operator I		16.92
30062 - Drafter/CAD Operator II		18.94
30063 - Drafter/CAD Operator III		21.11
30064 - Drafter/CAD Operator IV		25.98
30081 - Engineering Technician I		15.07
30082 - Engineering Technician II		16.92
30083 - Engineering Technician III		18.92
30084 - Engineering Technician IV		23.44
30085 - Engineering Technician V		28.68
30086 - Engineering Technician VI		34.70
30090 - Environmental Technician		23.46
30095 - Evidence Control Specialist		23.21
30210 - Laboratory Technician		21.11
30221 - Latent Fingerprint Technician I		25.70
30222 - Latent Fingerprint Technician II		28.39
30240 - Mathematical Technician		23.46
30361 - Paralegal/Legal Assistant I		20.22
30362 - Paralegal/Legal Assistant II		25.05
30363 - Paralegal/Legal Assistant III		30.64
30364 - Paralegal/Legal Assistant IV		37.08
30375 - Petroleum Supply Specialist		28.39
30390 - Photo-Optics Technician		23.46
30395 - Radiation Control Technician		28.39
30461 - Technical Writer I		23.46
30462 - Technical Writer II		28.70
30463 - Technical Writer III		34.72
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		25.98
30502 - Weather Forecaster II		31.61
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.11
30621 - Weather Observer Senior	(see 2)	23.46
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		14.63
31030 - Bus Driver		19.97
31043 - Driver Courier		15.70
31260 - Parking and Lot Attendant		13.27
31290 - Shuttle Bus Driver		16.78

31310 - Taxi Driver	16.42
31361 - Truckdriver Light	16.78
31362 - Truckdriver Medium	18.59
31363 - Truckdriver Heavy	21.30
31364 - Truckdriver Tractor-Trailer	21.30
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	9.50
99050 - Desk Clerk	10.92
99095 - Embalmer	30.68
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	15.18
99252 - Laboratory Animal Caretaker II	16.30
99260 - Marketing Analyst	23.85
99310 - Mortician	30.68
99410 - Pest Controller	19.53
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	14.34
99711 - Recycling Specialist	16.99
99730 - Refuse Collector	12.71
99810 - Sales Clerk	11.51
99820 - School Crossing Guard	14.19
99830 - Survey Party Chief	18.67
99831 - Surveying Aide	12.59
99832 - Surveying Technician	17.25
99840 - Vending Machine Attendant	18.61
99841 - Vending Machine Repairer	22.80
99842 - Vending Machine Repairer Helper	18.61

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

paid sick leave provided pursuant to EO 13706.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

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

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

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

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

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4454
Revision No.: 14
Date Of Last Revision: 04/29/2020

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

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

State: South Carolina

Area: South Carolina County of Chesterfield

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		16.77
01013 - Accounting Clerk III		18.76
01020 - Administrative Assistant		26.85
01035 - Court Reporter		19.88
01041 - Customer Service Representative I		11.28
01042 - Customer Service Representative II		12.68
01043 - Customer Service Representative III		13.83
01051 - Data Entry Operator I		13.06
01052 - Data Entry Operator II		14.25
01060 - Dispatcher Motor Vehicle		17.88
01070 - Document Preparation Clerk		14.39

01090 - Duplicating Machine Operator 14.39
01111 - General Clerk I 11.81
01112 - General Clerk II 12.88
01113 - General Clerk III 14.46
01120 - Housing Referral Assistant 22.66
01141 - Messenger Courier 12.10
01191 - Order Clerk I 13.19
01192 - Order Clerk II 14.39
01261 - Personnel Assistant (Employment) I 16.41
01262 - Personnel Assistant (Employment) II 18.36
01263 - Personnel Assistant (Employment) III 20.47
01270 - Production Control Clerk 22.65
01290 - Rental Clerk 15.24
01300 - Scheduler Maintenance 17.63
01311 - Secretary I 17.63
01312 - Secretary II 19.88
01313 - Secretary III 22.66
01320 - Service Order Dispatcher 14.93
01410 - Supply Technician 26.85
01420 - Survey Worker 18.35
01460 - Switchboard Operator/Receptionist 13.87
01531 - Travel Clerk I 12.40
01532 - Travel Clerk II 13.15
01533 - Travel Clerk III 14.10
01611 - Word Processor I 14.61
01612 - Word Processor II 16.59
01613 - Word Processor III 18.55
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.91
05010 - Automotive Electrician 20.99
05040 - Automotive Glass Installer 19.38
05070 - Automotive Worker 19.87
05110 - Mobile Equipment Servicer 17.29
05130 - Motor Equipment Metal Mechanic 22.06
05160 - Motor Equipment Metal Worker 19.87
05190 - Motor Vehicle Mechanic 22.06
05220 - Motor Vehicle Mechanic Helper 16.29
05250 - Motor Vehicle Upholstery Worker 18.92
05280 - Motor Vehicle Wrecker 19.87
05310 - Painter Automotive 20.99
05340 - Radiator Repair Specialist 19.87
05370 - Tire Repairer 13.10
05400 - Transmission Repair Specialist 22.06
07000 - Food Preparation And Service Occupations
07010 - Baker 12.13
07041 - Cook I 10.33
07042 - Cook II 11.59
07070 - Dishwasher 9.72
07130 - Food Service Worker 9.93
07210 - Meat Cutter 13.92

07260 - Waiter/Waitress	9.09
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.12
09040 - Furniture Handler	13.09
09080 - Furniture Refinisher	20.12
09090 - Furniture Refinisher Helper	15.53
09110 - Furniture Repairer Minor	17.82
09130 - Upholsterer	20.12
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.13
11060 - Elevator Operator	11.62
11090 - Gardener	15.87
11122 - Housekeeping Aide	11.62
11150 - Janitor	11.62
11210 - Laborer Grounds Maintenance	12.43
11240 - Maid or Houseman	9.41
11260 - Pruner	11.27
11270 - Tractor Operator	14.78
11330 - Trail Maintenance Worker	12.43
11360 - Window Cleaner	13.11
12000 - Health Occupations	
12010 - Ambulance Driver	18.24
12011 - Breath Alcohol Technician	18.51
12012 - Certified Occupational Therapist Assistant	25.39
12015 - Certified Physical Therapist Assistant	28.92
12020 - Dental Assistant	19.39
12025 - Dental Hygienist	35.23
12030 - EKG Technician	28.05
12035 - Electroneurodiagnostic Technologist	28.05
12040 - Emergency Medical Technician	18.24
12071 - Licensed Practical Nurse I	16.54
12072 - Licensed Practical Nurse II	18.51
12073 - Licensed Practical Nurse III	20.63
12100 - Medical Assistant	15.09
12130 - Medical Laboratory Technician	20.76
12160 - Medical Record Clerk	15.03
12190 - Medical Record Technician	18.63
12195 - Medical Transcriptionist	16.62
12210 - Nuclear Medicine Technologist	40.67
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	18.51
12236 - Optical Technician	16.54
12250 - Pharmacy Technician	13.57
12280 - Phlebotomist	13.96
12305 - Radiologic Technologist	26.39
12311 - Registered Nurse I	23.03
12312 - Registered Nurse II	28.17

12313 - Registered Nurse II Specialist		28.17
12314 - Registered Nurse III		34.09
12315 - Registered Nurse III Anesthetist		34.09
12316 - Registered Nurse IV		40.83
12317 - Scheduler (Drug and Alcohol Testing)		22.92
12320 - Substance Abuse Treatment Counselor		23.85
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.14
13012 - Exhibits Specialist II		22.48
13013 - Exhibits Specialist III		27.50
13041 - Illustrator I		18.14
13042 - Illustrator II		22.48
13043 - Illustrator III		27.50
13047 - Librarian		24.89
13050 - Library Aide/Clerk		12.59
13054 - Library Information Technology Systems Administrator		22.48
13058 - Library Technician		15.82
13061 - Media Specialist I		16.22
13062 - Media Specialist II		18.14
13063 - Media Specialist III		20.23
13071 - Photographer I		15.85
13072 - Photographer II		17.73
13073 - Photographer III		21.96
13074 - Photographer IV		26.87
13075 - Photographer V		32.51
13090 - Technical Order Library Clerk		16.73
13110 - Video Teleconference Technician		18.01
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.93
14042 - Computer Operator II		17.81
14043 - Computer Operator III		19.86
14044 - Computer Operator IV		22.06
14045 - Computer Operator V		24.44
14071 - Computer Programmer I	(see 1)	21.04
14072 - Computer Programmer II	(see 1)	26.95
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		15.93
14160 - Personal Computer Support Technician		22.06
14170 - System Support Specialist		23.36
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.23
15020 - Aircrew Training Devices Instructor (Rated)		32.97
15030 - Air Crew Training Devices Instructor (Pilot)		39.52
15050 - Computer Based Training Specialist / Instructor		27.62
15060 - Educational Technologist		30.90

15070 - Flight Instructor (Pilot) 39.52
15080 - Graphic Artist 29.92
15085 - Maintenance Test Pilot Fixed Jet/Prop 37.43
15086 - Maintenance Test Pilot Rotary Wing 37.43
15088 - Non-Maintenance Test/Co-Pilot 37.43
15090 - Technical Instructor 24.46
15095 - Technical Instructor/Course Developer 29.92
15110 - Test Proctor 19.74
15120 - Tutor 19.74
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.20
16030 - Counter Attendant 10.20
16040 - Dry Cleaner 12.30
16070 - Finisher Flatwork Machine 10.20
16090 - Presser Hand 10.20
16110 - Presser Machine Drycleaning 10.20
16130 - Presser Machine Shirts 10.20
16160 - Presser Machine Wearing Apparel Laundry 10.20
16190 - Sewing Machine Operator 12.96
16220 - Tailor 13.59
16250 - Washer Machine 10.74
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.17
19040 - Tool And Die Maker 24.59
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.11
21030 - Material Coordinator 22.65
21040 - Material Expediter 22.65
21050 - Material Handling Laborer 12.13
21071 - Order Filler 14.32
21080 - Production Line Worker (Food Processing) 20.11
21110 - Shipping Packer 16.08
21130 - Shipping/Receiving Clerk 16.08
21140 - Store Worker I 12.37
21150 - Stock Clerk 16.71
21210 - Tools And Parts Attendant 20.11
21410 - Warehouse Specialist 20.11
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.39
23019 - Aircraft Logs and Records Technician 19.73
23021 - Aircraft Mechanic I 23.22
23022 - Aircraft Mechanic II 24.39
23023 - Aircraft Mechanic III 25.61
23040 - Aircraft Mechanic Helper 17.66
23050 - Aircraft Painter 22.57
23060 - Aircraft Servicer 19.73
23070 - Aircraft Survival Flight Equipment Technician 22.57
23080 - Aircraft Worker 20.90
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.90

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.22
23110 - Appliance Mechanic 20.17
23120 - Bicycle Repairer 16.71
23125 - Cable Splicer 30.12
23130 - Carpenter Maintenance 17.61
23140 - Carpet Layer 19.06
23160 - Electrician Maintenance 23.97
23181 - Electronics Technician Maintenance I 19.60
23182 - Electronics Technician Maintenance II 21.12
23183 - Electronics Technician Maintenance III 24.85
23260 - Fabric Worker 17.87
23290 - Fire Alarm System Mechanic 21.30
23310 - Fire Extinguisher Repairer 16.71
23311 - Fuel Distribution System Mechanic 21.55
23312 - Fuel Distribution System Operator 18.53
23370 - General Maintenance Worker 17.56
23380 - Ground Support Equipment Mechanic 23.22
23381 - Ground Support Equipment Servicer 19.73
23382 - Ground Support Equipment Worker 20.90
23391 - Gunsmith I 16.71
23392 - Gunsmith II 19.06
23393 - Gunsmith III 21.30
23410 - Heating Ventilation And Air-Conditioning Mechanic 19.95
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 20.96
23430 - Heavy Equipment Mechanic 20.46
23440 - Heavy Equipment Operator 17.57
23460 - Instrument Mechanic 23.15
23465 - Laboratory/Shelter Mechanic 20.17
23470 - Laborer 12.13
23510 - Locksmith 20.17
23530 - Machinery Maintenance Mechanic 24.24
23550 - Machinist Maintenance 20.53
23580 - Maintenance Trades Helper 15.06
23591 - Metrology Technician I 23.15
23592 - Metrology Technician II 24.32
23593 - Metrology Technician III 25.44
23640 - Millwright 23.09
23710 - Office Appliance Repairer 24.52
23760 - Painter Maintenance 20.17
23790 - Pipefitter Maintenance 23.87
23810 - Plumber Maintenance 22.61
23820 - Pneudraulic Systems Mechanic 21.30
23850 - Rigger 21.59
23870 - Scale Mechanic 19.06
23890 - Sheet-Metal Worker Maintenance 20.67
23910 - Small Engine Mechanic 18.22
23931 - Telecommunications Mechanic I 27.93

23932 - Telecommunications Mechanic II 29.32
23950 - Telephone Lineman 21.89
23960 - Welder Combination Maintenance 18.85
23965 - Well Driller 21.30
23970 - Woodcraft Worker 21.30
23980 - Woodworker 16.71
24000 - Personal Needs Occupations
24550 - Case Manager 13.30
24570 - Child Care Attendant 10.49
24580 - Child Care Center Clerk 13.08
24610 - Chore Aide 10.86
24620 - Family Readiness And Support Services Coordinator 13.30
24630 - Homemaker 13.68
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 21.30
25040 - Sewage Plant Operator 17.69
25070 - Stationary Engineer 21.30
25190 - Ventilation Equipment Tender 15.57
25210 - Water Treatment Plant Operator 17.69
27000 - Protective Service Occupations
27004 - Alarm Monitor 15.98
27007 - Baggage Inspector 13.52
27008 - Corrections Officer 18.47
27010 - Court Security Officer 18.30
27030 - Detection Dog Handler 15.40
27040 - Detention Officer 18.47
27070 - Firefighter 18.54
27101 - Guard I 13.52
27102 - Guard II 15.40
27131 - Police Officer I 19.63
27132 - Police Officer II 21.81
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.26
28042 - Carnival Equipment Repairer 13.16
28043 - Carnival Worker 9.35
28210 - Gate Attendant/Gate Tender 16.94
28310 - Lifeguard 15.09
28350 - Park Attendant (Aide) 18.95
28510 - Recreation Aide/Health Facility Attendant 13.96
28515 - Recreation Specialist 22.10
28630 - Sports Official 15.09
28690 - Swimming Pool Operator 20.32
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 20.55
29020 - Hatch Tender 20.55
29030 - Line Handler 20.55
29041 - Stevedore I 19.49
29042 - Stevedore II 21.75
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 16.92
30022 - Archeological Technician II 18.94
30023 - Archeological Technician III 23.46
30030 - Cartographic Technician 23.46
30040 - Civil Engineering Technician 23.46
30051 - Cryogenic Technician I 25.70
30052 - Cryogenic Technician II 28.39
30061 - Drafter/CAD Operator I 16.92
30062 - Drafter/CAD Operator II 18.94
30063 - Drafter/CAD Operator III 21.11
30064 - Drafter/CAD Operator IV 25.98
30081 - Engineering Technician I 15.07
30082 - Engineering Technician II 16.92
30083 - Engineering Technician III 18.92
30084 - Engineering Technician IV 23.44
30085 - Engineering Technician V 28.68
30086 - Engineering Technician VI 34.70
30090 - Environmental Technician 23.46
30095 - Evidence Control Specialist 23.21
30210 - Laboratory Technician 21.11
30221 - Latent Fingerprint Technician I 25.70
30222 - Latent Fingerprint Technician II 28.39
30240 - Mathematical Technician 23.46
30361 - Paralegal/Legal Assistant I 18.79
30362 - Paralegal/Legal Assistant II 23.29
30363 - Paralegal/Legal Assistant III 28.49
30364 - Paralegal/Legal Assistant IV 34.46
30375 - Petroleum Supply Specialist 28.39
30390 - Photo-Optics Technician 23.46
30395 - Radiation Control Technician 28.39
30461 - Technical Writer I 23.46
30462 - Technical Writer II 28.70
30463 - Technical Writer III 34.72
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 25.98
30502 - Weather Forecaster II 31.61
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.11
30621 - Weather Observer Senior (see 2) 23.46
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.63
31030 - Bus Driver 19.97

31043 - Driver Courier	15.70
31260 - Parking and Lot Attendant	13.27
31290 - Shuttle Bus Driver	16.78
31310 - Taxi Driver	16.42
31361 - Truckdriver Light	16.78
31362 - Truckdriver Medium	18.59
31363 - Truckdriver Heavy	21.30
31364 - Truckdriver Tractor-Trailer	21.30
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.50
99050 - Desk Clerk	10.53
99095 - Embalmer	30.68
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.68
99252 - Laboratory Animal Caretaker II	15.76
99260 - Marketing Analyst	23.85
99310 - Mortician	30.68
99410 - Pest Controller	19.53
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	14.34
99711 - Recycling Specialist	16.99
99730 - Refuse Collector	12.71
99810 - Sales Clerk	11.51
99820 - School Crossing Guard	13.84
99830 - Survey Party Chief	18.67
99831 - Surveying Aide	12.59
99832 - Surveying Technician	17.25
99840 - Vending Machine Attendant	18.15
99841 - Vending Machine Repairer	22.22
99842 - Vending Machine Repairer Helper	18.15

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

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 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.: 2015-4455
Revision No.: 15
Date Of Last Revision: 04/20/2021

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: South Carolina

Area: South Carolina Counties of Dillon Marion Marlboro

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.93
01012 - Accounting Clerk II		15.63
01013 - Accounting Clerk III		17.49
01020 - Administrative Assistant		23.66
01035 - Court Reporter		18.07
01041 - Customer Service Representative I		12.41
01042 - Customer Service Representative II		13.95
01043 - Customer Service Representative III		15.21
01051 - Data Entry Operator I		13.06
01052 - Data Entry Operator II		14.25
01060 - Dispatcher Motor Vehicle		17.95
01070 - Document Preparation Clerk		14.39
01090 - Duplicating Machine Operator		14.39
01111 - General Clerk I		12.37
01112 - General Clerk II		13.50

01113 - General Clerk III 15.16
01120 - Housing Referral Assistant 20.15
01141 - Messenger Courier 11.09
01191 - Order Clerk I 13.19
01192 - Order Clerk II 14.39
01261 - Personnel Assistant (Employment) I 16.41
01262 - Personnel Assistant (Employment) II 18.36
01263 - Personnel Assistant (Employment) III 20.47
01270 - Production Control Clerk 24.66
01290 - Rental Clerk 11.75
01300 - Scheduler Maintenance 16.15
01311 - Secretary I 16.15
01312 - Secretary II 18.07
01313 - Secretary III 20.15
01320 - Service Order Dispatcher 15.36
01410 - Supply Technician 23.66
01420 - Survey Worker 14.76
01460 - Switchboard Operator/Receptionist 13.06
01531 - Travel Clerk I 12.87
01532 - Travel Clerk II 13.70
01533 - Travel Clerk III 14.65
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 19.71
05010 - Automotive Electrician 19.33
05040 - Automotive Glass Installer 17.76
05070 - Automotive Worker 17.76
05110 - Mobile Equipment Servicer 15.82
05130 - Motor Equipment Metal Mechanic 19.71
05160 - Motor Equipment Metal Worker 17.76
05190 - Motor Vehicle Mechanic 19.71
05220 - Motor Vehicle Mechanic Helper 14.83
05250 - Motor Vehicle Upholstery Worker 16.17
05280 - Motor Vehicle Wrecker 17.76
05310 - Painter Automotive 18.99
05340 - Radiator Repair Specialist 17.76
05370 - Tire Repairer 13.54
05400 - Transmission Repair Specialist 19.71
07000 - Food Preparation And Service Occupations
07010 - Baker 13.08
07041 - Cook I 11.58
07042 - Cook II 13.08
07070 - Dishwasher 9.99
07130 - Food Service Worker 10.64
07210 - Meat Cutter 14.08
07260 - Waiter/Waitress 9.32
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 20.17

09040 - Furniture Handler 13.09
09080 - Furniture Refinisher 20.17
09090 - Furniture Refinisher Helper 15.57
09110 - Furniture Repairer Minor 17.87
09130 - Upholsterer 20.17
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.10
11060 - Elevator Operator 11.10
11090 - Gardener 16.83
11122 - Housekeeping Aide 10.45
11150 - Janitor 10.45
11210 - Laborer Grounds Maintenance 13.18
11240 - Maid or Houseman 9.71
11260 - Pruner 11.96
11270 - Tractor Operator 15.67
11330 - Trail Maintenance Worker 13.18
11360 - Window Cleaner 11.52
12000 - Health Occupations
12010 - Ambulance Driver 16.73
12011 - Breath Alcohol Technician 18.51
12012 - Certified Occupational Therapist Assistant 25.39
12015 - Certified Physical Therapist Assistant 30.54
12020 - Dental Assistant 20.66
12025 - Dental Hygienist 32.82
12030 - EKG Technician 28.05
12035 - Electroneurodiagnostic Technologist 28.05
12040 - Emergency Medical Technician 16.73
12071 - Licensed Practical Nurse I 16.54
12072 - Licensed Practical Nurse II 18.51
12073 - Licensed Practical Nurse III 20.63
12100 - Medical Assistant 15.09
12130 - Medical Laboratory Technician 20.76
12160 - Medical Record Clerk 14.09
12190 - Medical Record Technician 18.63
12195 - Medical Transcriptionist 16.54
12210 - Nuclear Medicine Technologist 40.67
12221 - Nursing Assistant I 11.31
12222 - Nursing Assistant II 12.71
12223 - Nursing Assistant III 13.87
12224 - Nursing Assistant IV 15.58
12235 - Optical Dispenser 18.51
12236 - Optical Technician 16.54
12250 - Pharmacy Technician 17.03
12280 - Phlebotomist 14.29
12305 - Radiologic Technologist 27.08
12311 - Registered Nurse I 24.27
12312 - Registered Nurse II 29.69
12313 - Registered Nurse II Specialist 29.69
12314 - Registered Nurse III 35.93
12315 - Registered Nurse III Anesthetist 35.93

12316 - Registered Nurse IV		43.06
12317 - Scheduler (Drug and Alcohol Testing)		22.92
12320 - Substance Abuse Treatment Counselor		25.68
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.94
13012 - Exhibits Specialist II		22.23
13013 - Exhibits Specialist III		27.19
13041 - Illustrator I		17.94
13042 - Illustrator II		22.23
13043 - Illustrator III		27.19
13047 - Librarian		24.62
13050 - Library Aide/Clerk		13.85
13054 - Library Information Technology Systems Administrator		22.23
13058 - Library Technician		15.82
13061 - Media Specialist I		16.05
13062 - Media Specialist II		17.94
13063 - Media Specialist III		20.00
13071 - Photographer I		16.05
13072 - Photographer II		17.94
13073 - Photographer III		22.23
13074 - Photographer IV		27.19
13075 - Photographer V		32.91
13090 - Technical Order Library Clerk		17.94
13110 - Video Teleconference Technician		16.35
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.20
14042 - Computer Operator II		15.88
14043 - Computer Operator III		18.75
14044 - Computer Operator IV		19.68
14045 - Computer Operator V		21.79
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		14.20
14160 - Personal Computer Support Technician		19.68
14170 - System Support Specialist		21.79
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.58
15020 - Aircrew Training Devices Instructor (Rated)		36.99
15030 - Air Crew Training Devices Instructor (Pilot)		41.87
15050 - Computer Based Training Specialist / Instructor		30.58
15060 - Educational Technologist		33.46
15070 - Flight Instructor (Pilot)		41.87
15080 - Graphic Artist		22.57
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.17

15086 - Maintenance Test Pilot Rotary Wing 41.17
15088 - Non-Maintenance Test/Co-Pilot 41.17
15090 - Technical Instructor 20.30
15095 - Technical Instructor/Course Developer 24.83
15110 - Test Proctor 16.38
15120 - Tutor 16.38
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.20
16030 - Counter Attendant 10.20
16040 - Dry Cleaner 12.30
16070 - Finisher Flatwork Machine 10.20
16090 - Presser Hand 10.20
16110 - Presser Machine Drycleaning 10.20
16130 - Presser Machine Shirts 10.20
16160 - Presser Machine Wearing Apparel Laundry 10.20
16190 - Sewing Machine Operator 12.96
16220 - Tailor 13.59
16250 - Washer Machine 10.74
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.22
19040 - Tool And Die Maker 24.59
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.76
21030 - Material Coordinator 24.66
21040 - Material Expediter 24.66
21050 - Material Handling Laborer 11.67
21071 - Order Filler 13.43
21080 - Production Line Worker (Food Processing) 20.76
21110 - Shipping Packer 16.20
21130 - Shipping/Receiving Clerk 16.20
21140 - Store Worker I 12.68
21150 - Stock Clerk 17.13
21210 - Tools And Parts Attendant 20.76
21410 - Warehouse Specialist 20.76
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 22.41
23019 - Aircraft Logs and Records Technician 17.87
23021 - Aircraft Mechanic I 21.30
23022 - Aircraft Mechanic II 22.41
23023 - Aircraft Mechanic III 23.49
23040 - Aircraft Mechanic Helper 15.57
23050 - Aircraft Painter 20.17
23060 - Aircraft Servicer 17.87
23070 - Aircraft Survival Flight Equipment Technician 20.17
23080 - Aircraft Worker 19.06
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 19.06
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 21.30
23110 - Appliance Mechanic 20.17

23120 - Bicycle Repairer 16.71
23125 - Cable Splicer 31.05
23130 - Carpenter Maintenance 18.74
23140 - Carpet Layer 19.06
23160 - Electrician Maintenance 24.94
23181 - Electronics Technician Maintenance I 20.99
23182 - Electronics Technician Maintenance II 22.91
23183 - Electronics Technician Maintenance III 24.22
23260 - Fabric Worker 17.87
23290 - Fire Alarm System Mechanic 21.30
23310 - Fire Extinguisher Repairer 16.71
23311 - Fuel Distribution System Mechanic 21.30
23312 - Fuel Distribution System Operator 16.71
23370 - General Maintenance Worker 16.30
23380 - Ground Support Equipment Mechanic 21.30
23381 - Ground Support Equipment Servicer 17.87
23382 - Ground Support Equipment Worker 19.06
23391 - Gunsmith I 16.71
23392 - Gunsmith II 19.06
23393 - Gunsmith III 21.30
23410 - Heating Ventilation And Air-Conditioning Mechanic 18.40
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 19.42
23430 - Heavy Equipment Mechanic 20.46
23440 - Heavy Equipment Operator 17.57
23460 - Instrument Mechanic 21.30
23465 - Laboratory/Shelter Mechanic 20.17
23470 - Laborer 11.67
23510 - Locksmith 20.17
23530 - Machinery Maintenance Mechanic 25.97
23550 - Machinist Maintenance 20.53
23580 - Maintenance Trades Helper 16.52
23591 - Metrology Technician I 21.30
23592 - Metrology Technician II 22.41
23593 - Metrology Technician III 23.49
23640 - Millwright 23.09
23710 - Office Appliance Repairer 23.35
23760 - Painter Maintenance 20.17
23790 - Pipefitter Maintenance 24.20
23810 - Plumber Maintenance 22.92
23820 - Pneudraulic Systems Mechanic 21.30
23850 - Rigger 21.30
23870 - Scale Mechanic 19.06
23890 - Sheet-Metal Worker Maintenance 20.97
23910 - Small Engine Mechanic 18.22
23931 - Telecommunications Mechanic I 30.23
23932 - Telecommunications Mechanic II 31.82
23950 - Telephone Lineman 21.84
23960 - Welder Combination Maintenance 20.00

23965 - Well Driller	21.30
23970 - Woodcraft Worker	21.30
23980 - Woodworker	16.71
24000 - Personal Needs Occupations	
24550 - Case Manager	13.63
24570 - Child Care Attendant	11.68
24580 - Child Care Center Clerk	14.58
24610 - Chore Aide	10.86
24620 - Family Readiness And Support Services Coordinator	13.63
24630 - Homemaker	16.20
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.30
25040 - Sewage Plant Operator	19.00
25070 - Stationary Engineer	21.30
25190 - Ventilation Equipment Tender	15.57
25210 - Water Treatment Plant Operator	19.00
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.40
27007 - Baggage Inspector	13.62
27008 - Corrections Officer	18.47
27010 - Court Security Officer	17.69
27030 - Detection Dog Handler	15.40
27040 - Detention Officer	18.47
27070 - Firefighter	17.38
27101 - Guard I	13.62
27102 - Guard II	15.40
27131 - Police Officer I	17.28
27132 - Police Officer II	19.21
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.90
28042 - Carnival Equipment Repairer	13.85
28043 - Carnival Worker	9.84
28210 - Gate Attendant/Gate Tender	15.84
28310 - Lifeguard	14.11
28350 - Park Attendant (Aide)	17.73
28510 - Recreation Aide/Health Facility Attendant	13.43
28515 - Recreation Specialist	21.63
28630 - Sports Official	14.11
28690 - Swimming Pool Operator	20.32
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.04
29020 - Hatch Tender	20.04
29030 - Line Handler	20.04
29041 - Stevedore I	18.82
29042 - Stevedore II	21.23
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.29
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.78
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.59

30021 - Archeological Technician I		16.92
30022 - Archeological Technician II		18.98
30023 - Archeological Technician III		23.46
30030 - Cartographic Technician		23.46
30040 - Civil Engineering Technician		23.12
30051 - Cryogenic Technician I		25.70
30052 - Cryogenic Technician II		28.39
30061 - Drafter/CAD Operator I		16.92
30062 - Drafter/CAD Operator II		18.94
30063 - Drafter/CAD Operator III		21.11
30064 - Drafter/CAD Operator IV		25.98
30081 - Engineering Technician I		14.92
30082 - Engineering Technician II		16.75
30083 - Engineering Technician III		18.75
30084 - Engineering Technician IV		23.22
30085 - Engineering Technician V		28.40
30086 - Engineering Technician VI		34.36
30090 - Environmental Technician		23.46
30095 - Evidence Control Specialist		23.21
30210 - Laboratory Technician		22.43
30221 - Latent Fingerprint Technician I		25.70
30222 - Latent Fingerprint Technician II		28.39
30240 - Mathematical Technician		23.46
30361 - Paralegal/Legal Assistant I		20.05
30362 - Paralegal/Legal Assistant II		24.83
30363 - Paralegal/Legal Assistant III		30.38
30364 - Paralegal/Legal Assistant IV		36.75
30375 - Petroleum Supply Specialist		28.39
30390 - Photo-Optics Technician		23.46
30395 - Radiation Control Technician		28.39
30461 - Technical Writer I		23.46
30462 - Technical Writer II		28.70
30463 - Technical Writer III		34.72
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		25.98
30502 - Weather Forecaster II		31.61
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.11
30621 - Weather Observer Senior	(see 2)	23.46
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		14.63
31030 - Bus Driver		19.97
31043 - Driver Courier		11.73
31260 - Parking and Lot Attendant		12.47
31290 - Shuttle Bus Driver		12.85

31310 - Taxi Driver	14.96
31361 - Truckdriver Light	12.85
31362 - Truckdriver Medium	14.80
31363 - Truckdriver Heavy	21.30
31364 - Truckdriver Tractor-Trailer	21.30
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	9.42
99050 - Desk Clerk	10.92
99095 - Embalmer	25.60
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	15.18
99252 - Laboratory Animal Caretaker II	16.30
99260 - Marketing Analyst	23.85
99310 - Mortician	25.60
99410 - Pest Controller	18.11
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	12.53
99711 - Recycling Specialist	15.25
99730 - Refuse Collector	11.23
99810 - Sales Clerk	11.08
99820 - School Crossing Guard	14.19
99830 - Survey Party Chief	21.27
99831 - Surveying Aide	12.58
99832 - Surveying Technician	17.25
99840 - Vending Machine Attendant	18.61
99841 - Vending Machine Repairer	22.80
99842 - Vending Machine Repairer Helper	18.61

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

paid sick leave provided pursuant to EO 13706.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

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

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

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

Daniel W. Simms
Director

Division of
Wage Determinations

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

Wage Determination No.: 2015-4456
Revision No.: 14
Date Of Last Revision: 04/29/2020

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

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

State: South Carolina

Area: South Carolina Counties of Dillon Marion Marlboro

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.93
01012 - Accounting Clerk II		15.63
01013 - Accounting Clerk III		17.49
01020 - Administrative Assistant		23.66
01035 - Court Reporter		18.07
01041 - Customer Service Representative I		11.28
01042 - Customer Service Representative II		12.68
01043 - Customer Service Representative III		13.83
01051 - Data Entry Operator I		13.06
01052 - Data Entry Operator II		14.25
01060 - Dispatcher Motor Vehicle		16.32
01070 - Document Preparation Clerk		14.39

01090 - Duplicating Machine Operator 14.39
01111 - General Clerk I 11.76
01112 - General Clerk II 12.83
01113 - General Clerk III 14.40
01120 - Housing Referral Assistant 20.15
01141 - Messenger Courier 10.96
01191 - Order Clerk I 13.19
01192 - Order Clerk II 14.39
01261 - Personnel Assistant (Employment) I 16.41
01262 - Personnel Assistant (Employment) II 18.36
01263 - Personnel Assistant (Employment) III 20.47
01270 - Production Control Clerk 22.65
01290 - Rental Clerk 11.75
01300 - Scheduler Maintenance 16.15
01311 - Secretary I 16.15
01312 - Secretary II 18.07
01313 - Secretary III 20.15
01320 - Service Order Dispatcher 13.96
01410 - Supply Technician 23.66
01420 - Survey Worker 13.42
01460 - Switchboard Operator/Receptionist 12.57
01531 - Travel Clerk I 12.40
01532 - Travel Clerk II 13.15
01533 - Travel Clerk III 14.10
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 19.71
05010 - Automotive Electrician 19.33
05040 - Automotive Glass Installer 17.76
05070 - Automotive Worker 17.76
05110 - Mobile Equipment Servicer 15.82
05130 - Motor Equipment Metal Mechanic 19.71
05160 - Motor Equipment Metal Worker 17.76
05190 - Motor Vehicle Mechanic 19.71
05220 - Motor Vehicle Mechanic Helper 14.83
05250 - Motor Vehicle Upholstery Worker 16.17
05280 - Motor Vehicle Wrecker 17.76
05310 - Painter Automotive 18.99
05340 - Radiator Repair Specialist 17.76
05370 - Tire Repairer 13.10
05400 - Transmission Repair Specialist 19.71
07000 - Food Preparation And Service Occupations
07010 - Baker 13.08
07041 - Cook I 11.58
07042 - Cook II 13.08
07070 - Dishwasher 9.72
07130 - Food Service Worker 9.93
07210 - Meat Cutter 13.92

07260 - Waiter/Waitress	9.32
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.17
09040 - Furniture Handler	13.09
09080 - Furniture Refinisher	20.17
09090 - Furniture Refinisher Helper	15.57
09110 - Furniture Repairer Minor	17.87
09130 - Upholsterer	20.17
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.77
11060 - Elevator Operator	10.77
11090 - Gardener	15.87
11122 - Housekeeping Aide	9.70
11150 - Janitor	9.70
11210 - Laborer Grounds Maintenance	12.43
11240 - Maid or Houseman	9.41
11260 - Pruner	11.27
11270 - Tractor Operator	14.78
11330 - Trail Maintenance Worker	12.43
11360 - Window Cleaner	10.69
12000 - Health Occupations	
12010 - Ambulance Driver	16.73
12011 - Breath Alcohol Technician	18.51
12012 - Certified Occupational Therapist Assistant	25.39
12015 - Certified Physical Therapist Assistant	28.92
12020 - Dental Assistant	19.39
12025 - Dental Hygienist	32.82
12030 - EKG Technician	28.05
12035 - Electroneurodiagnostic Technologist	28.05
12040 - Emergency Medical Technician	16.73
12071 - Licensed Practical Nurse I	16.54
12072 - Licensed Practical Nurse II	18.51
12073 - Licensed Practical Nurse III	20.63
12100 - Medical Assistant	15.09
12130 - Medical Laboratory Technician	20.76
12160 - Medical Record Clerk	14.09
12190 - Medical Record Technician	18.63
12195 - Medical Transcriptionist	16.54
12210 - Nuclear Medicine Technologist	40.67
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	18.51
12236 - Optical Technician	16.54
12250 - Pharmacy Technician	17.03
12280 - Phlebotomist	12.99
12305 - Radiologic Technologist	24.75
12311 - Registered Nurse I	23.02
12312 - Registered Nurse II	28.16

12313 - Registered Nurse II Specialist		28.16
12314 - Registered Nurse III		34.07
12315 - Registered Nurse III Anesthetist		34.07
12316 - Registered Nurse IV		40.83
12317 - Scheduler (Drug and Alcohol Testing)		22.92
12320 - Substance Abuse Treatment Counselor		23.85
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.71
13012 - Exhibits Specialist II		20.70
13013 - Exhibits Specialist III		25.32
13041 - Illustrator I		16.71
13042 - Illustrator II		20.70
13043 - Illustrator III		25.32
13047 - Librarian		22.93
13050 - Library Aide/Clerk		12.59
13054 - Library Information Technology Systems Administrator		20.70
13058 - Library Technician		15.82
13061 - Media Specialist I		14.94
13062 - Media Specialist II		16.71
13063 - Media Specialist III		18.63
13071 - Photographer I		14.95
13072 - Photographer II		16.73
13073 - Photographer III		20.72
13074 - Photographer IV		25.35
13075 - Photographer V		30.67
13090 - Technical Order Library Clerk		16.73
13110 - Video Teleconference Technician		16.35
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.20
14042 - Computer Operator II		15.88
14043 - Computer Operator III		18.75
14044 - Computer Operator IV		19.68
14045 - Computer Operator V		21.79
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		14.20
14160 - Personal Computer Support Technician		19.68
14170 - System Support Specialist		21.79
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.58
15020 - Aircrew Training Devices Instructor (Rated)		36.99
15030 - Air Crew Training Devices Instructor (Pilot)		41.77
15050 - Computer Based Training Specialist / Instructor		30.58
15060 - Educational Technologist		30.69

15070 - Flight Instructor (Pilot) 41.77
15080 - Graphic Artist 22.57
15085 - Maintenance Test Pilot Fixed Jet/Prop 37.43
15086 - Maintenance Test Pilot Rotary Wing 37.43
15088 - Non-Maintenance Test/Co-Pilot 37.43
15090 - Technical Instructor 20.30
15095 - Technical Instructor/Course Developer 24.83
15110 - Test Proctor 16.38
15120 - Tutor 16.38
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.20
16030 - Counter Attendant 10.20
16040 - Dry Cleaner 12.30
16070 - Finisher Flatwork Machine 10.20
16090 - Presser Hand 10.20
16110 - Presser Machine Drycleaning 10.20
16130 - Presser Machine Shirts 10.20
16160 - Presser Machine Wearing Apparel Laundry 10.20
16190 - Sewing Machine Operator 12.96
16220 - Tailor 13.59
16250 - Washer Machine 10.74
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.22
19040 - Tool And Die Maker 24.59
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.87
21030 - Material Coordinator 22.65
21040 - Material Expediter 22.65
21050 - Material Handling Laborer 11.49
21071 - Order Filler 13.43
21080 - Production Line Worker (Food Processing) 18.87
21110 - Shipping Packer 16.08
21130 - Shipping/Receiving Clerk 16.08
21140 - Store Worker I 12.37
21150 - Stock Clerk 16.71
21210 - Tools And Parts Attendant 18.87
21410 - Warehouse Specialist 18.87
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 22.41
23019 - Aircraft Logs and Records Technician 17.87
23021 - Aircraft Mechanic I 21.30
23022 - Aircraft Mechanic II 22.41
23023 - Aircraft Mechanic III 23.49
23040 - Aircraft Mechanic Helper 15.57
23050 - Aircraft Painter 20.17
23060 - Aircraft Servicer 17.87
23070 - Aircraft Survival Flight Equipment Technician 20.17
23080 - Aircraft Worker 19.06
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 19.06

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 21.30
23110 - Appliance Mechanic 20.17
23120 - Bicycle Repairer 16.71
23125 - Cable Splicer 30.12
23130 - Carpenter Maintenance 17.61
23140 - Carpet Layer 19.06
23160 - Electrician Maintenance 23.97
23181 - Electronics Technician Maintenance I 20.99
23182 - Electronics Technician Maintenance II 22.91
23183 - Electronics Technician Maintenance III 24.22
23260 - Fabric Worker 17.87
23290 - Fire Alarm System Mechanic 21.30
23310 - Fire Extinguisher Repairer 16.71
23311 - Fuel Distribution System Mechanic 21.30
23312 - Fuel Distribution System Operator 16.71
23370 - General Maintenance Worker 16.30
23380 - Ground Support Equipment Mechanic 21.30
23381 - Ground Support Equipment Servicer 17.87
23382 - Ground Support Equipment Worker 19.06
23391 - Gunsmith I 16.71
23392 - Gunsmith II 19.06
23393 - Gunsmith III 21.30
23410 - Heating Ventilation And Air-Conditioning Mechanic 18.40
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 19.42
23430 - Heavy Equipment Mechanic 20.46
23440 - Heavy Equipment Operator 17.57
23460 - Instrument Mechanic 21.30
23465 - Laboratory/Shelter Mechanic 20.17
23470 - Laborer 11.49
23510 - Locksmith 20.17
23530 - Machinery Maintenance Mechanic 24.24
23550 - Machinist Maintenance 20.53
23580 - Maintenance Trades Helper 15.06
23591 - Metrology Technician I 21.30
23592 - Metrology Technician II 22.41
23593 - Metrology Technician III 23.49
23640 - Millwright 23.09
23710 - Office Appliance Repairer 23.35
23760 - Painter Maintenance 20.17
23790 - Pipefitter Maintenance 23.87
23810 - Plumber Maintenance 22.61
23820 - Pneudraulic Systems Mechanic 21.30
23850 - Rigger 21.30
23870 - Scale Mechanic 19.06
23890 - Sheet-Metal Worker Maintenance 20.67
23910 - Small Engine Mechanic 18.22
23931 - Telecommunications Mechanic I 27.48

23932 - Telecommunications Mechanic II 28.93
23950 - Telephone Lineman 21.84
23960 - Welder Combination Maintenance 18.85
23965 - Well Driller 21.30
23970 - Woodcraft Worker 21.30
23980 - Woodworker 16.71
24000 - Personal Needs Occupations
24550 - Case Manager 13.63
24570 - Child Care Attendant 11.68
24580 - Child Care Center Clerk 14.58
24610 - Chore Aide 10.86
24620 - Family Readiness And Support Services Coordinator 13.63
24630 - Homemaker 16.20
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 21.30
25040 - Sewage Plant Operator 19.00
25070 - Stationary Engineer 21.30
25190 - Ventilation Equipment Tender 15.57
25210 - Water Treatment Plant Operator 19.00
27000 - Protective Service Occupations
27004 - Alarm Monitor 14.40
27007 - Baggage Inspector 13.52
27008 - Corrections Officer 18.47
27010 - Court Security Officer 17.47
27030 - Detection Dog Handler 15.40
27040 - Detention Officer 18.47
27070 - Firefighter 17.01
27101 - Guard I 13.52
27102 - Guard II 15.40
27131 - Police Officer I 17.27
27132 - Police Officer II 19.18
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.26
28042 - Carnival Equipment Repairer 13.16
28043 - Carnival Worker 9.35
28210 - Gate Attendant/Gate Tender 15.84
28310 - Lifeguard 14.11
28350 - Park Attendant (Aide) 17.73
28510 - Recreation Aide/Health Facility Attendant 13.43
28515 - Recreation Specialist 19.95
28630 - Sports Official 14.11
28690 - Swimming Pool Operator 20.32
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 20.04
29020 - Hatch Tender 20.04
29030 - Line Handler 20.04
29041 - Stevedore I 18.82
29042 - Stevedore II 21.23
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 16.92
30022 - Archeological Technician II 18.98
30023 - Archeological Technician III 23.46
30030 - Cartographic Technician 23.46
30040 - Civil Engineering Technician 23.12
30051 - Cryogenic Technician I 25.70
30052 - Cryogenic Technician II 28.39
30061 - Drafter/CAD Operator I 16.92
30062 - Drafter/CAD Operator II 18.94
30063 - Drafter/CAD Operator III 21.11
30064 - Drafter/CAD Operator IV 25.98
30081 - Engineering Technician I 14.92
30082 - Engineering Technician II 16.75
30083 - Engineering Technician III 18.75
30084 - Engineering Technician IV 23.22
30085 - Engineering Technician V 28.40
30086 - Engineering Technician VI 34.36
30090 - Environmental Technician 23.46
30095 - Evidence Control Specialist 23.21
30210 - Laboratory Technician 22.43
30221 - Latent Fingerprint Technician I 25.70
30222 - Latent Fingerprint Technician II 28.39
30240 - Mathematical Technician 23.46
30361 - Paralegal/Legal Assistant I 18.23
30362 - Paralegal/Legal Assistant II 22.57
30363 - Paralegal/Legal Assistant III 27.62
30364 - Paralegal/Legal Assistant IV 33.41
30375 - Petroleum Supply Specialist 28.39
30390 - Photo-Optics Technician 23.46
30395 - Radiation Control Technician 28.39
30461 - Technical Writer I 23.46
30462 - Technical Writer II 28.70
30463 - Technical Writer III 34.72
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 25.98
30502 - Weather Forecaster II 31.61
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.11
30621 - Weather Observer Senior (see 2) 23.46
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.63
31030 - Bus Driver 19.97

31043 - Driver Courier	11.73
31260 - Parking and Lot Attendant	12.47
31290 - Shuttle Bus Driver	12.85
31310 - Taxi Driver	14.96
31361 - Truckdriver Light	12.85
31362 - Truckdriver Medium	14.80
31363 - Truckdriver Heavy	21.30
31364 - Truckdriver Tractor-Trailer	21.30
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	8.98
99050 - Desk Clerk	10.53
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.68
99252 - Laboratory Animal Caretaker II	15.76
99260 - Marketing Analyst	23.85
99310 - Mortician	25.35
99410 - Pest Controller	18.11
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	12.53
99711 - Recycling Specialist	15.25
99730 - Refuse Collector	11.23
99810 - Sales Clerk	11.08
99820 - School Crossing Guard	13.84
99830 - Survey Party Chief	21.27
99831 - Surveying Aide	12.58
99832 - Surveying Technician	17.25
99840 - Vending Machine Attendant	18.15
99841 - Vending Machine Repairer	22.22
99842 - Vending Machine Repairer Helper	18.15

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

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 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.: 2015-4458
Revision No.: 14
Date Of Last Revision: 04/29/2020

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

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

State: South Carolina

Area: South Carolina County of Clarendon

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.93
01012 - Accounting Clerk II		15.63
01013 - Accounting Clerk III		17.49
01020 - Administrative Assistant		23.66
01035 - Court Reporter		18.56
01041 - Customer Service Representative I		11.28
01042 - Customer Service Representative II		12.68
01043 - Customer Service Representative III		13.83
01051 - Data Entry Operator I		13.06
01052 - Data Entry Operator II		14.25
01060 - Dispatcher Motor Vehicle		16.45
01070 - Document Preparation Clerk		14.39

01090 - Duplicating Machine Operator 14.39
01111 - General Clerk I 11.76
01112 - General Clerk II 12.83
01113 - General Clerk III 14.40
01120 - Housing Referral Assistant 20.15
01141 - Messenger Courier 10.96
01191 - Order Clerk I 13.19
01192 - Order Clerk II 14.39
01261 - Personnel Assistant (Employment) I 16.41
01262 - Personnel Assistant (Employment) II 18.36
01263 - Personnel Assistant (Employment) III 20.47
01270 - Production Control Clerk 22.65
01290 - Rental Clerk 12.31
01300 - Scheduler Maintenance 16.15
01311 - Secretary I 16.15
01312 - Secretary II 18.07
01313 - Secretary III 20.15
01320 - Service Order Dispatcher 14.41
01410 - Supply Technician 23.66
01420 - Survey Worker 13.42
01460 - Switchboard Operator/Receptionist 12.57
01531 - Travel Clerk I 12.40
01532 - Travel Clerk II 13.15
01533 - Travel Clerk III 14.10
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 19.38
05010 - Automotive Electrician 17.93
05040 - Automotive Glass Installer 16.86
05070 - Automotive Worker 16.86
05110 - Mobile Equipment Servicer 14.64
05130 - Motor Equipment Metal Mechanic 18.98
05160 - Motor Equipment Metal Worker 16.86
05190 - Motor Vehicle Mechanic 18.50
05220 - Motor Vehicle Mechanic Helper 13.60
05250 - Motor Vehicle Upholstery Worker 15.74
05280 - Motor Vehicle Wrecker 16.86
05310 - Painter Automotive 17.93
05340 - Radiator Repair Specialist 16.86
05370 - Tire Repairer 13.10
05400 - Transmission Repair Specialist 18.98
07000 - Food Preparation And Service Occupations
07010 - Baker 11.51
07041 - Cook I 8.98
07042 - Cook II 10.24
07070 - Dishwasher 9.72
07130 - Food Service Worker 10.43
07210 - Meat Cutter 13.92

07260 - Waiter/Waitress	9.09
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.12
09040 - Furniture Handler	13.08
09080 - Furniture Refinisher	20.12
09090 - Furniture Refinisher Helper	15.53
09110 - Furniture Repairer Minor	17.82
09130 - Upholsterer	20.12
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.13
11060 - Elevator Operator	11.13
11090 - Gardener	15.87
11122 - Housekeeping Aide	9.70
11150 - Janitor	9.70
11210 - Laborer Grounds Maintenance	12.43
11240 - Maid or Houseman	9.41
11260 - Pruner	11.27
11270 - Tractor Operator	14.78
11330 - Trail Maintenance Worker	12.43
11360 - Window Cleaner	10.69
12000 - Health Occupations	
12010 - Ambulance Driver	16.98
12011 - Breath Alcohol Technician	18.51
12012 - Certified Occupational Therapist Assistant	25.39
12015 - Certified Physical Therapist Assistant	28.92
12020 - Dental Assistant	19.39
12025 - Dental Hygienist	30.01
12030 - EKG Technician	28.05
12035 - Electroneurodiagnostic Technologist	28.05
12040 - Emergency Medical Technician	16.98
12071 - Licensed Practical Nurse I	16.54
12072 - Licensed Practical Nurse II	18.51
12073 - Licensed Practical Nurse III	20.63
12100 - Medical Assistant	15.09
12130 - Medical Laboratory Technician	20.76
12160 - Medical Record Clerk	15.14
12190 - Medical Record Technician	18.63
12195 - Medical Transcriptionist	16.54
12210 - Nuclear Medicine Technologist	40.67
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	18.51
12236 - Optical Technician	16.54
12250 - Pharmacy Technician	13.41
12280 - Phlebotomist	13.47
12305 - Radiologic Technologist	24.75
12311 - Registered Nurse I	23.02
12312 - Registered Nurse II	28.16

12313 - Registered Nurse II Specialist		28.16
12314 - Registered Nurse III		34.07
12315 - Registered Nurse III Anesthetist		34.07
12316 - Registered Nurse IV		40.83
12317 - Scheduler (Drug and Alcohol Testing)		22.92
12320 - Substance Abuse Treatment Counselor		23.85
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.29
13012 - Exhibits Specialist II		21.42
13013 - Exhibits Specialist III		26.21
13041 - Illustrator I		18.30
13042 - Illustrator II		22.69
13043 - Illustrator III		27.74
13047 - Librarian		25.23
13050 - Library Aide/Clerk		12.59
13054 - Library Information Technology Systems Administrator		22.78
13058 - Library Technician		16.20
13061 - Media Specialist I		16.45
13062 - Media Specialist II		18.38
13063 - Media Specialist III		20.50
13071 - Photographer I		14.95
13072 - Photographer II		16.73
13073 - Photographer III		20.72
13074 - Photographer IV		25.35
13075 - Photographer V		30.67
13090 - Technical Order Library Clerk		16.73
13110 - Video Teleconference Technician		16.41
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.46
14042 - Computer Operator II		17.29
14043 - Computer Operator III		20.72
14044 - Computer Operator IV		23.08
14045 - Computer Operator V		25.51
14071 - Computer Programmer I	(see 1)	21.78
14072 - Computer Programmer II	(see 1)	26.99
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	27.38
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.46
14160 - Personal Computer Support Technician		27.56
14170 - System Support Specialist		23.36
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.38
15020 - Aircrew Training Devices Instructor (Rated)		30.38
15030 - Air Crew Training Devices Instructor (Pilot)		36.76
15050 - Computer Based Training Specialist / Instructor		27.38
15060 - Educational Technologist		31.09

15070 - Flight Instructor (Pilot) 36.76
15080 - Graphic Artist 22.54
15085 - Maintenance Test Pilot Fixed Jet/Prop 36.76
15086 - Maintenance Test Pilot Rotary Wing 36.76
15088 - Non-Maintenance Test/Co-Pilot 36.76
15090 - Technical Instructor 20.27
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 10.20
16030 - Counter Attendant 10.20
16040 - Dry Cleaner 12.30
16070 - Finisher Flatwork Machine 10.20
16090 - Presser Hand 10.20
16110 - Presser Machine Drycleaning 10.20
16130 - Presser Machine Shirts 10.20
16160 - Presser Machine Wearing Apparel Laundry 10.20
16190 - Sewing Machine Operator 12.96
16220 - Tailor 13.59
16250 - Washer Machine 10.74
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.72
19040 - Tool And Die Maker 24.59
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.87
21030 - Material Coordinator 22.65
21040 - Material Expediter 22.65
21050 - Material Handling Laborer 12.05
21071 - Order Filler 14.37
21080 - Production Line Worker (Food Processing) 18.87
21110 - Shipping Packer 16.08
21130 - Shipping/Receiving Clerk 16.08
21140 - Store Worker I 12.37
21150 - Stock Clerk 16.71
21210 - Tools And Parts Attendant 18.87
21410 - Warehouse Specialist 18.87
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.93
23019 - Aircraft Logs and Records Technician 21.08
23021 - Aircraft Mechanic I 25.43
23022 - Aircraft Mechanic II 26.93
23023 - Aircraft Mechanic III 28.34
23040 - Aircraft Mechanic Helper 18.17
23050 - Aircraft Painter 23.35
23060 - Aircraft Servicer 21.08
23070 - Aircraft Survival Flight Equipment Technician 23.35
23080 - Aircraft Worker 22.58
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.58

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.43
23110 - Appliance Mechanic 20.17
23120 - Bicycle Repairer 16.71
23125 - Cable Splicer 30.12
23130 - Carpenter Maintenance 17.62
23140 - Carpet Layer 19.06
23160 - Electrician Maintenance 23.97
23181 - Electronics Technician Maintenance I 20.78
23182 - Electronics Technician Maintenance II 22.22
23183 - Electronics Technician Maintenance III 23.39
23260 - Fabric Worker 17.87
23290 - Fire Alarm System Mechanic 21.30
23310 - Fire Extinguisher Repairer 16.71
23311 - Fuel Distribution System Mechanic 23.31
23312 - Fuel Distribution System Operator 18.00
23370 - General Maintenance Worker 16.56
23380 - Ground Support Equipment Mechanic 25.43
23381 - Ground Support Equipment Servicer 21.08
23382 - Ground Support Equipment Worker 22.58
23391 - Gunsmith I 16.71
23392 - Gunsmith II 19.06
23393 - Gunsmith III 21.30
23410 - Heating Ventilation And Air-Conditioning Mechanic 17.52
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 18.44
23430 - Heavy Equipment Mechanic 21.80
23440 - Heavy Equipment Operator 17.57
23460 - Instrument Mechanic 21.30
23465 - Laboratory/Shelter Mechanic 20.17
23470 - Laborer 12.05
23510 - Locksmith 20.17
23530 - Machinery Maintenance Mechanic 24.24
23550 - Machinist Maintenance 20.12
23580 - Maintenance Trades Helper 15.06
23591 - Metrology Technician I 21.30
23592 - Metrology Technician II 22.41
23593 - Metrology Technician III 23.49
23640 - Millwright 23.53
23710 - Office Appliance Repairer 23.35
23760 - Painter Maintenance 20.17
23790 - Pipefitter Maintenance 23.87
23810 - Plumber Maintenance 22.61
23820 - Pneudraulic Systems Mechanic 21.30
23850 - Rigger 21.30
23870 - Scale Mechanic 19.06
23890 - Sheet-Metal Worker Maintenance 20.67
23910 - Small Engine Mechanic 18.00
23931 - Telecommunications Mechanic I 25.75

23932 - Telecommunications Mechanic II	27.10
23950 - Telephone Lineman	21.30
23960 - Welder Combination Maintenance	18.85
23965 - Well Driller	21.30
23970 - Woodcraft Worker	21.30
23980 - Woodworker	16.71
24000 - Personal Needs Occupations	
24550 - Case Manager	12.53
24570 - Child Care Attendant	10.34
24580 - Child Care Center Clerk	14.74
24610 - Chore Aide	10.86
24620 - Family Readiness And Support Services Coordinator	12.53
24630 - Homemaker	15.00
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.88
25040 - Sewage Plant Operator	18.09
25070 - Stationary Engineer	21.88
25190 - Ventilation Equipment Tender	15.57
25210 - Water Treatment Plant Operator	18.09
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.40
27007 - Baggage Inspector	13.52
27008 - Corrections Officer	18.47
27010 - Court Security Officer	17.47
27030 - Detection Dog Handler	15.40
27040 - Detention Officer	18.47
27070 - Firefighter	17.97
27101 - Guard I	13.52
27102 - Guard II	15.40
27131 - Police Officer I	19.90
27132 - Police Officer II	22.11
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.26
28042 - Carnival Equipment Repairer	13.16
28043 - Carnival Worker	9.35
28210 - Gate Attendant/Gate Tender	16.64
28310 - Lifeguard	14.11
28350 - Park Attendant (Aide)	18.62
28510 - Recreation Aide/Health Facility Attendant	13.43
28515 - Recreation Specialist	20.76
28630 - Sports Official	14.83
28690 - Swimming Pool Operator	17.71
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.04
29020 - Hatch Tender	20.04
29030 - Line Handler	20.04
29041 - Stevedore I	18.82
29042 - Stevedore II	21.23
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 16.95
30022 - Archeological Technician II 18.94
30023 - Archeological Technician III 23.46
30030 - Cartographic Technician 23.46
30040 - Civil Engineering Technician 23.46
30051 - Cryogenic Technician I 25.70
30052 - Cryogenic Technician II 28.39
30061 - Drafter/CAD Operator I 16.95
30062 - Drafter/CAD Operator II 18.94
30063 - Drafter/CAD Operator III 21.11
30064 - Drafter/CAD Operator IV 25.98
30081 - Engineering Technician I 14.92
30082 - Engineering Technician II 16.75
30083 - Engineering Technician III 18.75
30084 - Engineering Technician IV 23.22
30085 - Engineering Technician V 28.40
30086 - Engineering Technician VI 34.36
30090 - Environmental Technician 23.46
30095 - Evidence Control Specialist 23.21
30210 - Laboratory Technician 22.16
30221 - Latent Fingerprint Technician I 25.70
30222 - Latent Fingerprint Technician II 28.39
30240 - Mathematical Technician 23.81
30361 - Paralegal/Legal Assistant I 18.23
30362 - Paralegal/Legal Assistant II 22.57
30363 - Paralegal/Legal Assistant III 27.62
30364 - Paralegal/Legal Assistant IV 35.55
30375 - Petroleum Supply Specialist 28.39
30390 - Photo-Optics Technician 25.12
30395 - Radiation Control Technician 28.39
30461 - Technical Writer I 23.46
30462 - Technical Writer II 28.70
30463 - Technical Writer III 34.72
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 25.98
30502 - Weather Forecaster II 31.61
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.11
30621 - Weather Observer Senior (see 2) 23.46
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.42
31030 - Bus Driver 19.97

31043 - Driver Courier	13.19
31260 - Parking and Lot Attendant	13.27
31290 - Shuttle Bus Driver	14.12
31310 - Taxi Driver	16.42
31361 - Truckdriver Light	14.12
31362 - Truckdriver Medium	15.17
31363 - Truckdriver Heavy	21.30
31364 - Truckdriver Tractor-Trailer	21.30
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	8.98
99050 - Desk Clerk	10.53
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.56
99252 - Laboratory Animal Caretaker II	15.62
99260 - Marketing Analyst	23.85
99310 - Mortician	25.35
99410 - Pest Controller	19.34
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	12.86
99711 - Recycling Specialist	16.25
99730 - Refuse Collector	13.20
99810 - Sales Clerk	12.56
99820 - School Crossing Guard	13.84
99830 - Survey Party Chief	18.75
99831 - Surveying Aide	12.59
99832 - Surveying Technician	17.25
99840 - Vending Machine Attendant	18.15
99841 - Vending Machine Repairer	22.22
99842 - Vending Machine Repairer Helper	18.15

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

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 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.: 2015-4459
Revision No.: 15
Date Of Last Revision: 04/20/2021

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: South Carolina

Area: South Carolina County of Lee

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.93
01012 - Accounting Clerk II		15.63
01013 - Accounting Clerk III		17.50
01020 - Administrative Assistant		23.66
01035 - Court Reporter		18.07
01041 - Customer Service Representative I		12.41
01042 - Customer Service Representative II		13.95
01043 - Customer Service Representative III		15.21
01051 - Data Entry Operator I		13.06
01052 - Data Entry Operator II		14.25
01060 - Dispatcher Motor Vehicle		17.63
01070 - Document Preparation Clerk		14.39
01090 - Duplicating Machine Operator		14.39
01111 - General Clerk I		12.37
01112 - General Clerk II		13.50

01113 - General Clerk III 15.16
01120 - Housing Referral Assistant 20.15
01141 - Messenger Courier 11.09
01191 - Order Clerk I 13.19
01192 - Order Clerk II 14.39
01261 - Personnel Assistant (Employment) I 16.41
01262 - Personnel Assistant (Employment) II 18.36
01263 - Personnel Assistant (Employment) III 20.47
01270 - Production Control Clerk 24.66
01290 - Rental Clerk 12.36
01300 - Scheduler Maintenance 16.15
01311 - Secretary I 16.15
01312 - Secretary II 18.07
01313 - Secretary III 20.15
01320 - Service Order Dispatcher 15.75
01410 - Supply Technician 23.66
01420 - Survey Worker 14.76
01460 - Switchboard Operator/Receptionist 13.06
01531 - Travel Clerk I 12.87
01532 - Travel Clerk II 13.70
01533 - Travel Clerk III 14.65
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 18.40
05010 - Automotive Electrician 17.43
05040 - Automotive Glass Installer 16.17
05070 - Automotive Worker 16.17
05110 - Mobile Equipment Servicer 14.00
05130 - Motor Equipment Metal Mechanic 18.18
05160 - Motor Equipment Metal Worker 16.17
05190 - Motor Vehicle Mechanic 18.18
05220 - Motor Vehicle Mechanic Helper 13.09
05250 - Motor Vehicle Upholstery Worker 15.46
05280 - Motor Vehicle Wrecker 16.17
05310 - Painter Automotive 16.85
05340 - Radiator Repair Specialist 16.17
05370 - Tire Repairer 13.31
05400 - Transmission Repair Specialist 18.18
07000 - Food Preparation And Service Occupations
07010 - Baker 13.93
07041 - Cook I 10.18
07042 - Cook II 11.72
07070 - Dishwasher 9.99
07130 - Food Service Worker 10.64
07210 - Meat Cutter 14.08
07260 - Waiter/Waitress 9.10
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 20.12

09040 - Furniture Handler 13.08
09080 - Furniture Refinisher 20.12
09090 - Furniture Refinisher Helper 15.53
09110 - Furniture Repairer Minor 17.82
09130 - Upholsterer 20.12
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.10
11060 - Elevator Operator 11.10
11090 - Gardener 16.83
11122 - Housekeeping Aide 10.45
11150 - Janitor 10.45
11210 - Laborer Grounds Maintenance 13.18
11240 - Maid or Houseman 9.71
11260 - Pruner 11.96
11270 - Tractor Operator 15.67
11330 - Trail Maintenance Worker 13.18
11360 - Window Cleaner 11.52
12000 - Health Occupations
12010 - Ambulance Driver 16.87
12011 - Breath Alcohol Technician 18.51
12012 - Certified Occupational Therapist Assistant 25.39
12015 - Certified Physical Therapist Assistant 30.54
12020 - Dental Assistant 20.66
12025 - Dental Hygienist 36.12
12030 - EKG Technician 28.05
12035 - Electroneurodiagnostic Technologist 28.05
12040 - Emergency Medical Technician 16.87
12071 - Licensed Practical Nurse I 16.54
12072 - Licensed Practical Nurse II 18.51
12073 - Licensed Practical Nurse III 20.63
12100 - Medical Assistant 15.09
12130 - Medical Laboratory Technician 20.76
12160 - Medical Record Clerk 15.52
12190 - Medical Record Technician 18.63
12195 - Medical Transcriptionist 16.54
12210 - Nuclear Medicine Technologist 40.67
12221 - Nursing Assistant I 11.31
12222 - Nursing Assistant II 12.71
12223 - Nursing Assistant III 13.87
12224 - Nursing Assistant IV 15.58
12235 - Optical Dispenser 18.51
12236 - Optical Technician 16.54
12250 - Pharmacy Technician 14.75
12280 - Phlebotomist 14.34
12305 - Radiologic Technologist 27.08
12311 - Registered Nurse I 24.27
12312 - Registered Nurse II 29.69
12313 - Registered Nurse II Specialist 29.69
12314 - Registered Nurse III 35.93
12315 - Registered Nurse III Anesthetist 35.93

12316 - Registered Nurse IV		43.06
12317 - Scheduler (Drug and Alcohol Testing)		22.92
12320 - Substance Abuse Treatment Counselor		25.68
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.94
13012 - Exhibits Specialist II		22.23
13013 - Exhibits Specialist III		27.19
13041 - Illustrator I		17.94
13042 - Illustrator II		22.23
13043 - Illustrator III		27.19
13047 - Librarian		24.62
13050 - Library Aide/Clerk		13.85
13054 - Library Information Technology Systems Administrator		22.23
13058 - Library Technician		15.82
13061 - Media Specialist I		16.05
13062 - Media Specialist II		17.94
13063 - Media Specialist III		20.00
13071 - Photographer I		16.05
13072 - Photographer II		17.94
13073 - Photographer III		22.23
13074 - Photographer IV		27.19
13075 - Photographer V		32.91
13090 - Technical Order Library Clerk		17.94
13110 - Video Teleconference Technician		16.05
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.75
14042 - Computer Operator II		16.50
14043 - Computer Operator III		19.69
14044 - Computer Operator IV		21.64
14045 - Computer Operator V		23.96
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		14.75
14160 - Personal Computer Support Technician		21.64
14170 - System Support Specialist		23.36
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.82
15020 - Aircrew Training Devices Instructor (Rated)		34.94
15030 - Air Crew Training Devices Instructor (Pilot)		39.04
15050 - Computer Based Training Specialist / Instructor		27.82
15060 - Educational Technologist		33.46
15070 - Flight Instructor (Pilot)		39.04
15080 - Graphic Artist		25.55
15085 - Maintenance Test Pilot Fixed Jet/Prop		39.04

15086 - Maintenance Test Pilot Rotary Wing 39.04
15088 - Non-Maintenance Test/Co-Pilot 39.04
15090 - Technical Instructor 21.87
15095 - Technical Instructor/Course Developer 26.75
15110 - Test Proctor 17.66
15120 - Tutor 17.66
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.20
16030 - Counter Attendant 10.20
16040 - Dry Cleaner 12.30
16070 - Finisher Flatwork Machine 10.20
16090 - Presser Hand 10.20
16110 - Presser Machine Drycleaning 10.20
16130 - Presser Machine Shirts 10.20
16160 - Presser Machine Wearing Apparel Laundry 10.20
16190 - Sewing Machine Operator 12.96
16220 - Tailor 13.59
16250 - Washer Machine 10.74
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.17
19040 - Tool And Die Maker 24.59
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.76
21030 - Material Coordinator 24.66
21040 - Material Expediter 24.66
21050 - Material Handling Laborer 11.94
21071 - Order Filler 13.26
21080 - Production Line Worker (Food Processing) 20.76
21110 - Shipping Packer 16.20
21130 - Shipping/Receiving Clerk 16.20
21140 - Store Worker I 12.68
21150 - Stock Clerk 17.13
21210 - Tools And Parts Attendant 20.76
21410 - Warehouse Specialist 20.76
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 22.41
23019 - Aircraft Logs and Records Technician 17.87
23021 - Aircraft Mechanic I 21.30
23022 - Aircraft Mechanic II 22.41
23023 - Aircraft Mechanic III 23.49
23040 - Aircraft Mechanic Helper 15.57
23050 - Aircraft Painter 20.17
23060 - Aircraft Servicer 17.87
23070 - Aircraft Survival Flight Equipment Technician 20.17
23080 - Aircraft Worker 19.06
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 19.06
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 21.30
23110 - Appliance Mechanic 20.17

23120 - Bicycle Repairer 15.39
23125 - Cable Splicer 31.05
23130 - Carpenter Maintenance 18.74
23140 - Carpet Layer 19.06
23160 - Electrician Maintenance 24.94
23181 - Electronics Technician Maintenance I 19.70
23182 - Electronics Technician Maintenance II 20.97
23183 - Electronics Technician Maintenance III 22.07
23260 - Fabric Worker 17.87
23290 - Fire Alarm System Mechanic 21.30
23310 - Fire Extinguisher Repairer 16.71
23311 - Fuel Distribution System Mechanic 21.30
23312 - Fuel Distribution System Operator 16.71
23370 - General Maintenance Worker 17.28
23380 - Ground Support Equipment Mechanic 21.30
23381 - Ground Support Equipment Servicer 17.87
23382 - Ground Support Equipment Worker 19.06
23391 - Gunsmith I 16.71
23392 - Gunsmith II 19.06
23393 - Gunsmith III 21.30
23410 - Heating Ventilation And Air-Conditioning Mechanic 18.50
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 19.59
23430 - Heavy Equipment Mechanic 20.99
23440 - Heavy Equipment Operator 17.57
23460 - Instrument Mechanic 21.30
23465 - Laboratory/Shelter Mechanic 20.17
23470 - Laborer 11.94
23510 - Locksmith 20.17
23530 - Machinery Maintenance Mechanic 25.97
23550 - Machinist Maintenance 20.22
23580 - Maintenance Trades Helper 16.52
23591 - Metrology Technician I 21.30
23592 - Metrology Technician II 22.41
23593 - Metrology Technician III 23.49
23640 - Millwright 23.09
23710 - Office Appliance Repairer 23.33
23760 - Painter Maintenance 20.17
23790 - Pipefitter Maintenance 24.20
23810 - Plumber Maintenance 22.92
23820 - Pneudraulic Systems Mechanic 21.30
23850 - Rigger 21.30
23870 - Scale Mechanic 19.06
23890 - Sheet-Metal Worker Maintenance 20.97
23910 - Small Engine Mechanic 18.22
23931 - Telecommunications Mechanic I 28.79
23932 - Telecommunications Mechanic II 30.49
23950 - Telephone Lineman 21.30
23960 - Welder Combination Maintenance 20.00

23965 - Well Driller	21.30
23970 - Woodcraft Worker	21.30
23980 - Woodworker	16.71
24000 - Personal Needs Occupations	
24550 - Case Manager	12.49
24570 - Child Care Attendant	9.33
24580 - Child Care Center Clerk	11.47
24610 - Chore Aide	10.86
24620 - Family Readiness And Support Services Coordinator	12.49
24630 - Homemaker	12.49
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.30
25040 - Sewage Plant Operator	17.45
25070 - Stationary Engineer	21.30
25190 - Ventilation Equipment Tender	15.57
25210 - Water Treatment Plant Operator	17.45
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.40
27007 - Baggage Inspector	13.62
27008 - Corrections Officer	18.47
27010 - Court Security Officer	17.69
27030 - Detection Dog Handler	15.40
27040 - Detention Officer	18.47
27070 - Firefighter	17.38
27101 - Guard I	13.62
27102 - Guard II	15.40
27131 - Police Officer I	17.28
27132 - Police Officer II	19.21
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.90
28042 - Carnival Equipment Repairer	10.63
28043 - Carnival Worker	9.84
28210 - Gate Attendant/Gate Tender	15.84
28310 - Lifeguard	14.47
28350 - Park Attendant (Aide)	17.73
28510 - Recreation Aide/Health Facility Attendant	12.94
28515 - Recreation Specialist	21.63
28630 - Sports Official	14.11
28690 - Swimming Pool Operator	20.32
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.04
29020 - Hatch Tender	20.04
29030 - Line Handler	20.04
29041 - Stevedore I	18.82
29042 - Stevedore II	21.23
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.29
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.78
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.59

30021 - Archeological Technician I		16.92
30022 - Archeological Technician II		20.16
30023 - Archeological Technician III		23.52
30030 - Cartographic Technician		24.99
30040 - Civil Engineering Technician		23.46
30051 - Cryogenic Technician I		25.70
30052 - Cryogenic Technician II		28.39
30061 - Drafter/CAD Operator I		16.92
30062 - Drafter/CAD Operator II		20.16
30063 - Drafter/CAD Operator III		22.49
30064 - Drafter/CAD Operator IV		27.66
30081 - Engineering Technician I		16.06
30082 - Engineering Technician II		18.02
30083 - Engineering Technician III		20.16
30084 - Engineering Technician IV		24.99
30085 - Engineering Technician V		30.19
30086 - Engineering Technician VI		36.98
30090 - Environmental Technician		24.99
30095 - Evidence Control Specialist		23.21
30210 - Laboratory Technician		21.86
30221 - Latent Fingerprint Technician I		25.70
30222 - Latent Fingerprint Technician II		28.39
30240 - Mathematical Technician		24.99
30361 - Paralegal/Legal Assistant I		20.22
30362 - Paralegal/Legal Assistant II		25.05
30363 - Paralegal/Legal Assistant III		30.64
30364 - Paralegal/Legal Assistant IV		35.05
30375 - Petroleum Supply Specialist		28.39
30390 - Photo-Optics Technician		24.68
30395 - Radiation Control Technician		28.39
30461 - Technical Writer I		24.68
30462 - Technical Writer II		30.19
30463 - Technical Writer III		36.53
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		25.98
30502 - Weather Forecaster II		31.61
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.49
30621 - Weather Observer Senior	(see 2)	24.68
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		14.63
31030 - Bus Driver		19.97
31043 - Driver Courier		12.86
31260 - Parking and Lot Attendant		13.27
31290 - Shuttle Bus Driver		13.89

31310 - Taxi Driver	17.40
31361 - Truckdriver Light	13.89
31362 - Truckdriver Medium	15.69
31363 - Truckdriver Heavy	21.30
31364 - Truckdriver Tractor-Trailer	21.30
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	9.91
99050 - Desk Clerk	10.92
99095 - Embalmer	25.60
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	16.90
99252 - Laboratory Animal Caretaker II	18.28
99260 - Marketing Analyst	23.85
99310 - Mortician	25.60
99410 - Pest Controller	19.53
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	11.43
99711 - Recycling Specialist	13.53
99730 - Refuse Collector	10.31
99810 - Sales Clerk	11.38
99820 - School Crossing Guard	14.19
99830 - Survey Party Chief	18.51
99831 - Surveying Aide	11.43
99832 - Surveying Technician	17.25
99840 - Vending Machine Attendant	18.61
99841 - Vending Machine Repairer	22.80
99842 - Vending Machine Repairer Helper	18.61

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

paid sick leave provided pursuant to EO 13706.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

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

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4460
Revision No.: 14
Date Of Last Revision: 04/29/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: South Carolina

Area: South Carolina County of Lee

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.93
01012 - Accounting Clerk II		15.63
01013 - Accounting Clerk III		17.50
01020 - Administrative Assistant		23.66
01035 - Court Reporter		18.07
01041 - Customer Service Representative I		11.28
01042 - Customer Service Representative II		12.68
01043 - Customer Service Representative III		13.83
01051 - Data Entry Operator I		13.06
01052 - Data Entry Operator II		14.25
01060 - Dispatcher Motor Vehicle		16.03
01070 - Document Preparation Clerk		14.39

01090 - Duplicating Machine Operator 14.39
01111 - General Clerk I 11.76
01112 - General Clerk II 12.83
01113 - General Clerk III 14.40
01120 - Housing Referral Assistant 20.15
01141 - Messenger Courier 10.96
01191 - Order Clerk I 13.19
01192 - Order Clerk II 14.39
01261 - Personnel Assistant (Employment) I 16.41
01262 - Personnel Assistant (Employment) II 18.36
01263 - Personnel Assistant (Employment) III 20.47
01270 - Production Control Clerk 23.22
01290 - Rental Clerk 12.36
01300 - Scheduler Maintenance 16.15
01311 - Secretary I 16.15
01312 - Secretary II 18.07
01313 - Secretary III 20.15
01320 - Service Order Dispatcher 14.32
01410 - Supply Technician 23.66
01420 - Survey Worker 13.42
01460 - Switchboard Operator/Receptionist 12.57
01531 - Travel Clerk I 12.40
01532 - Travel Clerk II 13.15
01533 - Travel Clerk III 14.10
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 18.40
05010 - Automotive Electrician 17.43
05040 - Automotive Glass Installer 16.17
05070 - Automotive Worker 16.17
05110 - Mobile Equipment Servicer 14.00
05130 - Motor Equipment Metal Mechanic 18.18
05160 - Motor Equipment Metal Worker 16.17
05190 - Motor Vehicle Mechanic 18.18
05220 - Motor Vehicle Mechanic Helper 13.09
05250 - Motor Vehicle Upholstery Worker 15.46
05280 - Motor Vehicle Wrecker 16.17
05310 - Painter Automotive 16.85
05340 - Radiator Repair Specialist 16.17
05370 - Tire Repairer 12.10
05400 - Transmission Repair Specialist 18.18
07000 - Food Preparation And Service Occupations
07010 - Baker 13.93
07041 - Cook I 10.18
07042 - Cook II 11.72
07070 - Dishwasher 9.72
07130 - Food Service Worker 9.93
07210 - Meat Cutter 13.92

07260 - Waiter/Waitress	9.09
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.12
09040 - Furniture Handler	13.08
09080 - Furniture Refinisher	20.12
09090 - Furniture Refinisher Helper	15.53
09110 - Furniture Repairer Minor	17.82
09130 - Upholsterer	20.12
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.93
11060 - Elevator Operator	10.93
11090 - Gardener	15.87
11122 - Housekeeping Aide	9.89
11150 - Janitor	9.89
11210 - Laborer Grounds Maintenance	12.43
11240 - Maid or Houseman	9.41
11260 - Pruner	11.27
11270 - Tractor Operator	14.78
11330 - Trail Maintenance Worker	12.43
11360 - Window Cleaner	10.95
12000 - Health Occupations	
12010 - Ambulance Driver	16.87
12011 - Breath Alcohol Technician	18.51
12012 - Certified Occupational Therapist Assistant	25.39
12015 - Certified Physical Therapist Assistant	28.92
12020 - Dental Assistant	19.39
12025 - Dental Hygienist	36.12
12030 - EKG Technician	28.05
12035 - Electroneurodiagnostic Technologist	28.05
12040 - Emergency Medical Technician	16.87
12071 - Licensed Practical Nurse I	16.54
12072 - Licensed Practical Nurse II	18.51
12073 - Licensed Practical Nurse III	20.63
12100 - Medical Assistant	15.09
12130 - Medical Laboratory Technician	20.76
12160 - Medical Record Clerk	15.52
12190 - Medical Record Technician	18.63
12195 - Medical Transcriptionist	16.54
12210 - Nuclear Medicine Technologist	40.67
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	18.51
12236 - Optical Technician	16.54
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	13.90
12305 - Radiologic Technologist	24.75
12311 - Registered Nurse I	23.02
12312 - Registered Nurse II	28.16

12313 - Registered Nurse II Specialist		28.16
12314 - Registered Nurse III		34.07
12315 - Registered Nurse III Anesthetist		34.07
12316 - Registered Nurse IV		40.83
12317 - Scheduler (Drug and Alcohol Testing)		22.92
12320 - Substance Abuse Treatment Counselor		23.85
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.71
13012 - Exhibits Specialist II		20.70
13013 - Exhibits Specialist III		25.32
13041 - Illustrator I		16.71
13042 - Illustrator II		20.70
13043 - Illustrator III		25.32
13047 - Librarian		22.93
13050 - Library Aide/Clerk		12.59
13054 - Library Information Technology Systems Administrator		20.70
13058 - Library Technician		15.82
13061 - Media Specialist I		14.94
13062 - Media Specialist II		16.71
13063 - Media Specialist III		18.63
13071 - Photographer I		15.07
13072 - Photographer II		16.86
13073 - Photographer III		20.90
13074 - Photographer IV		25.35
13075 - Photographer V		31.30
13090 - Technical Order Library Clerk		16.73
13110 - Video Teleconference Technician		14.94
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.75
14042 - Computer Operator II		16.50
14043 - Computer Operator III		19.69
14044 - Computer Operator IV		21.64
14045 - Computer Operator V		23.96
14071 - Computer Programmer I	(see 1)	18.48
14072 - Computer Programmer II	(see 1)	22.89
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	26.68
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.75
14160 - Personal Computer Support Technician		21.64
14170 - System Support Specialist		23.36
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		25.29
15020 - Aircrew Training Devices Instructor (Rated)		32.09
15030 - Air Crew Training Devices Instructor (Pilot)		35.49
15050 - Computer Based Training Specialist / Instructor		25.29
15060 - Educational Technologist		31.31

15070 - Flight Instructor (Pilot) 35.49
15080 - Graphic Artist 25.55
15085 - Maintenance Test Pilot Fixed Jet/Prop 35.49
15086 - Maintenance Test Pilot Rotary Wing 35.49
15088 - Non-Maintenance Test/Co-Pilot 35.49
15090 - Technical Instructor 21.87
15095 - Technical Instructor/Course Developer 26.75
15110 - Test Proctor 17.66
15120 - Tutor 17.66
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.20
16030 - Counter Attendant 10.20
16040 - Dry Cleaner 12.30
16070 - Finisher Flatwork Machine 10.20
16090 - Presser Hand 10.20
16110 - Presser Machine Drycleaning 10.20
16130 - Presser Machine Shirts 10.20
16160 - Presser Machine Wearing Apparel Laundry 10.20
16190 - Sewing Machine Operator 12.96
16220 - Tailor 13.59
16250 - Washer Machine 10.74
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.17
19040 - Tool And Die Maker 24.59
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.87
21030 - Material Coordinator 22.65
21040 - Material Expediter 22.65
21050 - Material Handling Laborer 11.94
21071 - Order Filler 13.15
21080 - Production Line Worker (Food Processing) 18.87
21110 - Shipping Packer 16.08
21130 - Shipping/Receiving Clerk 16.08
21140 - Store Worker I 12.37
21150 - Stock Clerk 16.71
21210 - Tools And Parts Attendant 18.87
21410 - Warehouse Specialist 18.87
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 22.41
23019 - Aircraft Logs and Records Technician 17.87
23021 - Aircraft Mechanic I 21.30
23022 - Aircraft Mechanic II 22.41
23023 - Aircraft Mechanic III 23.49
23040 - Aircraft Mechanic Helper 15.57
23050 - Aircraft Painter 20.17
23060 - Aircraft Servicer 17.87
23070 - Aircraft Survival Flight Equipment Technician 20.17
23080 - Aircraft Worker 19.06
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 19.06

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 21.30
23110 - Appliance Mechanic 20.17
23120 - Bicycle Repairer 13.99
23125 - Cable Splicer 29.25
23130 - Carpenter Maintenance 17.61
23140 - Carpet Layer 19.06
23160 - Electrician Maintenance 23.97
23181 - Electronics Technician Maintenance I 19.70
23182 - Electronics Technician Maintenance II 20.97
23183 - Electronics Technician Maintenance III 22.07
23260 - Fabric Worker 17.87
23290 - Fire Alarm System Mechanic 21.30
23310 - Fire Extinguisher Repairer 16.71
23311 - Fuel Distribution System Mechanic 21.30
23312 - Fuel Distribution System Operator 16.71
23370 - General Maintenance Worker 17.28
23380 - Ground Support Equipment Mechanic 21.30
23381 - Ground Support Equipment Servicer 17.87
23382 - Ground Support Equipment Worker 19.06
23391 - Gunsmith I 16.71
23392 - Gunsmith II 19.06
23393 - Gunsmith III 21.30
23410 - Heating Ventilation And Air-Conditioning Mechanic 18.50
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 19.59
23430 - Heavy Equipment Mechanic 20.99
23440 - Heavy Equipment Operator 17.57
23460 - Instrument Mechanic 21.30
23465 - Laboratory/Shelter Mechanic 20.17
23470 - Laborer 11.94
23510 - Locksmith 20.17
23530 - Machinery Maintenance Mechanic 23.74
23550 - Machinist Maintenance 20.22
23580 - Maintenance Trades Helper 15.06
23591 - Metrology Technician I 21.30
23592 - Metrology Technician II 22.41
23593 - Metrology Technician III 23.49
23640 - Millwright 23.09
23710 - Office Appliance Repairer 23.33
23760 - Painter Maintenance 20.17
23790 - Pipefitter Maintenance 23.87
23810 - Plumber Maintenance 22.61
23820 - Pneudraulic Systems Mechanic 21.30
23850 - Rigger 21.30
23870 - Scale Mechanic 19.06
23890 - Sheet-Metal Worker Maintenance 20.67
23910 - Small Engine Mechanic 18.22
23931 - Telecommunications Mechanic I 26.17

23932 - Telecommunications Mechanic II 27.72
23950 - Telephone Lineman 21.30
23960 - Welder Combination Maintenance 18.85
23965 - Well Driller 21.30
23970 - Woodcraft Worker 21.30
23980 - Woodworker 16.71
24000 - Personal Needs Occupations
24550 - Case Manager 12.49
24570 - Child Care Attendant 9.33
24580 - Child Care Center Clerk 11.47
24610 - Chore Aide 10.86
24620 - Family Readiness And Support Services Coordinator 12.49
24630 - Homemaker 12.49
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 21.30
25040 - Sewage Plant Operator 17.45
25070 - Stationary Engineer 21.30
25190 - Ventilation Equipment Tender 15.57
25210 - Water Treatment Plant Operator 17.45
27000 - Protective Service Occupations
27004 - Alarm Monitor 14.40
27007 - Baggage Inspector 13.13
27008 - Corrections Officer 18.47
27010 - Court Security Officer 17.47
27030 - Detection Dog Handler 15.40
27040 - Detention Officer 18.47
27070 - Firefighter 16.93
27101 - Guard I 13.13
27102 - Guard II 15.40
27131 - Police Officer I 17.02
27132 - Police Officer II 18.91
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.26
28042 - Carnival Equipment Repairer 9.66
28043 - Carnival Worker 9.35
28210 - Gate Attendant/Gate Tender 15.84
28310 - Lifeguard 14.47
28350 - Park Attendant (Aide) 17.73
28510 - Recreation Aide/Health Facility Attendant 12.94
28515 - Recreation Specialist 19.97
28630 - Sports Official 14.11
28690 - Swimming Pool Operator 20.32
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 20.04
29020 - Hatch Tender 20.04
29030 - Line Handler 20.04
29041 - Stevedore I 18.82
29042 - Stevedore II 21.23
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 16.92
30022 - Archeological Technician II 20.16
30023 - Archeological Technician III 23.52
30030 - Cartographic Technician 24.99
30040 - Civil Engineering Technician 23.46
30051 - Cryogenic Technician I 25.70
30052 - Cryogenic Technician II 28.39
30061 - Drafter/CAD Operator I 16.92
30062 - Drafter/CAD Operator II 20.16
30063 - Drafter/CAD Operator III 22.49
30064 - Drafter/CAD Operator IV 27.66
30081 - Engineering Technician I 16.06
30082 - Engineering Technician II 18.02
30083 - Engineering Technician III 20.16
30084 - Engineering Technician IV 24.99
30085 - Engineering Technician V 30.19
30086 - Engineering Technician VI 36.98
30090 - Environmental Technician 24.99
30095 - Evidence Control Specialist 23.21
30210 - Laboratory Technician 21.86
30221 - Latent Fingerprint Technician I 25.70
30222 - Latent Fingerprint Technician II 28.39
30240 - Mathematical Technician 24.99
30361 - Paralegal/Legal Assistant I 19.00
30362 - Paralegal/Legal Assistant II 23.21
30363 - Paralegal/Legal Assistant III 28.51
30364 - Paralegal/Legal Assistant IV 31.86
30375 - Petroleum Supply Specialist 28.39
30390 - Photo-Optics Technician 24.68
30395 - Radiation Control Technician 28.39
30461 - Technical Writer I 24.68
30462 - Technical Writer II 30.19
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 25.98
30502 - Weather Forecaster II 31.61
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.49
30621 - Weather Observer Senior (see 2) 24.68
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.63
31030 - Bus Driver 19.97

31043 - Driver Courier	12.86
31260 - Parking and Lot Attendant	13.27
31290 - Shuttle Bus Driver	13.89
31310 - Taxi Driver	17.40
31361 - Truckdriver Light	13.89
31362 - Truckdriver Medium	15.69
31363 - Truckdriver Heavy	21.30
31364 - Truckdriver Tractor-Trailer	21.30
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.91
99050 - Desk Clerk	10.52
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	16.90
99252 - Laboratory Animal Caretaker II	18.28
99260 - Marketing Analyst	23.85
99310 - Mortician	25.35
99410 - Pest Controller	19.53
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	11.43
99711 - Recycling Specialist	13.53
99730 - Refuse Collector	10.31
99810 - Sales Clerk	11.38
99820 - School Crossing Guard	13.84
99830 - Survey Party Chief	18.51
99831 - Surveying Aide	11.43
99832 - Surveying Technician	17.25
99840 - Vending Machine Attendant	18.15
99841 - Vending Machine Repairer	22.22
99842 - Vending Machine Repairer Helper	18.15

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 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.: 2015-4461
Revision No.: 15
Date Of Last Revision: 04/21/2021

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: South Carolina

Area: South Carolina Counties of Allendale Bamberg Barnwell

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		18.77
01020 - Administrative Assistant		31.95
01035 - Court Reporter		18.27
01041 - Customer Service Representative I		12.38
01042 - Customer Service Representative II		13.66
01043 - Customer Service Representative III		15.18
01051 - Data Entry Operator I		13.33
01052 - Data Entry Operator II		14.55
01060 - Dispatcher Motor Vehicle		18.09
01070 - Document Preparation Clerk		14.55
01090 - Duplicating Machine Operator		14.55
01111 - General Clerk I		13.39
01112 - General Clerk II		14.49

01113 - General Clerk III 16.28
01120 - Housing Referral Assistant 20.36
01141 - Messenger Courier 11.86
01191 - Order Clerk I 13.33
01192 - Order Clerk II 14.55
01261 - Personnel Assistant (Employment) I 16.34
01262 - Personnel Assistant (Employment) II 18.27
01263 - Personnel Assistant (Employment) III 20.36
01270 - Production Control Clerk 24.21
01290 - Rental Clerk 14.10
01300 - Scheduler Maintenance 16.34
01311 - Secretary I 16.34
01312 - Secretary II 18.27
01313 - Secretary III 20.36
01320 - Service Order Dispatcher 16.17
01410 - Supply Technician 31.95
01420 - Survey Worker 16.63
01460 - Switchboard Operator/Receptionist 13.42
01531 - Travel Clerk I 13.26
01532 - Travel Clerk II 14.19
01533 - Travel Clerk III 15.06
01611 - Word Processor I 14.55
01612 - Word Processor II 16.34
01613 - Word Processor III 18.27
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.91
05010 - Automotive Electrician 18.01
05040 - Automotive Glass Installer 16.38
05070 - Automotive Worker 17.03
05110 - Mobile Equipment Servicer 14.26
05130 - Motor Equipment Metal Mechanic 19.16
05160 - Motor Equipment Metal Worker 17.03
05190 - Motor Vehicle Mechanic 18.42
05220 - Motor Vehicle Mechanic Helper 13.98
05250 - Motor Vehicle Upholstery Worker 15.90
05280 - Motor Vehicle Wrecker 17.03
05310 - Painter Automotive 17.32
05340 - Radiator Repair Specialist 17.03
05370 - Tire Repairer 12.96
05400 - Transmission Repair Specialist 19.16
07000 - Food Preparation And Service Occupations
07010 - Baker 16.14
07041 - Cook I 10.30
07042 - Cook II 11.88
07070 - Dishwasher 9.54
07130 - Food Service Worker 13.18
07210 - Meat Cutter 14.64
07260 - Waiter/Waitress 9.06
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.62

09040 - Furniture Handler 12.92
09080 - Furniture Refinisher 19.62
09090 - Furniture Refinisher Helper 15.27
09110 - Furniture Repairer Minor 17.31
09130 - Upholsterer 19.31
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.28
11060 - Elevator Operator 12.28
11090 - Gardener 15.63
11122 - Housekeeping Aide 10.51
11150 - Janitor 10.51
11210 - Laborer Grounds Maintenance 12.00
11240 - Maid or Houseman 9.48
11260 - Pruner 10.73
11270 - Tractor Operator 14.43
11330 - Trail Maintenance Worker 12.00
11360 - Window Cleaner 11.75
12000 - Health Occupations
12010 - Ambulance Driver 16.54
12011 - Breath Alcohol Technician 19.83
12012 - Certified Occupational Therapist Assistant 27.20
12015 - Certified Physical Therapist Assistant 27.41
12020 - Dental Assistant 17.94
12025 - Dental Hygienist 29.24
12030 - EKG Technician 30.05
12035 - Electroneurodiagnostic Technologist 30.05
12040 - Emergency Medical Technician 16.54
12071 - Licensed Practical Nurse I 17.73
12072 - Licensed Practical Nurse II 19.83
12073 - Licensed Practical Nurse III 22.10
12100 - Medical Assistant 14.12
12130 - Medical Laboratory Technician 24.77
12160 - Medical Record Clerk 15.52
12190 - Medical Record Technician 18.10
12195 - Medical Transcriptionist 17.73
12210 - Nuclear Medicine Technologist 43.57
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 19.83
12236 - Optical Technician 17.73
12250 - Pharmacy Technician 14.38
12280 - Phlebotomist 17.73
12305 - Radiologic Technologist 27.13
12311 - Registered Nurse I 25.86
12312 - Registered Nurse II 29.50
12313 - Registered Nurse II Specialist 29.50
12314 - Registered Nurse III 35.70
12315 - Registered Nurse III Anesthetist 35.70

12316 - Registered Nurse IV		42.78
12317 - Scheduler (Drug and Alcohol Testing)		24.55
12320 - Substance Abuse Treatment Counselor		24.56
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.51
13012 - Exhibits Specialist II		24.18
13013 - Exhibits Specialist III		29.58
13041 - Illustrator I		19.33
13042 - Illustrator II		23.95
13043 - Illustrator III		29.29
13047 - Librarian		26.77
13050 - Library Aide/Clerk		13.44
13054 - Library Information Technology Systems Administrator		24.18
13058 - Library Technician		14.82
13061 - Media Specialist I		17.44
13062 - Media Specialist II		19.51
13063 - Media Specialist III		21.76
13071 - Photographer I		17.29
13072 - Photographer II		19.33
13073 - Photographer III		23.95
13074 - Photographer IV		29.29
13075 - Photographer V		35.45
13090 - Technical Order Library Clerk		17.04
13110 - Video Teleconference Technician		18.84
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.41
14042 - Computer Operator II		16.20
14043 - Computer Operator III		19.95
14044 - Computer Operator IV		20.79
14045 - Computer Operator V		24.54
14071 - Computer Programmer I	(see 1)	24.88
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		13.41
14160 - Personal Computer Support Technician		20.79
14170 - System Support Specialist		24.54
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.77
15020 - Aircrew Training Devices Instructor (Rated)		37.24
15030 - Air Crew Training Devices Instructor (Pilot)		44.62
15050 - Computer Based Training Specialist / Instructor		30.77
15060 - Educational Technologist		30.75
15070 - Flight Instructor (Pilot)		44.62
15080 - Graphic Artist		27.38
15085 - Maintenance Test Pilot Fixed Jet/Prop		44.62

15086 - Maintenance Test Pilot Rotary Wing 44.62
15088 - Non-Maintenance Test/Co-Pilot 44.62
15090 - Technical Instructor 22.12
15095 - Technical Instructor/Course Developer 27.38
15110 - Test Proctor 18.04
15120 - Tutor 17.93
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.10
16030 - Counter Attendant 10.10
16040 - Dry Cleaner 12.48
16070 - Finisher Flatwork Machine 10.10
16090 - Presser Hand 10.10
16110 - Presser Machine Drycleaning 10.10
16130 - Presser Machine Shirts 10.10
16160 - Presser Machine Wearing Apparel Laundry 10.10
16190 - Sewing Machine Operator 13.17
16220 - Tailor 14.02
16250 - Washer Machine 10.93
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.04
19040 - Tool And Die Maker 24.91
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.58
21030 - Material Coordinator 24.15
21040 - Material Expediter 24.15
21050 - Material Handling Laborer 13.54
21071 - Order Filler 12.69
21080 - Production Line Worker (Food Processing) 17.58
21110 - Shipping Packer 16.60
21130 - Shipping/Receiving Clerk 16.60
21140 - Store Worker I 12.02
21150 - Stock Clerk 16.65
21210 - Tools And Parts Attendant 17.58
21410 - Warehouse Specialist 17.58
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.07
23019 - Aircraft Logs and Records Technician 18.83
23021 - Aircraft Mechanic I 22.72
23022 - Aircraft Mechanic II 24.07
23023 - Aircraft Mechanic III 25.32
23040 - Aircraft Mechanic Helper 16.14
23050 - Aircraft Painter 21.43
23060 - Aircraft Servicer 18.83
23070 - Aircraft Survival Flight Equipment Technician 21.43
23080 - Aircraft Worker 20.15
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.15
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.72
23110 - Appliance Mechanic 21.43

23120 - Bicycle Repairer 17.48
23125 - Cable Splicer 32.27
23130 - Carpenter Maintenance 20.46
23140 - Carpet Layer 20.15
23160 - Electrician Maintenance 23.76
23181 - Electronics Technician Maintenance I 20.15
23182 - Electronics Technician Maintenance II 21.43
23183 - Electronics Technician Maintenance III 22.72
23260 - Fabric Worker 18.83
23290 - Fire Alarm System Mechanic 22.72
23310 - Fire Extinguisher Repairer 17.48
23311 - Fuel Distribution System Mechanic 22.72
23312 - Fuel Distribution System Operator 17.48
23370 - General Maintenance Worker 19.25
23380 - Ground Support Equipment Mechanic 22.72
23381 - Ground Support Equipment Servicer 18.83
23382 - Ground Support Equipment Worker 20.15
23391 - Gunsmith I 17.48
23392 - Gunsmith II 20.15
23393 - Gunsmith III 22.72
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.62
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.85
23430 - Heavy Equipment Mechanic 22.72
23440 - Heavy Equipment Operator 19.89
23460 - Instrument Mechanic 22.72
23465 - Laboratory/Shelter Mechanic 21.43
23470 - Laborer 13.54
23510 - Locksmith 21.43
23530 - Machinery Maintenance Mechanic 25.01
23550 - Machinist Maintenance 21.66
23580 - Maintenance Trades Helper 16.14
23591 - Metrology Technician I 22.72
23592 - Metrology Technician II 24.07
23593 - Metrology Technician III 25.32
23640 - Millwright 25.85
23710 - Office Appliance Repairer 20.99
23760 - Painter Maintenance 21.43
23790 - Pipefitter Maintenance 23.74
23810 - Plumber Maintenance 22.39
23820 - Pneudraulic Systems Mechanic 22.72
23850 - Rigger 22.72
23870 - Scale Mechanic 20.15
23890 - Sheet-Metal Worker Maintenance 22.72
23910 - Small Engine Mechanic 20.15
23931 - Telecommunications Mechanic I 29.90
23932 - Telecommunications Mechanic II 31.68
23950 - Telephone Lineman 22.72
23960 - Welder Combination Maintenance 18.00

23965 - Well Driller	22.72
23970 - Woodcraft Worker	22.72
23980 - Woodworker	17.48
24000 - Personal Needs Occupations	
24550 - Case Manager	17.20
24570 - Child Care Attendant	11.00
24580 - Child Care Center Clerk	14.04
24610 - Chore Aide	11.95
24620 - Family Readiness And Support Services Coordinator	17.20
24630 - Homemaker	17.20
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.58
25040 - Sewage Plant Operator	18.55
25070 - Stationary Engineer	23.58
25190 - Ventilation Equipment Tender	16.66
25210 - Water Treatment Plant Operator	18.55
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.45
27007 - Baggage Inspector	15.07
27008 - Corrections Officer	16.67
27010 - Court Security Officer	16.71
27030 - Detection Dog Handler	16.86
27040 - Detention Officer	16.67
27070 - Firefighter	17.27
27101 - Guard I	15.07
27102 - Guard II	16.86
27131 - Police Officer I	18.74
27132 - Police Officer II	20.83
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.85
28042 - Carnival Equipment Repairer	12.84
28043 - Carnival Worker	8.80
28210 - Gate Attendant/Gate Tender	16.91
28310 - Lifeguard	14.77
28350 - Park Attendant (Aide)	18.92
28510 - Recreation Aide/Health Facility Attendant	13.81
28515 - Recreation Specialist	22.99
28630 - Sports Official	15.06
28690 - Swimming Pool Operator	17.62
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.18
29020 - Hatch Tender	22.18
29030 - Line Handler	22.18
29041 - Stevedore I	21.49
29042 - Stevedore II	24.37
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		20.28
30022 - Archeological Technician II		22.69
30023 - Archeological Technician III		28.11
30030 - Cartographic Technician		27.87
30040 - Civil Engineering Technician		24.43
30051 - Cryogenic Technician I		26.37
30052 - Cryogenic Technician II		29.12
30061 - Drafter/CAD Operator I		20.28
30062 - Drafter/CAD Operator II		22.69
30063 - Drafter/CAD Operator III		25.28
30064 - Drafter/CAD Operator IV		29.85
30081 - Engineering Technician I		17.77
30082 - Engineering Technician II		20.10
30083 - Engineering Technician III		22.53
30084 - Engineering Technician IV		27.93
30085 - Engineering Technician V		32.62
30086 - Engineering Technician VI		37.46
30090 - Environmental Technician		27.76
30095 - Evidence Control Specialist		23.81
30210 - Laboratory Technician		23.96
30221 - Latent Fingerprint Technician I		26.37
30222 - Latent Fingerprint Technician II		29.12
30240 - Mathematical Technician		27.76
30361 - Paralegal/Legal Assistant I		18.29
30362 - Paralegal/Legal Assistant II		23.16
30363 - Paralegal/Legal Assistant III		28.33
30364 - Paralegal/Legal Assistant IV		34.27
30375 - Petroleum Supply Specialist		29.12
30390 - Photo-Optics Technician		27.76
30395 - Radiation Control Technician		29.12
30461 - Technical Writer I		25.63
30462 - Technical Writer II		31.34
30463 - Technical Writer III		37.91
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		26.55
30502 - Weather Forecaster II		32.31
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	25.28
30621 - Weather Observer Senior	(see 2)	26.00
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		15.10
31030 - Bus Driver		20.42
31043 - Driver Courier		13.74
31260 - Parking and Lot Attendant		13.52
31290 - Shuttle Bus Driver		14.35

31310 - Taxi Driver	12.18
31361 - Truckdriver Light	14.35
31362 - Truckdriver Medium	15.45
31363 - Truckdriver Heavy	22.66
31364 - Truckdriver Tractor-Trailer	22.66
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	9.36
99050 - Desk Clerk	10.00
99095 - Embalmer	26.29
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	13.59
99252 - Laboratory Animal Caretaker II	14.76
99260 - Marketing Analyst	32.08
99310 - Mortician	26.29
99410 - Pest Controller	21.23
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	13.96
99711 - Recycling Specialist	16.94
99730 - Refuse Collector	11.96
99810 - Sales Clerk	10.95
99820 - School Crossing Guard	13.52
99830 - Survey Party Chief	22.67
99831 - Surveying Aide	14.76
99832 - Surveying Technician	20.16
99840 - Vending Machine Attendant	18.20
99841 - Vending Machine Repairer	22.72
99842 - Vending Machine Repairer Helper	18.20

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 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.: 2015-4462
Revision No.: 14
Date Of Last Revision: 04/30/2020

Daniel W. Simms
Director

Division of
Wage Determinations

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: South Carolina

Area: South Carolina Counties of Allendale Bamberg Barnwell

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		15.89
01013 - Accounting Clerk III		17.78
01020 - Administrative Assistant		29.19
01035 - Court Reporter		17.60
01041 - Customer Service Representative I		11.25
01042 - Customer Service Representative II		12.65
01043 - Customer Service Representative III		13.80
01051 - Data Entry Operator I		12.64
01052 - Data Entry Operator II		13.79
01060 - Dispatcher Motor Vehicle		18.09
01070 - Document Preparation Clerk		14.01

01090 - Duplicating Machine Operator 14.01
01111 - General Clerk I 13.39
01112 - General Clerk II 14.49
01113 - General Clerk III 16.21
01120 - Housing Referral Assistant 19.62
01141 - Messenger Courier 11.42
01191 - Order Clerk I 12.84
01192 - Order Clerk II 14.18
01261 - Personnel Assistant (Employment) I 16.13
01262 - Personnel Assistant (Employment) II 18.05
01263 - Personnel Assistant (Employment) III 20.12
01270 - Production Control Clerk 24.21
01290 - Rental Clerk 14.10
01300 - Scheduler Maintenance 15.73
01311 - Secretary I 15.73
01312 - Secretary II 17.60
01313 - Secretary III 19.62
01320 - Service Order Dispatcher 16.17
01410 - Supply Technician 29.19
01420 - Survey Worker 16.63
01460 - Switchboard Operator/Receptionist 12.40
01531 - Travel Clerk I 12.82
01532 - Travel Clerk II 13.64
01533 - Travel Clerk III 14.52
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 20.91
05010 - Automotive Electrician 18.01
05040 - Automotive Glass Installer 16.38
05070 - Automotive Worker 17.03
05110 - Mobile Equipment Servicer 14.26
05130 - Motor Equipment Metal Mechanic 19.16
05160 - Motor Equipment Metal Worker 17.03
05190 - Motor Vehicle Mechanic 18.42
05220 - Motor Vehicle Mechanic Helper 13.98
05250 - Motor Vehicle Upholstery Worker 15.90
05280 - Motor Vehicle Wrecker 17.03
05310 - Painter Automotive 17.32
05340 - Radiator Repair Specialist 17.03
05370 - Tire Repairer 11.98
05400 - Transmission Repair Specialist 19.16
07000 - Food Preparation And Service Occupations
07010 - Baker 14.67
07041 - Cook I 10.30
07042 - Cook II 11.88
07070 - Dishwasher 9.14
07130 - Food Service Worker 11.98
07210 - Meat Cutter 14.10

07260 - Waiter/Waitress	9.06
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.62
09040 - Furniture Handler	12.92
09080 - Furniture Refinisher	19.62
09090 - Furniture Refinisher Helper	15.27
09110 - Furniture Repairer Minor	17.31
09130 - Upholsterer	19.31
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.16
11060 - Elevator Operator	11.16
11090 - Gardener	15.63
11122 - Housekeeping Aide	10.43
11150 - Janitor	10.43
11210 - Laborer Grounds Maintenance	12.00
11240 - Maid or Houseman	9.17
11260 - Pruner	10.73
11270 - Tractor Operator	14.43
11330 - Trail Maintenance Worker	12.00
11360 - Window Cleaner	11.65
12000 - Health Occupations	
12010 - Ambulance Driver	16.54
12011 - Breath Alcohol Technician	19.19
12012 - Certified Occupational Therapist Assistant	26.32
12015 - Certified Physical Therapist Assistant	27.41
12020 - Dental Assistant	17.78
12025 - Dental Hygienist	29.24
12030 - EKG Technician	29.07
12035 - Electroneurodiagnostic Technologist	29.07
12040 - Emergency Medical Technician	16.54
12071 - Licensed Practical Nurse I	17.15
12072 - Licensed Practical Nurse II	19.19
12073 - Licensed Practical Nurse III	21.39
12100 - Medical Assistant	14.12
12130 - Medical Laboratory Technician	22.52
12160 - Medical Record Clerk	14.11
12190 - Medical Record Technician	17.36
12195 - Medical Transcriptionist	17.15
12210 - Nuclear Medicine Technologist	42.16
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	19.19
12236 - Optical Technician	17.15
12250 - Pharmacy Technician	14.38
12280 - Phlebotomist	16.21
12305 - Radiologic Technologist	24.66
12311 - Registered Nurse I	25.86
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		42.69
12317 - Scheduler (Drug and Alcohol Testing)		23.76
12320 - Substance Abuse Treatment Counselor		23.76
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.51
13012 - Exhibits Specialist II		24.18
13013 - Exhibits Specialist III		29.58
13041 - Illustrator I		19.03
13042 - Illustrator II		23.59
13043 - Illustrator III		28.85
13047 - Librarian		26.77
13050 - Library Aide/Clerk		12.22
13054 - Library Information Technology Systems Administrator		24.18
13058 - Library Technician		14.82
13061 - Media Specialist I		17.44
13062 - Media Specialist II		19.51
13063 - Media Specialist III		21.76
13071 - Photographer I		16.98
13072 - Photographer II		18.99
13073 - Photographer III		23.52
13074 - Photographer IV		28.78
13075 - Photographer V		34.81
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		18.84
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.41
14042 - Computer Operator II		16.20
14043 - Computer Operator III		19.95
14044 - Computer Operator IV		20.79
14045 - Computer Operator V		24.54
14071 - Computer Programmer I	(see 1)	24.88
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		13.41
14160 - Personal Computer Support Technician		20.79
14170 - System Support Specialist		24.54
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.76
15020 - Aircrew Training Devices Instructor (Rated)		36.00
15030 - Air Crew Training Devices Instructor (Pilot)		43.15
15050 - Computer Based Training Specialist / Instructor		29.76
15060 - Educational Technologist		30.75

15070 - Flight Instructor (Pilot) 43.15
15080 - Graphic Artist 27.38
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.02
15086 - Maintenance Test Pilot Rotary Wing 41.02
15088 - Non-Maintenance Test/Co-Pilot 41.02
15090 - Technical Instructor 22.12
15095 - Technical Instructor/Course Developer 27.38
15110 - Test Proctor 18.04
15120 - Tutor 17.93
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.82
16030 - Counter Attendant 9.82
16040 - Dry Cleaner 12.13
16070 - Finisher Flatwork Machine 9.82
16090 - Presser Hand 9.82
16110 - Presser Machine Drycleaning 9.82
16130 - Presser Machine Shirts 9.82
16160 - Presser Machine Wearing Apparel Laundry 9.82
16190 - Sewing Machine Operator 12.80
16220 - Tailor 13.63
16250 - Washer Machine 10.62
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.04
19040 - Tool And Die Maker 24.91
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.58
21030 - Material Coordinator 24.15
21040 - Material Expediter 24.15
21050 - Material Handling Laborer 12.99
21071 - Order Filler 12.69
21080 - Production Line Worker (Food Processing) 17.58
21110 - Shipping Packer 16.60
21130 - Shipping/Receiving Clerk 16.60
21140 - Store Worker I 11.68
21150 - Stock Clerk 16.19
21210 - Tools And Parts Attendant 17.58
21410 - Warehouse Specialist 17.58
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.58
23019 - Aircraft Logs and Records Technician 18.44
23021 - Aircraft Mechanic I 22.25
23022 - Aircraft Mechanic II 23.58
23023 - Aircraft Mechanic III 24.81
23040 - Aircraft Mechanic Helper 15.82
23050 - Aircraft Painter 20.99
23060 - Aircraft Servicer 18.44
23070 - Aircraft Survival Flight Equipment Technician 20.99
23080 - Aircraft Worker 19.74
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 19.74

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.25
23110 - Appliance Mechanic 20.99
23120 - Bicycle Repairer 16.83
23125 - Cable Splicer 32.27
23130 - Carpenter Maintenance 18.60
23140 - Carpet Layer 19.74
23160 - Electrician Maintenance 22.97
23181 - Electronics Technician Maintenance I 19.74
23182 - Electronics Technician Maintenance II 20.99
23183 - Electronics Technician Maintenance III 22.27
23260 - Fabric Worker 18.44
23290 - Fire Alarm System Mechanic 22.25
23310 - Fire Extinguisher Repairer 17.13
23311 - Fuel Distribution System Mechanic 22.25
23312 - Fuel Distribution System Operator 17.13
23370 - General Maintenance Worker 19.25
23380 - Ground Support Equipment Mechanic 22.25
23381 - Ground Support Equipment Servicer 18.44
23382 - Ground Support Equipment Worker 19.74
23391 - Gunsmith I 17.13
23392 - Gunsmith II 19.74
23393 - Gunsmith III 22.25
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.62
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.85
23430 - Heavy Equipment Mechanic 22.25
23440 - Heavy Equipment Operator 18.30
23460 - Instrument Mechanic 22.25
23465 - Laboratory/Shelter Mechanic 20.99
23470 - Laborer 12.99
23510 - Locksmith 20.99
23530 - Machinery Maintenance Mechanic 24.77
23550 - Machinist Maintenance 21.11
23580 - Maintenance Trades Helper 15.82
23591 - Metrology Technician I 22.25
23592 - Metrology Technician II 23.58
23593 - Metrology Technician III 24.81
23640 - Millwright 23.50
23710 - Office Appliance Repairer 20.99
23760 - Painter Maintenance 20.99
23790 - Pipefitter Maintenance 23.74
23810 - Plumber Maintenance 22.39
23820 - Pneudraulic Systems Mechanic 22.25
23850 - Rigger 22.25
23870 - Scale Mechanic 19.74
23890 - Sheet-Metal Worker Maintenance 21.46
23910 - Small Engine Mechanic 19.74
23931 - Telecommunications Mechanic I 29.90

23932 - Telecommunications Mechanic II 31.68
23950 - Telephone Lineman 21.87
23960 - Welder Combination Maintenance 18.00
23965 - Well Driller 22.25
23970 - Woodcraft Worker 22.25
23980 - Woodworker 17.13
24000 - Personal Needs Occupations
24550 - Case Manager 15.66
24570 - Child Care Attendant 11.00
24580 - Child Care Center Clerk 14.04
24610 - Chore Aide 10.86
24620 - Family Readiness And Support Services Coordinator 15.66
24630 - Homemaker 15.66
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 25.58
25040 - Sewage Plant Operator 18.55
25070 - Stationary Engineer 23.58
25190 - Ventilation Equipment Tender 16.66
25210 - Water Treatment Plant Operator 18.55
27000 - Protective Service Occupations
27004 - Alarm Monitor 13.45
27007 - Baggage Inspector 13.70
27008 - Corrections Officer 15.84
27010 - Court Security Officer 16.71
27030 - Detection Dog Handler 15.33
27040 - Detention Officer 15.84
27070 - Firefighter 17.27
27101 - Guard I 13.70
27102 - Guard II 15.33
27131 - Police Officer I 18.16
27132 - Police Officer II 20.18
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 11.75
28042 - Carnival Equipment Repairer 12.72
28043 - Carnival Worker 8.74
28210 - Gate Attendant/Gate Tender 16.91
28310 - Lifeguard 14.77
28350 - Park Attendant (Aide) 18.92
28510 - Recreation Aide/Health Facility Attendant 13.81
28515 - Recreation Specialist 22.99
28630 - Sports Official 15.06
28690 - Swimming Pool Operator 17.62
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 22.18
29020 - Hatch Tender 22.18
29030 - Line Handler 22.18
29041 - Stevedore I 21.49
29042 - Stevedore II 24.37
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 20.28
30022 - Archeological Technician II 22.69
30023 - Archeological Technician III 28.11
30030 - Cartographic Technician 27.87
30040 - Civil Engineering Technician 24.43
30051 - Cryogenic Technician I 26.37
30052 - Cryogenic Technician II 29.12
30061 - Drafter/CAD Operator I 20.28
30062 - Drafter/CAD Operator II 22.69
30063 - Drafter/CAD Operator III 25.28
30064 - Drafter/CAD Operator IV 29.85
30081 - Engineering Technician I 17.77
30082 - Engineering Technician II 20.10
30083 - Engineering Technician III 22.53
30084 - Engineering Technician IV 27.93
30085 - Engineering Technician V 32.62
30086 - Engineering Technician VI 37.46
30090 - Environmental Technician 27.76
30095 - Evidence Control Specialist 23.81
30210 - Laboratory Technician 23.96
30221 - Latent Fingerprint Technician I 26.37
30222 - Latent Fingerprint Technician II 29.12
30240 - Mathematical Technician 27.76
30361 - Paralegal/Legal Assistant I 18.29
30362 - Paralegal/Legal Assistant II 23.16
30363 - Paralegal/Legal Assistant III 28.33
30364 - Paralegal/Legal Assistant IV 34.27
30375 - Petroleum Supply Specialist 29.12
30390 - Photo-Optics Technician 27.76
30395 - Radiation Control Technician 29.12
30461 - Technical Writer I 25.63
30462 - Technical Writer II 31.34
30463 - Technical Writer III 37.91
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 26.55
30502 - Weather Forecaster II 32.31
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 25.28
30621 - Weather Observer Senior (see 2) 26.00
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 15.10
31030 - Bus Driver 19.97

31043 - Driver Courier	13.74
31260 - Parking and Lot Attendant	13.52
31290 - Shuttle Bus Driver	14.35
31310 - Taxi Driver	12.18
31361 - Truckdriver Light	14.35
31362 - Truckdriver Medium	15.45
31363 - Truckdriver Heavy	22.66
31364 - Truckdriver Tractor-Trailer	22.66
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.08
99050 - Desk Clerk	10.00
99095 - Embalmer	26.29
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.35
99252 - Laboratory Animal Caretaker II	13.42
99260 - Marketing Analyst	31.13
99310 - Mortician	26.29
99410 - Pest Controller	20.60
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	13.96
99711 - Recycling Specialist	16.94
99730 - Refuse Collector	11.96
99810 - Sales Clerk	10.95
99820 - School Crossing Guard	13.14
99830 - Survey Party Chief	22.67
99831 - Surveying Aide	14.76
99832 - Surveying Technician	20.16
99840 - Vending Machine Attendant	17.67
99841 - Vending Machine Repairer	22.05
99842 - Vending Machine Repairer Helper	17.67

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of 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.: 2015-4463
Revision No.: 16
Date Of Last Revision: 04/21/2021

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: South Carolina

Area: South Carolina Counties of Newberry Orangeburg

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		18.77
01020 - Administrative Assistant		31.95
01035 - Court Reporter		18.56
01041 - Customer Service Representative I		12.38
01042 - Customer Service Representative II		13.66
01043 - Customer Service Representative III		15.18
01051 - Data Entry Operator I		13.33
01052 - Data Entry Operator II		14.55
01060 - Dispatcher Motor Vehicle		18.09
01070 - Document Preparation Clerk		14.55
01090 - Duplicating Machine Operator		14.55
01111 - General Clerk I		13.28
01112 - General Clerk II		14.49

01113 - General Clerk III 16.28
01120 - Housing Referral Assistant 20.36
01141 - Messenger Courier 11.86
01191 - Order Clerk I 13.33
01192 - Order Clerk II 14.55
01261 - Personnel Assistant (Employment) I 16.34
01262 - Personnel Assistant (Employment) II 18.27
01263 - Personnel Assistant (Employment) III 20.36
01270 - Production Control Clerk 21.58
01290 - Rental Clerk 12.31
01300 - Scheduler Maintenance 16.34
01311 - Secretary I 16.34
01312 - Secretary II 18.27
01313 - Secretary III 20.36
01320 - Service Order Dispatcher 16.17
01410 - Supply Technician 31.95
01420 - Survey Worker 16.18
01460 - Switchboard Operator/Receptionist 13.42
01531 - Travel Clerk I 13.26
01532 - Travel Clerk II 14.19
01533 - Travel Clerk III 15.06
01611 - Word Processor I 14.55
01612 - Word Processor II 16.34
01613 - Word Processor III 18.27
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.32
05010 - Automotive Electrician 17.93
05040 - Automotive Glass Installer 16.86
05070 - Automotive Worker 16.86
05110 - Mobile Equipment Servicer 14.64
05130 - Motor Equipment Metal Mechanic 18.98
05160 - Motor Equipment Metal Worker 16.86
05190 - Motor Vehicle Mechanic 18.50
05220 - Motor Vehicle Mechanic Helper 13.60
05250 - Motor Vehicle Upholstery Worker 15.74
05280 - Motor Vehicle Wrecker 16.86
05310 - Painter Automotive 17.93
05340 - Radiator Repair Specialist 16.86
05370 - Tire Repairer 12.96
05400 - Transmission Repair Specialist 18.98
07000 - Food Preparation And Service Occupations
07010 - Baker 14.93
07041 - Cook I 10.18
07042 - Cook II 11.73
07070 - Dishwasher 9.54
07130 - Food Service Worker 13.43
07210 - Meat Cutter 14.64
07260 - Waiter/Waitress 9.06
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 18.41

09040 - Furniture Handler 11.54
09080 - Furniture Refinisher 18.41
09090 - Furniture Refinisher Helper 13.88
09110 - Furniture Repairer Minor 16.18
09130 - Upholsterer 18.41
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.28
11060 - Elevator Operator 12.28
11090 - Gardener 15.63
11122 - Housekeeping Aide 10.51
11150 - Janitor 10.51
11210 - Laborer Grounds Maintenance 12.00
11240 - Maid or Houseman 9.48
11260 - Pruner 10.73
11270 - Tractor Operator 14.43
11330 - Trail Maintenance Worker 12.00
11360 - Window Cleaner 11.75
12000 - Health Occupations
12010 - Ambulance Driver 16.98
12011 - Breath Alcohol Technician 19.83
12012 - Certified Occupational Therapist Assistant 27.20
12015 - Certified Physical Therapist Assistant 27.91
12020 - Dental Assistant 17.94
12025 - Dental Hygienist 28.56
12030 - EKG Technician 30.05
12035 - Electroneurodiagnostic Technologist 30.05
12040 - Emergency Medical Technician 16.98
12071 - Licensed Practical Nurse I 17.73
12072 - Licensed Practical Nurse II 19.83
12073 - Licensed Practical Nurse III 22.10
12100 - Medical Assistant 14.12
12130 - Medical Laboratory Technician 24.77
12160 - Medical Record Clerk 15.14
12190 - Medical Record Technician 18.10
12195 - Medical Transcriptionist 17.73
12210 - Nuclear Medicine Technologist 43.57
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 19.83
12236 - Optical Technician 17.73
12250 - Pharmacy Technician 12.97
12280 - Phlebotomist 17.73
12305 - Radiologic Technologist 27.13
12311 - Registered Nurse I 24.12
12312 - Registered Nurse II 29.50
12313 - Registered Nurse II Specialist 29.50
12314 - Registered Nurse III 35.70
12315 - Registered Nurse III Anesthetist 35.70

12316 - Registered Nurse IV		42.78
12317 - Scheduler (Drug and Alcohol Testing)		24.55
12320 - Substance Abuse Treatment Counselor		24.56
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.33
13012 - Exhibits Specialist II		23.95
13013 - Exhibits Specialist III		29.29
13041 - Illustrator I		19.33
13042 - Illustrator II		23.95
13043 - Illustrator III		29.29
13047 - Librarian		26.52
13050 - Library Aide/Clerk		15.39
13054 - Library Information Technology Systems Administrator		23.95
13058 - Library Technician		16.20
13061 - Media Specialist I		17.29
13062 - Media Specialist II		19.33
13063 - Media Specialist III		21.55
13071 - Photographer I		17.29
13072 - Photographer II		19.33
13073 - Photographer III		23.95
13074 - Photographer IV		29.29
13075 - Photographer V		35.45
13090 - Technical Order Library Clerk		17.04
13110 - Video Teleconference Technician		17.29
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.46
14042 - Computer Operator II		17.29
14043 - Computer Operator III		20.72
14044 - Computer Operator IV		23.08
14045 - Computer Operator V		25.51
14071 - Computer Programmer I	(see 1)	21.78
14072 - Computer Programmer II	(see 1)	26.99
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.46
14160 - Personal Computer Support Technician		27.56
14170 - System Support Specialist		25.51
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.77
15020 - Aircrew Training Devices Instructor (Rated)		37.24
15030 - Air Crew Training Devices Instructor (Pilot)		44.62
15050 - Computer Based Training Specialist / Instructor		30.77
15060 - Educational Technologist		30.75
15070 - Flight Instructor (Pilot)		44.62
15080 - Graphic Artist		22.54
15085 - Maintenance Test Pilot Fixed Jet/Prop		44.62

15086 - Maintenance Test Pilot Rotary Wing 44.62
15088 - Non-Maintenance Test/Co-Pilot 44.62
15090 - Technical Instructor 18.43
15095 - Technical Instructor/Course Developer 22.54
15110 - Test Proctor 14.87
15120 - Tutor 14.87
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.10
16030 - Counter Attendant 10.10
16040 - Dry Cleaner 12.48
16070 - Finisher Flatwork Machine 10.10
16090 - Presser Hand 10.10
16110 - Presser Machine Drycleaning 10.10
16130 - Presser Machine Shirts 10.10
16160 - Presser Machine Wearing Apparel Laundry 10.10
16190 - Sewing Machine Operator 13.17
16220 - Tailor 14.02
16250 - Washer Machine 10.93
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.72
19040 - Tool And Die Maker 24.91
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.80
21030 - Material Coordinator 21.58
21040 - Material Expediter 21.58
21050 - Material Handling Laborer 13.54
21071 - Order Filler 13.06
21080 - Production Line Worker (Food Processing) 15.80
21110 - Shipping Packer 16.60
21130 - Shipping/Receiving Clerk 16.60
21140 - Store Worker I 12.02
21150 - Stock Clerk 16.65
21210 - Tools And Parts Attendant 15.80
21410 - Warehouse Specialist 15.80
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.93
23019 - Aircraft Logs and Records Technician 21.08
23021 - Aircraft Mechanic I 25.43
23022 - Aircraft Mechanic II 26.93
23023 - Aircraft Mechanic III 28.34
23040 - Aircraft Mechanic Helper 18.17
23050 - Aircraft Painter 23.35
23060 - Aircraft Servicer 21.08
23070 - Aircraft Survival Flight Equipment Technician 23.35
23080 - Aircraft Worker 22.58
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.58
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.43
23110 - Appliance Mechanic 21.43

23120 - Bicycle Repairer	17.48
23125 - Cable Splicer	30.57
23130 - Carpenter Maintenance	20.46
23140 - Carpet Layer	20.15
23160 - Electrician Maintenance	23.76
23181 - Electronics Technician Maintenance I	20.78
23182 - Electronics Technician Maintenance II	22.22
23183 - Electronics Technician Maintenance III	23.39
23260 - Fabric Worker	18.83
23290 - Fire Alarm System Mechanic	22.72
23310 - Fire Extinguisher Repairer	17.48
23311 - Fuel Distribution System Mechanic	23.31
23312 - Fuel Distribution System Operator	18.00
23370 - General Maintenance Worker	16.56
23380 - Ground Support Equipment Mechanic	25.43
23381 - Ground Support Equipment Servicer	21.08
23382 - Ground Support Equipment Worker	22.58
23391 - Gunsmith I	17.48
23392 - Gunsmith II	20.15
23393 - Gunsmith III	22.72
23410 - Heating Ventilation And Air-Conditioning Mechanic	20.62
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	21.85
23430 - Heavy Equipment Mechanic	22.72
23440 - Heavy Equipment Operator	19.89
23460 - Instrument Mechanic	22.72
23465 - Laboratory/Shelter Mechanic	21.43
23470 - Laborer	13.54
23510 - Locksmith	21.43
23530 - Machinery Maintenance Mechanic	25.01
23550 - Machinist Maintenance	21.66
23580 - Maintenance Trades Helper	16.14
23591 - Metrology Technician I	22.72
23592 - Metrology Technician II	24.07
23593 - Metrology Technician III	25.32
23640 - Millwright	25.88
23710 - Office Appliance Repairer	20.99
23760 - Painter Maintenance	21.43
23790 - Pipefitter Maintenance	23.74
23810 - Plumber Maintenance	22.39
23820 - Pneudraulic Systems Mechanic	22.72
23850 - Rigger	22.72
23870 - Scale Mechanic	20.15
23890 - Sheet-Metal Worker Maintenance	22.72
23910 - Small Engine Mechanic	20.15
23931 - Telecommunications Mechanic I	29.59
23932 - Telecommunications Mechanic II	31.35
23950 - Telephone Lineman	22.72
23960 - Welder Combination Maintenance	17.88

23965 - Well Driller		22.72
23970 - Woodcraft Worker		22.72
23980 - Woodworker		17.48
24000 - Personal Needs Occupations		
24550 - Case Manager		17.20
24570 - Child Care Attendant		9.40
24580 - Child Care Center Clerk		14.74
24610 - Chore Aide		11.95
24620 - Family Readiness And Support Services Coordinator		17.20
24630 - Homemaker		17.20
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		22.72
25040 - Sewage Plant Operator		18.12
25070 - Stationary Engineer		22.72
25190 - Ventilation Equipment Tender		15.82
25210 - Water Treatment Plant Operator		18.12
27000 - Protective Service Occupations		
27004 - Alarm Monitor		13.72
27007 - Baggage Inspector		14.34
27008 - Corrections Officer		16.67
27010 - Court Security Officer		17.36
27030 - Detection Dog Handler		16.86
27040 - Detention Officer		16.67
27070 - Firefighter		17.97
27101 - Guard I		14.34
27102 - Guard II		16.86
27131 - Police Officer I		19.90
27132 - Police Officer II		22.11
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		11.85
28042 - Carnival Equipment Repairer		12.84
28043 - Carnival Worker		8.80
28210 - Gate Attendant/Gate Tender		16.91
28310 - Lifeguard		14.77
28350 - Park Attendant (Aide)		18.92
28510 - Recreation Aide/Health Facility Attendant		13.54
28515 - Recreation Specialist		22.84
28630 - Sports Official		15.06
28690 - Swimming Pool Operator		14.79
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		20.15
29020 - Hatch Tender		20.15
29030 - Line Handler		20.15
29041 - Stevedore I		18.83
29042 - Stevedore II		21.43
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		17.18
30022 - Archeological Technician II		19.22
30023 - Archeological Technician III		23.81
30030 - Cartographic Technician		23.81
30040 - Civil Engineering Technician		23.81
30051 - Cryogenic Technician I		26.37
30052 - Cryogenic Technician II		29.12
30061 - Drafter/CAD Operator I		17.18
30062 - Drafter/CAD Operator II		19.22
30063 - Drafter/CAD Operator III		21.43
30064 - Drafter/CAD Operator IV		26.37
30081 - Engineering Technician I		15.30
30082 - Engineering Technician II		17.18
30083 - Engineering Technician III		19.22
30084 - Engineering Technician IV		23.81
30085 - Engineering Technician V		29.12
30086 - Engineering Technician VI		35.23
30090 - Environmental Technician		23.81
30095 - Evidence Control Specialist		23.81
30210 - Laboratory Technician		23.34
30221 - Latent Fingerprint Technician I		26.37
30222 - Latent Fingerprint Technician II		29.12
30240 - Mathematical Technician		23.81
30361 - Paralegal/Legal Assistant I		18.70
30362 - Paralegal/Legal Assistant II		23.16
30363 - Paralegal/Legal Assistant III		28.33
30364 - Paralegal/Legal Assistant IV		34.27
30375 - Petroleum Supply Specialist		29.12
30390 - Photo-Optics Technician		25.12
30395 - Radiation Control Technician		29.12
30461 - Technical Writer I		23.81
30462 - Technical Writer II		29.12
30463 - Technical Writer III		35.23
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		26.37
30502 - Weather Forecaster II		32.08
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.43
30621 - Weather Observer Senior	(see 2)	23.81
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		14.42
31030 - Bus Driver		21.13
31043 - Driver Courier		13.25
31260 - Parking and Lot Attendant		13.52
31290 - Shuttle Bus Driver		14.35

31310 - Taxi Driver	12.27
31361 - Truckdriver Light	14.35
31362 - Truckdriver Medium	15.45
31363 - Truckdriver Heavy	22.66
31364 - Truckdriver Tractor-Trailer	22.66
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	9.36
99050 - Desk Clerk	9.97
99095 - Embalmer	25.60
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	14.22
99252 - Laboratory Animal Caretaker II	15.36
99260 - Marketing Analyst	32.08
99310 - Mortician	25.60
99410 - Pest Controller	21.23
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	12.86
99711 - Recycling Specialist	16.25
99730 - Refuse Collector	13.20
99810 - Sales Clerk	12.56
99820 - School Crossing Guard	13.52
99830 - Survey Party Chief	19.50
99831 - Surveying Aide	13.10
99832 - Surveying Technician	17.94
99840 - Vending Machine Attendant	18.20
99841 - Vending Machine Repairer	22.72
99842 - Vending Machine Repairer Helper	18.20

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 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.: 2015-4464
Revision No.: 15
Date Of Last Revision: 04/30/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: South Carolina

Area: South Carolina Counties of Newberry Orangeburg

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.68
01012 - Accounting Clerk II		15.35
01013 - Accounting Clerk III		17.18
01020 - Administrative Assistant		29.19
01035 - Court Reporter		18.56
01041 - Customer Service Representative I		11.25
01042 - Customer Service Representative II		12.65
01043 - Customer Service Representative III		13.80
01051 - Data Entry Operator I		12.64
01052 - Data Entry Operator II		13.79
01060 - Dispatcher Motor Vehicle		18.09
01070 - Document Preparation Clerk		14.01

01090 - Duplicating Machine Operator	14.01
01111 - General Clerk I	12.84
01112 - General Clerk II	14.01
01113 - General Clerk III	15.72
01120 - Housing Referral Assistant	19.62
01141 - Messenger Courier	11.42
01191 - Order Clerk I	12.84
01192 - Order Clerk II	14.01
01261 - Personnel Assistant (Employment) I	16.13
01262 - Personnel Assistant (Employment) II	18.05
01263 - Personnel Assistant (Employment) III	20.12
01270 - Production Control Clerk	21.58
01290 - Rental Clerk	12.31
01300 - Scheduler Maintenance	15.73
01311 - Secretary I	15.73
01312 - Secretary II	17.60
01313 - Secretary III	19.62
01320 - Service Order Dispatcher	16.17
01410 - Supply Technician	29.19
01420 - Survey Worker	16.09
01460 - Switchboard Operator/Receptionist	12.40
01531 - Travel Clerk I	12.82
01532 - Travel Clerk II	13.64
01533 - Travel Clerk III	14.52
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	21.32
05010 - Automotive Electrician	17.93
05040 - Automotive Glass Installer	16.86
05070 - Automotive Worker	16.86
05110 - Mobile Equipment Servicer	14.64
05130 - Motor Equipment Metal Mechanic	18.98
05160 - Motor Equipment Metal Worker	16.86
05190 - Motor Vehicle Mechanic	18.50
05220 - Motor Vehicle Mechanic Helper	13.60
05250 - Motor Vehicle Upholstery Worker	15.74
05280 - Motor Vehicle Wrecker	16.86
05310 - Painter Automotive	17.93
05340 - Radiator Repair Specialist	16.86
05370 - Tire Repairer	11.98
05400 - Transmission Repair Specialist	18.98
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.57
07041 - Cook I	9.89
07042 - Cook II	11.40
07070 - Dishwasher	9.14
07130 - Food Service Worker	12.21
07210 - Meat Cutter	13.99

07260 - Waiter/Waitress	9.06
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.41
09040 - Furniture Handler	11.54
09080 - Furniture Refinisher	18.41
09090 - Furniture Refinisher Helper	13.88
09110 - Furniture Repairer Minor	16.18
09130 - Upholsterer	18.41
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.16
11060 - Elevator Operator	11.16
11090 - Gardener	15.63
11122 - Housekeeping Aide	10.43
11150 - Janitor	10.43
11210 - Laborer Grounds Maintenance	12.00
11240 - Maid or Houseman	9.17
11260 - Pruner	10.73
11270 - Tractor Operator	14.43
11330 - Trail Maintenance Worker	12.00
11360 - Window Cleaner	11.65
12000 - Health Occupations	
12010 - Ambulance Driver	16.98
12011 - Breath Alcohol Technician	19.19
12012 - Certified Occupational Therapist Assistant	26.32
12015 - Certified Physical Therapist Assistant	27.91
12020 - Dental Assistant	17.78
12025 - Dental Hygienist	28.56
12030 - EKG Technician	29.07
12035 - Electroneurodiagnostic Technologist	29.07
12040 - Emergency Medical Technician	16.98
12071 - Licensed Practical Nurse I	17.15
12072 - Licensed Practical Nurse II	19.19
12073 - Licensed Practical Nurse III	21.39
12100 - Medical Assistant	14.12
12130 - Medical Laboratory Technician	22.52
12160 - Medical Record Clerk	13.76
12190 - Medical Record Technician	16.93
12195 - Medical Transcriptionist	17.15
12210 - Nuclear Medicine Technologist	42.16
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	19.19
12236 - Optical Technician	17.15
12250 - Pharmacy Technician	12.84
12280 - Phlebotomist	16.23
12305 - Radiologic Technologist	24.66
12311 - Registered Nurse I	22.82
12312 - Registered Nurse II	27.92

12313 - Registered Nurse II Specialist		27.92
12314 - Registered Nurse III		33.78
12315 - Registered Nurse III Anesthetist		33.78
12316 - Registered Nurse IV		40.48
12317 - Scheduler (Drug and Alcohol Testing)		23.76
12320 - Substance Abuse Treatment Counselor		23.76
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.99
13012 - Exhibits Specialist II		23.52
13013 - Exhibits Specialist III		28.78
13041 - Illustrator I		18.99
13042 - Illustrator II		23.52
13043 - Illustrator III		28.78
13047 - Librarian		26.05
13050 - Library Aide/Clerk		15.12
13054 - Library Information Technology Systems Administrator		23.52
13058 - Library Technician		16.20
13061 - Media Specialist I		16.98
13062 - Media Specialist II		18.99
13063 - Media Specialist III		21.16
13071 - Photographer I		16.98
13072 - Photographer II		18.99
13073 - Photographer III		23.52
13074 - Photographer IV		28.78
13075 - Photographer V		34.81
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		16.98
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.46
14042 - Computer Operator II		17.29
14043 - Computer Operator III		20.72
14044 - Computer Operator IV		23.08
14045 - Computer Operator V		25.51
14071 - Computer Programmer I	(see 1)	21.78
14072 - Computer Programmer II	(see 1)	26.99
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.46
14160 - Personal Computer Support Technician		27.56
14170 - System Support Specialist		25.51
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.28
15020 - Aircrew Training Devices Instructor (Rated)		34.03
15030 - Air Crew Training Devices Instructor (Pilot)		40.79
15050 - Computer Based Training Specialist / Instructor		28.28
15060 - Educational Technologist		30.75

15070 - Flight Instructor (Pilot) 40.79
15080 - Graphic Artist 22.54
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.02
15086 - Maintenance Test Pilot Rotary Wing 41.02
15088 - Non-Maintenance Test/Co-Pilot 41.02
15090 - Technical Instructor 18.43
15095 - Technical Instructor/Course Developer 22.54
15110 - Test Proctor 14.87
15120 - Tutor 14.87
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.82
16030 - Counter Attendant 9.82
16040 - Dry Cleaner 12.13
16070 - Finisher Flatwork Machine 9.82
16090 - Presser Hand 9.82
16110 - Presser Machine Drycleaning 9.82
16130 - Presser Machine Shirts 9.82
16160 - Presser Machine Wearing Apparel Laundry 9.82
16190 - Sewing Machine Operator 12.80
16220 - Tailor 13.63
16250 - Washer Machine 10.62
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.72
19040 - Tool And Die Maker 24.91
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.80
21030 - Material Coordinator 21.58
21040 - Material Expediter 21.58
21050 - Material Handling Laborer 12.99
21071 - Order Filler 13.06
21080 - Production Line Worker (Food Processing) 15.80
21110 - Shipping Packer 16.60
21130 - Shipping/Receiving Clerk 16.60
21140 - Store Worker I 11.68
21150 - Stock Clerk 16.19
21210 - Tools And Parts Attendant 15.80
21410 - Warehouse Specialist 15.80
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.93
23019 - Aircraft Logs and Records Technician 21.08
23021 - Aircraft Mechanic I 25.43
23022 - Aircraft Mechanic II 26.93
23023 - Aircraft Mechanic III 28.34
23040 - Aircraft Mechanic Helper 18.17
23050 - Aircraft Painter 23.35
23060 - Aircraft Servicer 21.08
23070 - Aircraft Survival Flight Equipment Technician 23.35
23080 - Aircraft Worker 22.58
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.58

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.43
23110 - Appliance Mechanic 20.99
23120 - Bicycle Repairer 16.83
23125 - Cable Splicer 30.57
23130 - Carpenter Maintenance 18.60
23140 - Carpet Layer 19.74
23160 - Electrician Maintenance 22.97
23181 - Electronics Technician Maintenance I 20.78
23182 - Electronics Technician Maintenance II 22.22
23183 - Electronics Technician Maintenance III 23.39
23260 - Fabric Worker 18.44
23290 - Fire Alarm System Mechanic 22.25
23310 - Fire Extinguisher Repairer 17.13
23311 - Fuel Distribution System Mechanic 23.31
23312 - Fuel Distribution System Operator 18.00
23370 - General Maintenance Worker 16.56
23380 - Ground Support Equipment Mechanic 25.43
23381 - Ground Support Equipment Servicer 21.08
23382 - Ground Support Equipment Worker 22.58
23391 - Gunsmith I 17.13
23392 - Gunsmith II 19.74
23393 - Gunsmith III 22.25
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.62
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.85
23430 - Heavy Equipment Mechanic 22.25
23440 - Heavy Equipment Operator 18.30
23460 - Instrument Mechanic 22.25
23465 - Laboratory/Shelter Mechanic 20.99
23470 - Laborer 12.99
23510 - Locksmith 20.99
23530 - Machinery Maintenance Mechanic 24.06
23550 - Machinist Maintenance 21.11
23580 - Maintenance Trades Helper 15.54
23591 - Metrology Technician I 22.25
23592 - Metrology Technician II 23.58
23593 - Metrology Technician III 24.81
23640 - Millwright 23.53
23710 - Office Appliance Repairer 20.99
23760 - Painter Maintenance 20.99
23790 - Pipefitter Maintenance 23.74
23810 - Plumber Maintenance 22.39
23820 - Pneudraulic Systems Mechanic 22.25
23850 - Rigger 22.25
23870 - Scale Mechanic 19.74
23890 - Sheet-Metal Worker Maintenance 21.46
23910 - Small Engine Mechanic 19.74
23931 - Telecommunications Mechanic I 29.59

23932 - Telecommunications Mechanic II 31.35
23950 - Telephone Lineman 21.87
23960 - Welder Combination Maintenance 17.88
23965 - Well Driller 22.25
23970 - Woodcraft Worker 22.25
23980 - Woodworker 17.13
24000 - Personal Needs Occupations
24550 - Case Manager 15.66
24570 - Child Care Attendant 9.40
24580 - Child Care Center Clerk 14.74
24610 - Chore Aide 10.86
24620 - Family Readiness And Support Services Coordinator 15.66
24630 - Homemaker 15.66
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 22.25
25040 - Sewage Plant Operator 18.12
25070 - Stationary Engineer 22.25
25190 - Ventilation Equipment Tender 15.82
25210 - Water Treatment Plant Operator 18.12
27000 - Protective Service Occupations
27004 - Alarm Monitor 13.72
27007 - Baggage Inspector 13.04
27008 - Corrections Officer 16.17
27010 - Court Security Officer 17.36
27030 - Detection Dog Handler 15.33
27040 - Detention Officer 16.17
27070 - Firefighter 17.97
27101 - Guard I 13.04
27102 - Guard II 15.33
27131 - Police Officer I 19.90
27132 - Police Officer II 22.11
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 11.75
28042 - Carnival Equipment Repairer 12.72
28043 - Carnival Worker 8.74
28210 - Gate Attendant/Gate Tender 16.91
28310 - Lifeguard 14.77
28350 - Park Attendant (Aide) 18.92
28510 - Recreation Aide/Health Facility Attendant 13.54
28515 - Recreation Specialist 22.84
28630 - Sports Official 15.06
28690 - Swimming Pool Operator 14.67
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 19.74
29020 - Hatch Tender 19.74
29030 - Line Handler 19.74
29041 - Stevedore I 18.44
29042 - Stevedore II 20.99
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.18
30022 - Archeological Technician II 19.22
30023 - Archeological Technician III 23.81
30030 - Cartographic Technician 23.81
30040 - Civil Engineering Technician 23.81
30051 - Cryogenic Technician I 26.37
30052 - Cryogenic Technician II 29.12
30061 - Drafter/CAD Operator I 17.18
30062 - Drafter/CAD Operator II 19.22
30063 - Drafter/CAD Operator III 21.43
30064 - Drafter/CAD Operator IV 26.37
30081 - Engineering Technician I 15.30
30082 - Engineering Technician II 17.18
30083 - Engineering Technician III 19.22
30084 - Engineering Technician IV 23.81
30085 - Engineering Technician V 29.12
30086 - Engineering Technician VI 35.23
30090 - Environmental Technician 23.81
30095 - Evidence Control Specialist 23.81
30210 - Laboratory Technician 22.99
30221 - Latent Fingerprint Technician I 26.37
30222 - Latent Fingerprint Technician II 29.12
30240 - Mathematical Technician 23.81
30361 - Paralegal/Legal Assistant I 18.70
30362 - Paralegal/Legal Assistant II 23.16
30363 - Paralegal/Legal Assistant III 28.33
30364 - Paralegal/Legal Assistant IV 34.27
30375 - Petroleum Supply Specialist 29.12
30390 - Photo-Optics Technician 25.12
30395 - Radiation Control Technician 29.12
30461 - Technical Writer I 23.81
30462 - Technical Writer II 29.12
30463 - Technical Writer III 35.23
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 26.37
30502 - Weather Forecaster II 32.08
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.43
30621 - Weather Observer Senior (see 2) 23.81
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.42
31030 - Bus Driver 21.13

31043 - Driver Courier	13.25
31260 - Parking and Lot Attendant	13.52
31290 - Shuttle Bus Driver	14.35
31310 - Taxi Driver	12.27
31361 - Truckdriver Light	14.35
31362 - Truckdriver Medium	15.45
31363 - Truckdriver Heavy	22.66
31364 - Truckdriver Tractor-Trailer	22.66
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.08
99050 - Desk Clerk	9.97
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.93
99252 - Laboratory Animal Caretaker II	13.96
99260 - Marketing Analyst	31.13
99310 - Mortician	25.35
99410 - Pest Controller	20.60
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	12.86
99711 - Recycling Specialist	16.25
99730 - Refuse Collector	13.20
99810 - Sales Clerk	12.56
99820 - School Crossing Guard	13.14
99830 - Survey Party Chief	19.50
99831 - Surveying Aide	13.10
99832 - Surveying Technician	17.94
99840 - Vending Machine Attendant	17.67
99841 - Vending Machine Repairer	22.05
99842 - Vending Machine Repairer Helper	17.67

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of 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.: 2015-4465
Revision No.: 13
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Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage 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: Georgia South Carolina

Area: Georgia Counties of Burke Columbia Lincoln McDuffie Richmond

South Carolina Counties of Aiken Edgefield

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.55
01012 - Accounting Clerk II		16.33
01013 - Accounting Clerk III		18.27
01020 - Administrative Assistant		25.29
01035 - Court Reporter		18.64
01041 - Customer Service Representative I		11.43
01042 - Customer Service Representative II		12.85
01043 - Customer Service Representative III		14.02
01051 - Data Entry Operator I		13.68
01052 - Data Entry Operator II		14.92
01060 - Dispatcher Motor Vehicle		20.04
01070 - Document Preparation Clerk		14.84
01090 - Duplicating Machine Operator		14.84

01111 - General Clerk I	13.39
01112 - General Clerk II	14.49
01113 - General Clerk III	16.21
01120 - Housing Referral Assistant	20.78
01141 - Messenger Courier	11.44
01191 - Order Clerk I	15.08
01192 - Order Clerk II	17.16
01261 - Personnel Assistant (Employment) I	16.55
01262 - Personnel Assistant (Employment) II	18.52
01263 - Personnel Assistant (Employment) III	20.65
01270 - Production Control Clerk	24.21
01290 - Rental Clerk	14.10
01300 - Scheduler Maintenance	16.66
01311 - Secretary I	16.66
01312 - Secretary II	18.64
01313 - Secretary III	20.78
01320 - Service Order Dispatcher	17.91
01410 - Supply Technician	25.29
01420 - Survey Worker	15.66
01460 - Switchboard Operator/Receptionist	12.90
01531 - Travel Clerk I	12.32
01532 - Travel Clerk II	13.59
01533 - Travel Clerk III	14.67
01611 - Word Processor I	14.84
01612 - Word Processor II	16.66
01613 - Word Processor III	18.64
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	20.57
05010 - Automotive Electrician	18.01
05040 - Automotive Glass Installer	16.71
05070 - Automotive Worker	17.03
05110 - Mobile Equipment Servicer	14.48
05130 - Motor Equipment Metal Mechanic	19.16
05160 - Motor Equipment Metal Worker	17.03
05190 - Motor Vehicle Mechanic	18.87
05220 - Motor Vehicle Mechanic Helper	13.98
05250 - Motor Vehicle Upholstery Worker	15.90
05280 - Motor Vehicle Wrecker	17.03
05310 - Painter Automotive	17.73
05340 - Radiator Repair Specialist	17.03
05370 - Tire Repairer	13.61
05400 - Transmission Repair Specialist	19.16
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.13
07041 - Cook I	12.67
07042 - Cook II	14.62
07070 - Dishwasher	9.07
07130 - Food Service Worker	9.43
07210 - Meat Cutter	16.05
07260 - Waiter/Waitress	9.04

09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.84
09040 - Furniture Handler	12.10
09080 - Furniture Refinisher	17.84
09090 - Furniture Refinisher Helper	13.88
09110 - Furniture Repairer Minor	15.74
09130 - Upholsterer	17.84
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.06
11060 - Elevator Operator	10.89
11090 - Gardener	16.02
11122 - Housekeeping Aide	10.89
11150 - Janitor	10.89
11210 - Laborer Grounds Maintenance	12.13
11240 - Maid or Houseman	9.22
11260 - Pruner	10.74
11270 - Tractor Operator	14.76
11330 - Trail Maintenance Worker	12.13
11360 - Window Cleaner	12.30
12000 - Health Occupations	
12010 - Ambulance Driver	15.97
12011 - Breath Alcohol Technician	17.19
12012 - Certified Occupational Therapist Assistant	25.94
12015 - Certified Physical Therapist Assistant	26.46
12020 - Dental Assistant	18.84
12025 - Dental Hygienist	29.39
12030 - EKG Technician	32.88
12035 - Electroneurodiagnostic Technologist	32.88
12040 - Emergency Medical Technician	15.97
12071 - Licensed Practical Nurse I	16.26
12072 - Licensed Practical Nurse II	18.20
12073 - Licensed Practical Nurse III	20.29
12100 - Medical Assistant	14.92
12130 - Medical Laboratory Technician	22.86
12160 - Medical Record Clerk	19.54
12190 - Medical Record Technician	21.86
12195 - Medical Transcriptionist	17.30
12210 - Nuclear Medicine Technologist	34.15
12221 - Nursing Assistant I	11.55
12222 - Nursing Assistant II	12.98
12223 - Nursing Assistant III	14.16
12224 - Nursing Assistant IV	15.90
12235 - Optical Dispenser	15.69
12236 - Optical Technician	14.93
12250 - Pharmacy Technician	14.42
12280 - Phlebotomist	15.45
12305 - Radiologic Technologist	28.82
12311 - Registered Nurse I	25.86
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		42.69
12317 - Scheduler (Drug and Alcohol Testing)		22.54
12320 - Substance Abuse Treatment Counselor		22.25
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.54
13012 - Exhibits Specialist II		27.91
13013 - Exhibits Specialist III		34.15
13041 - Illustrator I		22.54
13042 - Illustrator II		27.91
13043 - Illustrator III		34.15
13047 - Librarian		30.92
13050 - Library Aide/Clerk		12.20
13054 - Library Information Technology Systems Administrator		27.91
13058 - Library Technician		16.35
13061 - Media Specialist I		20.14
13062 - Media Specialist II		22.54
13063 - Media Specialist III		25.12
13071 - Photographer I		18.07
13072 - Photographer II		20.24
13073 - Photographer III		25.09
13074 - Photographer IV		30.71
13075 - Photographer V		37.04
13090 - Technical Order Library Clerk		15.74
13110 - Video Teleconference Technician		18.92
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.22
14042 - Computer Operator II		19.60
14043 - Computer Operator III		24.14
14044 - Computer Operator IV		25.16
14045 - Computer Operator V		29.69
14071 - Computer Programmer I	(see 1)	24.88
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		16.22
14160 - Personal Computer Support Technician		25.16
14170 - System Support Specialist		28.18
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.76
15020 - Aircrew Training Devices Instructor (Rated)		36.00
15030 - Air Crew Training Devices Instructor (Pilot)		43.15
15050 - Computer Based Training Specialist / Instructor		29.76
15060 - Educational Technologist		33.86
15070 - Flight Instructor (Pilot)		43.15

15080 - Graphic Artist 22.19
15085 - Maintenance Test Pilot Fixed Jet/Prop 42.68
15086 - Maintenance Test Pilot Rotary Wing 42.68
15088 - Non-Maintenance Test/Co-Pilot 42.68
15090 - Technical Instructor 23.64
15095 - Technical Instructor/Course Developer 28.92
15110 - Test Proctor 19.09
15120 - Tutor 19.09
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.59
16030 - Counter Attendant 9.59
16040 - Dry Cleaner 11.56
16070 - Finisher Flatwork Machine 9.59
16090 - Presser Hand 9.59
16110 - Presser Machine Drycleaning 9.59
16130 - Presser Machine Shirts 9.59
16160 - Presser Machine Wearing Apparel Laundry 9.59
16190 - Sewing Machine Operator 12.21
16220 - Tailor 12.89
16250 - Washer Machine 10.23
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.97
19040 - Tool And Die Maker 24.97
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.58
21030 - Material Coordinator 24.15
21040 - Material Expediter 24.15
21050 - Material Handling Laborer 11.58
21071 - Order Filler 11.54
21080 - Production Line Worker (Food Processing) 17.58
21110 - Shipping Packer 17.24
21130 - Shipping/Receiving Clerk 17.24
21140 - Store Worker I 11.49
21150 - Stock Clerk 16.35
21210 - Tools And Parts Attendant 17.58
21410 - Warehouse Specialist 17.58
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.50
23019 - Aircraft Logs and Records Technician 22.48
23021 - Aircraft Mechanic I 26.98
23022 - Aircraft Mechanic II 28.50
23023 - Aircraft Mechanic III 30.00
23040 - Aircraft Mechanic Helper 19.50
23050 - Aircraft Painter 25.37
23060 - Aircraft Servicer 22.48
23070 - Aircraft Survival Flight Equipment Technician 25.37
23080 - Aircraft Worker 23.58
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.58
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 26.98

II
23110 - Appliance Mechanic 20.31
23120 - Bicycle Repairer 16.53
23125 - Cable Splicer 33.44
23130 - Carpenter Maintenance 19.02
23140 - Carpet Layer 18.78
23160 - Electrician Maintenance 21.71
23181 - Electronics Technician Maintenance I 27.26
23182 - Electronics Technician Maintenance II 28.93
23183 - Electronics Technician Maintenance III 30.78
23260 - Fabric Worker 18.72
23290 - Fire Alarm System Mechanic 18.00
23310 - Fire Extinguisher Repairer 17.33
23311 - Fuel Distribution System Mechanic 22.18
23312 - Fuel Distribution System Operator 17.29
23370 - General Maintenance Worker 19.25
23380 - Ground Support Equipment Mechanic 26.98
23381 - Ground Support Equipment Servicer 22.48
23382 - Ground Support Equipment Worker 23.58
23391 - Gunsmith I 17.33
23392 - Gunsmith II 20.00
23393 - Gunsmith III 22.58
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.55
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.79
23430 - Heavy Equipment Mechanic 25.15
23440 - Heavy Equipment Operator 17.76
23460 - Instrument Mechanic 22.58
23465 - Laboratory/Shelter Mechanic 21.23
23470 - Laborer 11.58
23510 - Locksmith 18.60
23530 - Machinery Maintenance Mechanic 26.32
23550 - Machinist Maintenance 22.85
23580 - Maintenance Trades Helper 15.16
23591 - Metrology Technician I 22.58
23592 - Metrology Technician II 23.94
23593 - Metrology Technician III 25.19
23640 - Millwright 23.75
23710 - Office Appliance Repairer 17.81
23760 - Painter Maintenance 16.96
23790 - Pipefitter Maintenance 22.58
23810 - Plumber Maintenance 21.23
23820 - Pneudraulic Systems Mechanic 22.58
23850 - Rigger 22.58
23870 - Scale Mechanic 20.00
23890 - Sheet-Metal Worker Maintenance 24.84
23910 - Small Engine Mechanic 18.99
23931 - Telecommunications Mechanic I 25.65
23932 - Telecommunications Mechanic II 27.19

23950 - Telephone Lineman	21.60
23960 - Welder Combination Maintenance	21.14
23965 - Well Driller	22.58
23970 - Woodcraft Worker	22.58
23980 - Woodworker	17.33
24000 - Personal Needs Occupations	
24550 - Case Manager	13.09
24570 - Child Care Attendant	11.00
24580 - Child Care Center Clerk	14.04
24610 - Chore Aide	10.69
24620 - Family Readiness And Support Services Coordinator	13.09
24630 - Homemaker	15.32
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.99
25040 - Sewage Plant Operator	20.87
25070 - Stationary Engineer	28.99
25190 - Ventilation Equipment Tender	20.49
25210 - Water Treatment Plant Operator	20.87
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.06
27007 - Baggage Inspector	15.96
27008 - Corrections Officer	17.76
27010 - Court Security Officer	18.73
27030 - Detection Dog Handler	17.85
27040 - Detention Officer	17.76
27070 - Firefighter	18.51
27101 - Guard I	15.96
27102 - Guard II	17.85
27131 - Police Officer I	19.92
27132 - Police Officer II	22.13
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.29
28042 - Carnival Equipment Repairer	13.33
28043 - Carnival Worker	8.94
28210 - Gate Attendant/Gate Tender	15.73
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	17.60
28510 - Recreation Aide/Health Facility Attendant	12.85
28515 - Recreation Specialist	20.65
28630 - Sports Official	14.03
28690 - Swimming Pool Operator	17.62
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.42
29020 - Hatch Tender	27.42
29030 - Line Handler	27.42
29041 - Stevedore I	25.67
29042 - Stevedore II	29.11
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89

30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 20.28
30022 - Archeological Technician II 22.69
30023 - Archeological Technician III 28.11
30030 - Cartographic Technician 27.87
30040 - Civil Engineering Technician 26.72
30051 - Cryogenic Technician I 26.48
30052 - Cryogenic Technician II 29.24
30061 - Drafter/CAD Operator I 20.28
30062 - Drafter/CAD Operator II 22.69
30063 - Drafter/CAD Operator III 25.28
30064 - Drafter/CAD Operator IV 29.85
30081 - Engineering Technician I 17.77
30082 - Engineering Technician II 20.10
30083 - Engineering Technician III 22.53
30084 - Engineering Technician IV 27.93
30085 - Engineering Technician V 32.62
30086 - Engineering Technician VI 37.46
30090 - Environmental Technician 30.54
30095 - Evidence Control Specialist 23.91
30210 - Laboratory Technician 25.96
30221 - Latent Fingerprint Technician I 26.48
30222 - Latent Fingerprint Technician II 29.24
30240 - Mathematical Technician 27.76
30361 - Paralegal/Legal Assistant I 18.68
30362 - Paralegal/Legal Assistant II 23.14
30363 - Paralegal/Legal Assistant III 28.31
30364 - Paralegal/Legal Assistant IV 34.24
30375 - Petroleum Supply Specialist 29.24
30390 - Photo-Optics Technician 27.76
30395 - Radiation Control Technician 29.24
30461 - Technical Writer I 25.63
30462 - Technical Writer II 31.34
30463 - Technical Writer III 37.91
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 29.85
30502 - Weather Forecaster II 36.31
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 25.28
30621 - Weather Observer Senior (see 2) 26.00
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 11.44
31030 - Bus Driver 15.00
31043 - Driver Courier 15.11

31260 - Parking and Lot Attendant	9.90
31290 - Shuttle Bus Driver	16.39
31310 - Taxi Driver	11.80
31361 - Truckdriver Light	16.39
31362 - Truckdriver Medium	17.71
31363 - Truckdriver Heavy	18.85
31364 - Truckdriver Tractor-Trailer	18.85
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.43
99050 - Desk Clerk	10.00
99095 - Embalmer	26.29
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.00
99252 - Laboratory Animal Caretaker II	14.11
99260 - Marketing Analyst	26.78
99310 - Mortician	26.29
99410 - Pest Controller	16.41
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	16.11
99711 - Recycling Specialist	19.54
99730 - Refuse Collector	14.39
99810 - Sales Clerk	11.03
99820 - School Crossing Guard	13.04
99830 - Survey Party Chief	20.77
99831 - Surveying Aide	13.52
99832 - Surveying Technician	18.47
99840 - Vending Machine Attendant	17.92
99841 - Vending Machine Repairer	22.45
99842 - Vending Machine Repairer Helper	17.92

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family

to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 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.: 2015-4466
Revision No.: 13
Date Of Last Revision: 08/21/2020

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.

States: Georgia South Carolina

Area: Georgia Counties of Burke Columbia Lincoln McDuffie Richmond

South Carolina Counties of Aiken Edgefield

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.55
01012 - Accounting Clerk II		16.33
01013 - Accounting Clerk III		18.27
01020 - Administrative Assistant		25.29
01035 - Court Reporter		18.64
01041 - Customer Service Representative I		11.43
01042 - Customer Service Representative II		12.85
01043 - Customer Service Representative III		14.02
01051 - Data Entry Operator I		13.68
01052 - Data Entry Operator II		14.92

01060 - Dispatcher Motor Vehicle 20.04
01070 - Document Preparation Clerk 14.84
01090 - Duplicating Machine Operator 14.84
01111 - General Clerk I 13.39
01112 - General Clerk II 14.49
01113 - General Clerk III 16.21
01120 - Housing Referral Assistant 20.78
01141 - Messenger Courier 11.44
01191 - Order Clerk I 15.08
01192 - Order Clerk II 17.16
01261 - Personnel Assistant (Employment) I 16.55
01262 - Personnel Assistant (Employment) II 18.52
01263 - Personnel Assistant (Employment) III 20.65
01270 - Production Control Clerk 24.21
01290 - Rental Clerk 14.10
01300 - Scheduler Maintenance 16.66
01311 - Secretary I 16.66
01312 - Secretary II 18.64
01313 - Secretary III 20.78
01320 - Service Order Dispatcher 17.91
01410 - Supply Technician 25.29
01420 - Survey Worker 15.66
01460 - Switchboard Operator/Receptionist 12.90
01531 - Travel Clerk I 12.32
01532 - Travel Clerk II 13.59
01533 - Travel Clerk III 14.67
01611 - Word Processor I 14.84
01612 - Word Processor II 16.66
01613 - Word Processor III 18.64
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.57
05010 - Automotive Electrician 18.01
05040 - Automotive Glass Installer 16.71
05070 - Automotive Worker 17.03
05110 - Mobile Equipment Servicer 14.48
05130 - Motor Equipment Metal Mechanic 19.16
05160 - Motor Equipment Metal Worker 17.03
05190 - Motor Vehicle Mechanic 18.87
05220 - Motor Vehicle Mechanic Helper 13.98
05250 - Motor Vehicle Upholstery Worker 15.90
05280 - Motor Vehicle Wrecker 17.03
05310 - Painter Automotive 17.73
05340 - Radiator Repair Specialist 17.03
05370 - Tire Repairer 13.61
05400 - Transmission Repair Specialist 19.16
07000 - Food Preparation And Service Occupations
07010 - Baker 12.13
07041 - Cook I 12.67
07042 - Cook II 14.62
07070 - Dishwasher 9.07

07130 - Food Service Worker	9.43
07210 - Meat Cutter	16.05
07260 - Waiter/Waitress	9.04
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.84
09040 - Furniture Handler	12.10
09080 - Furniture Refinisher	17.84
09090 - Furniture Refinisher Helper	13.88
09110 - Furniture Repairer Minor	15.74
09130 - Upholsterer	17.84
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.06
11060 - Elevator Operator	10.89
11090 - Gardener	16.02
11122 - Housekeeping Aide	10.89
11150 - Janitor	10.89
11210 - Laborer Grounds Maintenance	12.13
11240 - Maid or Houseman	9.22
11260 - Pruner	10.74
11270 - Tractor Operator	14.76
11330 - Trail Maintenance Worker	12.13
11360 - Window Cleaner	12.30
12000 - Health Occupations	
12010 - Ambulance Driver	15.97
12011 - Breath Alcohol Technician	17.19
12012 - Certified Occupational Therapist Assistant	25.94
12015 - Certified Physical Therapist Assistant	26.46
12020 - Dental Assistant	18.84
12025 - Dental Hygienist	29.39
12030 - EKG Technician	32.88
12035 - Electroneurodiagnostic Technologist	32.88
12040 - Emergency Medical Technician	15.97
12071 - Licensed Practical Nurse I	16.26
12072 - Licensed Practical Nurse II	18.20
12073 - Licensed Practical Nurse III	20.29
12100 - Medical Assistant	14.92
12130 - Medical Laboratory Technician	22.86
12160 - Medical Record Clerk	19.54
12190 - Medical Record Technician	21.86
12195 - Medical Transcriptionist	17.30
12210 - Nuclear Medicine Technologist	34.15
12221 - Nursing Assistant I	11.55
12222 - Nursing Assistant II	12.98
12223 - Nursing Assistant III	14.16
12224 - Nursing Assistant IV	15.90
12235 - Optical Dispenser	15.69
12236 - Optical Technician	14.93
12250 - Pharmacy Technician	14.42
12280 - Phlebotomist	15.45
12305 - Radiologic Technologist	28.82

12311 - Registered Nurse I		25.86
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		42.69
12317 - Scheduler (Drug and Alcohol Testing)		22.54
12320 - Substance Abuse Treatment Counselor		22.25
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.54
13012 - Exhibits Specialist II		27.91
13013 - Exhibits Specialist III		34.15
13041 - Illustrator I		22.54
13042 - Illustrator II		27.91
13043 - Illustrator III		34.15
13047 - Librarian		30.92
13050 - Library Aide/Clerk		12.20
13054 - Library Information Technology Systems Administrator		27.91
13058 - Library Technician		16.35
13061 - Media Specialist I		20.14
13062 - Media Specialist II		22.54
13063 - Media Specialist III		25.12
13071 - Photographer I		18.07
13072 - Photographer II		20.24
13073 - Photographer III		25.09
13074 - Photographer IV		30.71
13075 - Photographer V		37.04
13090 - Technical Order Library Clerk		15.74
13110 - Video Teleconference Technician		18.92
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.22
14042 - Computer Operator II		19.60
14043 - Computer Operator III		24.14
14044 - Computer Operator IV		25.16
14045 - Computer Operator V		29.69
14071 - Computer Programmer I	(see 1)	24.88
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		16.22
14160 - Personal Computer Support Technician		25.16
14170 - System Support Specialist		28.18
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.76
15020 - Aircrew Training Devices Instructor (Rated)		36.00
15030 - Air Crew Training Devices Instructor (Pilot)		43.15

15050 - Computer Based Training Specialist / Instructor	29.76
15060 - Educational Technologist	33.86
15070 - Flight Instructor (Pilot)	43.15
15080 - Graphic Artist	22.19
15085 - Maintenance Test Pilot Fixed Jet/Prop	42.68
15086 - Maintenance Test Pilot Rotary Wing	42.68
15088 - Non-Maintenance Test/Co-Pilot	42.68
15090 - Technical Instructor	23.64
15095 - Technical Instructor/Course Developer	28.92
15110 - Test Proctor	19.09
15120 - Tutor	19.09
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	9.59
16030 - Counter Attendant	9.59
16040 - Dry Cleaner	11.56
16070 - Finisher Flatwork Machine	9.59
16090 - Presser Hand	9.59
16110 - Presser Machine Drycleaning	9.59
16130 - Presser Machine Shirts	9.59
16160 - Presser Machine Wearing Apparel Laundry	9.59
16190 - Sewing Machine Operator	12.21
16220 - Tailor	12.89
16250 - Washer Machine	10.23
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.97
19040 - Tool And Die Maker	24.97
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.58
21030 - Material Coordinator	24.15
21040 - Material Expediter	24.15
21050 - Material Handling Laborer	11.58
21071 - Order Filler	11.54
21080 - Production Line Worker (Food Processing)	17.58
21110 - Shipping Packer	17.24
21130 - Shipping/Receiving Clerk	17.24
21140 - Store Worker I	11.49
21150 - Stock Clerk	16.35
21210 - Tools And Parts Attendant	17.58
21410 - Warehouse Specialist	17.58
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.50
23019 - Aircraft Logs and Records Technician	22.48
23021 - Aircraft Mechanic I	26.98
23022 - Aircraft Mechanic II	28.50
23023 - Aircraft Mechanic III	30.00
23040 - Aircraft Mechanic Helper	19.50
23050 - Aircraft Painter	25.37
23060 - Aircraft Servicer	22.48
23070 - Aircraft Survival Flight Equipment Technician	25.37
23080 - Aircraft Worker	23.58

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.58
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.98
23110 - Appliance Mechanic 20.31
23120 - Bicycle Repairer 16.53
23125 - Cable Splicer 33.44
23130 - Carpenter Maintenance 19.02
23140 - Carpet Layer 18.78
23160 - Electrician Maintenance 21.71
23181 - Electronics Technician Maintenance I 27.26
23182 - Electronics Technician Maintenance II 28.93
23183 - Electronics Technician Maintenance III 30.78
23260 - Fabric Worker 18.72
23290 - Fire Alarm System Mechanic 18.00
23310 - Fire Extinguisher Repairer 17.33
23311 - Fuel Distribution System Mechanic 22.18
23312 - Fuel Distribution System Operator 17.29
23370 - General Maintenance Worker 19.25
23380 - Ground Support Equipment Mechanic 26.98
23381 - Ground Support Equipment Servicer 22.48
23382 - Ground Support Equipment Worker 23.58
23391 - Gunsmith I 17.33
23392 - Gunsmith II 20.00
23393 - Gunsmith III 22.58
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.55
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.79
23430 - Heavy Equipment Mechanic 25.15
23440 - Heavy Equipment Operator 17.76
23460 - Instrument Mechanic 22.58
23465 - Laboratory/Shelter Mechanic 21.23
23470 - Laborer 11.58
23510 - Locksmith 18.60
23530 - Machinery Maintenance Mechanic 26.32
23550 - Machinist Maintenance 22.85
23580 - Maintenance Trades Helper 15.16
23591 - Metrology Technician I 22.58
23592 - Metrology Technician II 23.94
23593 - Metrology Technician III 25.19
23640 - Millwright 23.75
23710 - Office Appliance Repairer 17.81
23760 - Painter Maintenance 16.96
23790 - Pipefitter Maintenance 22.58
23810 - Plumber Maintenance 21.23
23820 - Pneudraulic Systems Mechanic 22.58
23850 - Rigger 22.58
23870 - Scale Mechanic 20.00
23890 - Sheet-Metal Worker Maintenance 24.84

23910 - Small Engine Mechanic	18.99
23931 - Telecommunications Mechanic I	25.65
23932 - Telecommunications Mechanic II	27.19
23950 - Telephone Lineman	21.60
23960 - Welder Combination Maintenance	21.14
23965 - Well Driller	22.58
23970 - Woodcraft Worker	22.58
23980 - Woodworker	17.33
24000 - Personal Needs Occupations	
24550 - Case Manager	13.09
24570 - Child Care Attendant	11.00
24580 - Child Care Center Clerk	14.04
24610 - Chore Aide	10.69
24620 - Family Readiness And Support Services Coordinator	13.09
24630 - Homemaker	15.32
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.99
25040 - Sewage Plant Operator	20.87
25070 - Stationary Engineer	28.99
25190 - Ventilation Equipment Tender	20.49
25210 - Water Treatment Plant Operator	20.87
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.06
27007 - Baggage Inspector	15.96
27008 - Corrections Officer	17.76
27010 - Court Security Officer	18.73
27030 - Detection Dog Handler	17.85
27040 - Detention Officer	17.76
27070 - Firefighter	18.51
27101 - Guard I	15.96
27102 - Guard II	17.85
27131 - Police Officer I	19.92
27132 - Police Officer II	22.13
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.29
28042 - Carnival Equipment Repairer	13.33
28043 - Carnival Worker	8.94
28210 - Gate Attendant/Gate Tender	15.73
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	17.60
28510 - Recreation Aide/Health Facility Attendant	12.85
28515 - Recreation Specialist	20.65
28630 - Sports Official	14.03
28690 - Swimming Pool Operator	17.62
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.42
29020 - Hatch Tender	27.42
29030 - Line Handler	27.42
29041 - Stevedore I	25.67

29042 - Stevedore II		29.11
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29
30021 - Archeological Technician I		20.28
30022 - Archeological Technician II		22.69
30023 - Archeological Technician III		28.11
30030 - Cartographic Technician		27.87
30040 - Civil Engineering Technician		26.72
30051 - Cryogenic Technician I		26.48
30052 - Cryogenic Technician II		29.24
30061 - Drafter/CAD Operator I		20.28
30062 - Drafter/CAD Operator II		22.69
30063 - Drafter/CAD Operator III		25.28
30064 - Drafter/CAD Operator IV		29.85
30081 - Engineering Technician I		17.77
30082 - Engineering Technician II		20.10
30083 - Engineering Technician III		22.53
30084 - Engineering Technician IV		27.93
30085 - Engineering Technician V		32.62
30086 - Engineering Technician VI		37.46
30090 - Environmental Technician		30.54
30095 - Evidence Control Specialist		23.91
30210 - Laboratory Technician		25.96
30221 - Latent Fingerprint Technician I		26.48
30222 - Latent Fingerprint Technician II		29.24
30240 - Mathematical Technician		27.76
30361 - Paralegal/Legal Assistant I		18.68
30362 - Paralegal/Legal Assistant II		23.14
30363 - Paralegal/Legal Assistant III		28.31
30364 - Paralegal/Legal Assistant IV		34.24
30375 - Petroleum Supply Specialist		29.24
30390 - Photo-Optics Technician		27.76
30395 - Radiation Control Technician		29.24
30461 - Technical Writer I		25.63
30462 - Technical Writer II		31.34
30463 - Technical Writer III		37.91
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		29.85
30502 - Weather Forecaster II		36.31
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	25.28
30621 - Weather Observer Senior	(see 2)	26.00
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67

31020 - Bus Aide	11.44
31030 - Bus Driver	15.00
31043 - Driver Courier	15.11
31260 - Parking and Lot Attendant	9.90
31290 - Shuttle Bus Driver	16.39
31310 - Taxi Driver	11.80
31361 - Truckdriver Light	16.39
31362 - Truckdriver Medium	17.71
31363 - Truckdriver Heavy	18.85
31364 - Truckdriver Tractor-Trailer	18.85
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.43
99050 - Desk Clerk	10.00
99095 - Embalmer	26.29
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.00
99252 - Laboratory Animal Caretaker II	14.11
99260 - Marketing Analyst	26.78
99310 - Mortician	26.29
99410 - Pest Controller	16.41
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	16.11
99711 - Recycling Specialist	19.54
99730 - Refuse Collector	14.39
99810 - Sales Clerk	11.03
99820 - School Crossing Guard	13.04
99830 - Survey Party Chief	20.77
99831 - Surveying Aide	13.52
99832 - Surveying Technician	18.47
99840 - Vending Machine Attendant	17.92
99841 - Vending Machine Repairer	22.45
99842 - Vending Machine Repairer Helper	17.92

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to

assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 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.: 2015-4467
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: Georgia

Area: Georgia Counties of Baker Dougherty Lee Terrell Worth

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.70
01012 - Accounting Clerk II		16.51
01013 - Accounting Clerk III		19.10
01020 - Administrative Assistant		25.78
01035 - Court Reporter		16.03
01041 - Customer Service Representative I		11.37
01042 - Customer Service Representative II		12.79
01043 - Customer Service Representative III		13.95
01051 - Data Entry Operator I		12.39
01052 - Data Entry Operator II		13.51
01060 - Dispatcher Motor Vehicle		17.94
01070 - Document Preparation Clerk		12.77
01090 - Duplicating Machine Operator		12.77
01111 - General Clerk I		12.33
01112 - General Clerk II		13.45

01113 - General Clerk III 15.10
01120 - Housing Referral Assistant 17.88
01141 - Messenger Courier 10.40
01191 - Order Clerk I 14.32
01192 - Order Clerk II 16.02
01261 - Personnel Assistant (Employment) I 15.05
01262 - Personnel Assistant (Employment) II 16.84
01263 - Personnel Assistant (Employment) III 18.76
01270 - Production Control Clerk 24.75
01290 - Rental Clerk 12.43
01300 - Scheduler Maintenance 14.33
01311 - Secretary I 14.33
01312 - Secretary II 16.03
01313 - Secretary III 17.88
01320 - Service Order Dispatcher 16.31
01410 - Supply Technician 25.78
01420 - Survey Worker 15.99
01460 - Switchboard Operator/Receptionist 13.00
01531 - Travel Clerk I 12.18
01532 - Travel Clerk II 13.44
01533 - Travel Clerk III 14.50
01611 - Word Processor I 12.77
01612 - Word Processor II 14.33
01613 - Word Processor III 16.03
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 27.01
05010 - Automotive Electrician 17.49
05040 - Automotive Glass Installer 16.48
05070 - Automotive Worker 16.48
05110 - Mobile Equipment Servicer 14.28
05130 - Motor Equipment Metal Mechanic 18.61
05160 - Motor Equipment Metal Worker 16.48
05190 - Motor Vehicle Mechanic 18.61
05220 - Motor Vehicle Mechanic Helper 13.81
05250 - Motor Vehicle Upholstery Worker 15.43
05280 - Motor Vehicle Wrecker 16.48
05310 - Painter Automotive 17.49
05340 - Radiator Repair Specialist 16.48
05370 - Tire Repairer 13.35
05400 - Transmission Repair Specialist 18.61
07000 - Food Preparation And Service Occupations
07010 - Baker 12.62
07041 - Cook I 11.07
07042 - Cook II 12.28
07070 - Dishwasher 9.92
07130 - Food Service Worker 9.72
07210 - Meat Cutter 14.14
07260 - Waiter/Waitress 8.91
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.87

09040 - Furniture Handler 13.76
09080 - Furniture Refinisher 19.87
09090 - Furniture Refinisher Helper 16.05
09110 - Furniture Repairer Minor 18.05
09130 - Upholsterer 19.87
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 9.51
11060 - Elevator Operator 9.95
11090 - Gardener 14.31
11122 - Housekeeping Aide 9.95
11150 - Janitor 9.95
11210 - Laborer Grounds Maintenance 11.86
11240 - Maid or Houseman 9.00
11260 - Pruner 10.54
11270 - Tractor Operator 14.42
11330 - Trail Maintenance Worker 11.86
11360 - Window Cleaner 11.24
12000 - Health Occupations
12010 - Ambulance Driver 17.29
12011 - Breath Alcohol Technician 17.85
12012 - Certified Occupational Therapist Assistant 24.49
12015 - Certified Physical Therapist Assistant 24.49
12020 - Dental Assistant 16.89
12025 - Dental Hygienist 28.47
12030 - EKG Technician 27.05
12035 - Electroneurodiagnostic Technologist 27.05
12040 - Emergency Medical Technician 17.29
12071 - Licensed Practical Nurse I 15.95
12072 - Licensed Practical Nurse II 17.85
12073 - Licensed Practical Nurse III 19.90
12100 - Medical Assistant 14.40
12130 - Medical Laboratory Technician 18.22
12160 - Medical Record Clerk 13.91
12190 - Medical Record Technician 17.13
12195 - Medical Transcriptionist 15.95
12210 - Nuclear Medicine Technologist 39.22
12221 - Nursing Assistant I 11.33
12222 - Nursing Assistant II 12.74
12223 - Nursing Assistant III 13.90
12224 - Nursing Assistant IV 15.60
12235 - Optical Dispenser 17.85
12236 - Optical Technician 15.95
12250 - Pharmacy Technician 13.93
12280 - Phlebotomist 14.31
12305 - Radiologic Technologist 27.05
12311 - Registered Nurse I 22.71
12312 - Registered Nurse II 27.78
12313 - Registered Nurse II Specialist 27.78
12314 - Registered Nurse III 33.61
12315 - Registered Nurse III Anesthetist 33.61

12316 - Registered Nurse IV		40.28
12317 - Scheduler (Drug and Alcohol Testing)		21.41
12320 - Substance Abuse Treatment Counselor		20.69
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.69
13012 - Exhibits Specialist II		26.45
13013 - Exhibits Specialist III		32.88
13041 - Illustrator I		21.69
13042 - Illustrator II		26.45
13043 - Illustrator III		32.88
13047 - Librarian		29.77
13050 - Library Aide/Clerk		15.32
13054 - Library Information Technology Systems Administrator		26.87
13058 - Library Technician		17.80
13061 - Media Specialist I		19.09
13062 - Media Specialist II		21.36
13063 - Media Specialist III		23.81
13071 - Photographer I		19.39
13072 - Photographer II		21.98
13073 - Photographer III		27.24
13074 - Photographer IV		33.25
13075 - Photographer V		40.22
13090 - Technical Order Library Clerk		16.24
13110 - Video Teleconference Technician		19.39
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.66
14042 - Computer Operator II		17.52
14043 - Computer Operator III		20.51
14044 - Computer Operator IV		22.77
14045 - Computer Operator V		25.28
14071 - Computer Programmer I	(see 1)	18.23
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		15.66
14160 - Personal Computer Support Technician		22.77
14170 - System Support Specialist		25.28
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.22
15020 - Aircrew Training Devices Instructor (Rated)		35.36
15030 - Air Crew Training Devices Instructor (Pilot)		42.38
15050 - Computer Based Training Specialist / Instructor		29.22
15060 - Educational Technologist		31.92
15070 - Flight Instructor (Pilot)		42.38
15080 - Graphic Artist		27.04
15085 - Maintenance Test Pilot Fixed Jet/Prop		42.38

15086 - Maintenance Test Pilot Rotary Wing 42.38
15088 - Non-Maintenance Test/Co-Pilot 42.38
15090 - Technical Instructor 20.08
15095 - Technical Instructor/Course Developer 24.56
15110 - Test Proctor 16.20
15120 - Tutor 16.20
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.59
16030 - Counter Attendant 9.59
16040 - Dry Cleaner 11.56
16070 - Finisher Flatwork Machine 9.59
16090 - Presser Hand 9.59
16110 - Presser Machine Drycleaning 9.59
16130 - Presser Machine Shirts 9.59
16160 - Presser Machine Wearing Apparel Laundry 9.59
16190 - Sewing Machine Operator 12.21
16220 - Tailor 12.89
16250 - Washer Machine 10.23
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.55
19040 - Tool And Die Maker 26.94
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 14.00
21030 - Material Coordinator 24.75
21040 - Material Expediter 24.75
21050 - Material Handling Laborer 12.82
21071 - Order Filler 12.34
21080 - Production Line Worker (Food Processing) 14.00
21110 - Shipping Packer 15.22
21130 - Shipping/Receiving Clerk 15.22
21140 - Store Worker I 13.80
21150 - Stock Clerk 18.00
21210 - Tools And Parts Attendant 14.00
21410 - Warehouse Specialist 14.00
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.31
23019 - Aircraft Logs and Records Technician 19.00
23021 - Aircraft Mechanic I 22.93
23022 - Aircraft Mechanic II 24.31
23023 - Aircraft Mechanic III 25.58
23040 - Aircraft Mechanic Helper 16.21
23050 - Aircraft Painter 21.55
23060 - Aircraft Servicer 19.00
23070 - Aircraft Survival Flight Equipment Technician 21.55
23080 - Aircraft Worker 20.30
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.30
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.93
23110 - Appliance Mechanic 21.55

23120 - Bicycle Repairer 17.59
23125 - Cable Splicer 26.72
23130 - Carpenter Maintenance 16.96
23140 - Carpet Layer 20.30
23160 - Electrician Maintenance 23.53
23181 - Electronics Technician Maintenance I 25.45
23182 - Electronics Technician Maintenance II 26.52
23183 - Electronics Technician Maintenance III 28.01
23260 - Fabric Worker 19.00
23290 - Fire Alarm System Mechanic 21.40
23310 - Fire Extinguisher Repairer 17.59
23311 - Fuel Distribution System Mechanic 22.93
23312 - Fuel Distribution System Operator 17.59
23370 - General Maintenance Worker 16.69
23380 - Ground Support Equipment Mechanic 22.93
23381 - Ground Support Equipment Servicer 19.00
23382 - Ground Support Equipment Worker 20.30
23391 - Gunsmith I 17.59
23392 - Gunsmith II 20.30
23393 - Gunsmith III 22.93
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.00
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.99
23430 - Heavy Equipment Mechanic 26.01
23440 - Heavy Equipment Operator 16.61
23460 - Instrument Mechanic 22.93
23465 - Laboratory/Shelter Mechanic 21.55
23470 - Laborer 12.82
23510 - Locksmith 21.55
23530 - Machinery Maintenance Mechanic 28.89
23550 - Machinist Maintenance 25.14
23580 - Maintenance Trades Helper 15.30
23591 - Metrology Technician I 22.93
23592 - Metrology Technician II 24.31
23593 - Metrology Technician III 25.58
23640 - Millwright 22.93
23710 - Office Appliance Repairer 21.55
23760 - Painter Maintenance 24.57
23790 - Pipefitter Maintenance 18.89
23810 - Plumber Maintenance 17.76
23820 - Pneudraulic Systems Mechanic 22.93
23850 - Rigger 22.93
23870 - Scale Mechanic 20.30
23890 - Sheet-Metal Worker Maintenance 20.57
23910 - Small Engine Mechanic 20.30
23931 - Telecommunications Mechanic I 27.82
23932 - Telecommunications Mechanic II 29.15
23950 - Telephone Lineman 22.99
23960 - Welder Combination Maintenance 23.54

23965 - Well Driller		22.93
23970 - Woodcraft Worker		22.93
23980 - Woodworker		17.59
24000 - Personal Needs Occupations		
24550 - Case Manager		13.54
24570 - Child Care Attendant		9.45
24580 - Child Care Center Clerk		14.51
24610 - Chore Aide		9.89
24620 - Family Readiness And Support Services Coordinator		13.54
24630 - Homemaker		16.13
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		22.93
25040 - Sewage Plant Operator		19.10
25070 - Stationary Engineer		22.93
25190 - Ventilation Equipment Tender		16.21
25210 - Water Treatment Plant Operator		19.10
27000 - Protective Service Occupations		
27004 - Alarm Monitor		12.70
27007 - Baggage Inspector		11.50
27008 - Corrections Officer		15.03
27010 - Court Security Officer		16.80
27030 - Detection Dog Handler		13.13
27040 - Detention Officer		15.03
27070 - Firefighter		17.13
27101 - Guard I		11.50
27102 - Guard II		13.13
27131 - Police Officer I		18.23
27132 - Police Officer II		20.25
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.57
28042 - Carnival Equipment Repairer		13.64
28043 - Carnival Worker		9.67
28210 - Gate Attendant/Gate Tender		12.73
28310 - Lifeguard		11.34
28350 - Park Attendant (Aide)		14.24
28510 - Recreation Aide/Health Facility Attendant		11.03
28515 - Recreation Specialist		16.18
28630 - Sports Official		11.34
28690 - Swimming Pool Operator		15.74
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		20.30
29020 - Hatch Tender		20.30
29030 - Line Handler		20.30
29041 - Stevedore I		19.00
29042 - Stevedore II		21.55
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29

30021 - Archeological Technician I		16.93
30022 - Archeological Technician II		19.38
30023 - Archeological Technician III		24.04
30030 - Cartographic Technician		24.04
30040 - Civil Engineering Technician		24.04
30051 - Cryogenic Technician I		25.70
30052 - Cryogenic Technician II		28.38
30061 - Drafter/CAD Operator I		16.93
30062 - Drafter/CAD Operator II		19.38
30063 - Drafter/CAD Operator III		21.60
30064 - Drafter/CAD Operator IV		25.70
30081 - Engineering Technician I		14.91
30082 - Engineering Technician II		16.93
30083 - Engineering Technician III		19.38
30084 - Engineering Technician IV		24.04
30085 - Engineering Technician V		29.33
30086 - Engineering Technician VI		35.57
30090 - Environmental Technician		24.04
30095 - Evidence Control Specialist		23.20
30210 - Laboratory Technician		21.60
30221 - Latent Fingerprint Technician I		25.70
30222 - Latent Fingerprint Technician II		28.38
30240 - Mathematical Technician		24.04
30361 - Paralegal/Legal Assistant I		20.36
30362 - Paralegal/Legal Assistant II		25.21
30363 - Paralegal/Legal Assistant III		30.84
30364 - Paralegal/Legal Assistant IV		37.32
30375 - Petroleum Supply Specialist		28.38
30390 - Photo-Optics Technician		24.04
30395 - Radiation Control Technician		28.38
30461 - Technical Writer I		24.04
30462 - Technical Writer II		29.33
30463 - Technical Writer III		35.57
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		25.70
30502 - Weather Forecaster II		31.26
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.60
30621 - Weather Observer Senior	(see 2)	24.04
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		14.00
31030 - Bus Driver		18.36
31043 - Driver Courier		15.59
31260 - Parking and Lot Attendant		12.80
31290 - Shuttle Bus Driver		16.44

31310 - Taxi Driver	15.74
31361 - Truckdriver Light	16.44
31362 - Truckdriver Medium	17.76
31363 - Truckdriver Heavy	19.20
31364 - Truckdriver Tractor-Trailer	19.20
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.04
99050 - Desk Clerk	10.82
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	15.03
99252 - Laboratory Animal Caretaker II	15.80
99260 - Marketing Analyst	27.76
99310 - Mortician	25.35
99410 - Pest Controller	21.01
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	19.62
99711 - Recycling Specialist	23.87
99730 - Refuse Collector	17.37
99810 - Sales Clerk	10.78
99820 - School Crossing Guard	15.18
99830 - Survey Party Chief	21.50
99831 - Surveying Aide	12.21
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	19.36
99841 - Vending Machine Repairer	22.77
99842 - Vending Machine Repairer Helper	19.36

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; 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.: 2015-4470
Revision No.: 12
Date Of Last Revision: 08/21/2020

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: Georgia

Area: Georgia Counties of Clarke Madison Oconee Oglethorpe

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.24
01012 - Accounting Clerk II		17.11
01013 - Accounting Clerk III		19.15
01020 - Administrative Assistant		26.66
01035 - Court Reporter		20.93
01041 - Customer Service Representative I		12.57
01042 - Customer Service Representative II		14.15
01043 - Customer Service Representative III		15.42
01051 - Data Entry Operator I		15.32
01052 - Data Entry Operator II		17.27
01060 - Dispatcher Motor Vehicle		23.06
01070 - Document Preparation Clerk		14.54

01090 - Duplicating Machine Operator	14.54
01111 - General Clerk I	13.76
01112 - General Clerk II	15.01
01113 - General Clerk III	16.85
01120 - Housing Referral Assistant	21.85
01141 - Messenger Courier	12.60
01191 - Order Clerk I	13.32
01192 - Order Clerk II	14.80
01261 - Personnel Assistant (Employment) I	16.07
01262 - Personnel Assistant (Employment) II	18.55
01263 - Personnel Assistant (Employment) III	20.90
01270 - Production Control Clerk	24.09
01290 - Rental Clerk	15.21
01300 - Scheduler Maintenance	16.32
01311 - Secretary I	16.32
01312 - Secretary II	18.26
01313 - Secretary III	20.35
01320 - Service Order Dispatcher	20.61
01410 - Supply Technician	26.66
01420 - Survey Worker	18.40
01460 - Switchboard Operator/Receptionist	13.41
01531 - Travel Clerk I	14.52
01532 - Travel Clerk II	15.85
01533 - Travel Clerk III	17.08
01611 - Word Processor I	14.54
01612 - Word Processor II	16.32
01613 - Word Processor III	18.30
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	23.36
05010 - Automotive Electrician	21.55
05040 - Automotive Glass Installer	20.18
05070 - Automotive Worker	20.18
05110 - Mobile Equipment Servicer	17.47
05130 - Motor Equipment Metal Mechanic	23.36
05160 - Motor Equipment Metal Worker	20.18
05190 - Motor Vehicle Mechanic	23.36
05220 - Motor Vehicle Mechanic Helper	17.56
05250 - Motor Vehicle Upholstery Worker	19.05
05280 - Motor Vehicle Wrecker	20.18
05310 - Painter Automotive	21.55
05340 - Radiator Repair Specialist	20.18
05370 - Tire Repairer	13.80
05400 - Transmission Repair Specialist	23.36
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.76
07041 - Cook I	13.22
07042 - Cook II	15.68
07070 - Dishwasher	10.24
07130 - Food Service Worker	11.01
07210 - Meat Cutter	14.65

07260 - Waiter/Waitress	9.51
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.33
09040 - Furniture Handler	12.05
09080 - Furniture Refinisher	19.33
09090 - Furniture Refinisher Helper	13.81
09110 - Furniture Repairer Minor	16.64
09130 - Upholsterer	19.33
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.07
11060 - Elevator Operator	11.94
11090 - Gardener	20.49
11122 - Housekeeping Aide	11.94
11150 - Janitor	11.94
11210 - Laborer Grounds Maintenance	14.67
11240 - Maid or Houseman	9.73
11260 - Pruner	13.31
11270 - Tractor Operator	18.58
11330 - Trail Maintenance Worker	14.67
11360 - Window Cleaner	13.74
12000 - Health Occupations	
12010 - Ambulance Driver	16.75
12011 - Breath Alcohol Technician	19.89
12012 - Certified Occupational Therapist Assistant	26.75
12015 - Certified Physical Therapist Assistant	29.88
12020 - Dental Assistant	19.81
12025 - Dental Hygienist	36.77
12030 - EKG Technician	35.68
12035 - Electroneurodiagnostic Technologist	35.68
12040 - Emergency Medical Technician	16.75
12071 - Licensed Practical Nurse I	17.72
12072 - Licensed Practical Nurse II	19.89
12073 - Licensed Practical Nurse III	21.97
12100 - Medical Assistant	16.38
12130 - Medical Laboratory Technician	22.53
12160 - Medical Record Clerk	18.25
12190 - Medical Record Technician	20.25
12195 - Medical Transcriptionist	16.21
12210 - Nuclear Medicine Technologist	42.85
12221 - Nursing Assistant I	12.44
12222 - Nursing Assistant II	13.99
12223 - Nursing Assistant III	15.26
12224 - Nursing Assistant IV	17.14
12235 - Optical Dispenser	17.81
12236 - Optical Technician	17.43
12250 - Pharmacy Technician	15.50
12280 - Phlebotomist	16.38
12305 - Radiologic Technologist	29.08
12311 - Registered Nurse I	24.94
12312 - Registered Nurse II	30.19

12313 - Registered Nurse II Specialist		30.19
12314 - Registered Nurse III		36.52
12315 - Registered Nurse III Anesthetist		36.52
12316 - Registered Nurse IV		43.78
12317 - Scheduler (Drug and Alcohol Testing)		24.15
12320 - Substance Abuse Treatment Counselor		22.83
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.57
13012 - Exhibits Specialist II		25.30
13013 - Exhibits Specialist III		30.95
13041 - Illustrator I		20.89
13042 - Illustrator II		25.30
13043 - Illustrator III		30.95
13047 - Librarian		28.28
13050 - Library Aide/Clerk		16.26
13054 - Library Information Technology Systems Administrator		25.27
13058 - Library Technician		16.03
13061 - Media Specialist I		18.42
13062 - Media Specialist II		20.62
13063 - Media Specialist III		22.98
13071 - Photographer I		18.25
13072 - Photographer II		20.43
13073 - Photographer III		25.30
13074 - Photographer IV		30.95
13075 - Photographer V		37.44
13090 - Technical Order Library Clerk		18.48
13110 - Video Teleconference Technician		18.25
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.20
14042 - Computer Operator II		19.24
14043 - Computer Operator III		21.45
14044 - Computer Operator IV		23.84
14045 - Computer Operator V		26.40
14071 - Computer Programmer I	(see 1)	25.09
14072 - Computer Programmer II	(see 1)	25.31
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - 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		23.84
14170 - System Support Specialist		28.00
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.06
15020 - Aircrew Training Devices Instructor (Rated)		37.58
15030 - Air Crew Training Devices Instructor (Pilot)		45.04
15050 - Computer Based Training Specialist / Instructor		31.06
15060 - Educational Technologist		39.86

15070 - Flight Instructor (Pilot) 45.04
15080 - Graphic Artist 24.69
15085 - Maintenance Test Pilot Fixed Jet/Prop 45.04
15086 - Maintenance Test Pilot Rotary Wing 45.04
15088 - Non-Maintenance Test/Co-Pilot 45.04
15090 - Technical Instructor 23.83
15095 - Technical Instructor/Course Developer 29.15
15110 - Test Proctor 19.24
15120 - Tutor 19.24
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.34
16030 - Counter Attendant 10.34
16040 - Dry Cleaner 13.61
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 14.72
16220 - Tailor 15.80
16250 - Washer Machine 11.55
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.75
19040 - Tool And Die Maker 26.72
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 14.74
21030 - Material Coordinator 23.80
21040 - Material Expediter 23.80
21050 - Material Handling Laborer 13.31
21071 - Order Filler 13.62
21080 - Production Line Worker (Food Processing) 14.74
21110 - Shipping Packer 17.02
21130 - Shipping/Receiving Clerk 17.02
21140 - Store Worker I 12.22
21150 - Stock Clerk 18.74
21210 - Tools And Parts Attendant 14.74
21410 - Warehouse Specialist 14.74
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.76
23019 - Aircraft Logs and Records Technician 20.63
23021 - Aircraft Mechanic I 25.12
23022 - Aircraft Mechanic II 26.76
23023 - Aircraft Mechanic III 28.32
23040 - Aircraft Mechanic Helper 17.97
23050 - Aircraft Painter 22.08
23060 - Aircraft Servicer 20.63
23070 - Aircraft Survival Flight Equipment Technician 22.08
23080 - Aircraft Worker 21.95
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.95

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.12
23110 - Appliance Mechanic 21.75
23120 - Bicycle Repairer 17.14
23125 - Cable Splicer 29.13
23130 - Carpenter Maintenance 20.48
23140 - Carpet Layer 20.03
23160 - Electrician Maintenance 25.38
23181 - Electronics Technician Maintenance I 21.00
23182 - Electronics Technician Maintenance II 24.64
23183 - Electronics Technician Maintenance III 26.34
23260 - Fabric Worker 18.73
23290 - Fire Alarm System Mechanic 22.98
23310 - Fire Extinguisher Repairer 17.14
23311 - Fuel Distribution System Mechanic 22.98
23312 - Fuel Distribution System Operator 17.14
23370 - General Maintenance Worker 17.92
23380 - Ground Support Equipment Mechanic 25.12
23381 - Ground Support Equipment Servicer 20.63
23382 - Ground Support Equipment Worker 21.95
23391 - Gunsmith I 18.65
23392 - Gunsmith II 20.94
23393 - Gunsmith III 22.98
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.81
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.85
23430 - Heavy Equipment Mechanic 21.85
23440 - Heavy Equipment Operator 18.92
23460 - Instrument Mechanic 23.76
23465 - Laboratory/Shelter Mechanic 21.75
23470 - Laborer 13.02
23510 - Locksmith 21.75
23530 - Machinery Maintenance Mechanic 22.10
23550 - Machinist Maintenance 21.74
23580 - Maintenance Trades Helper 13.78
23591 - Metrology Technician I 23.76
23592 - Metrology Technician II 24.21
23593 - Metrology Technician III 25.51
23640 - Millwright 22.98
23710 - Office Appliance Repairer 20.69
23760 - Painter Maintenance 17.36
23790 - Pipefitter Maintenance 25.95
23810 - Plumber Maintenance 24.57
23820 - Pneudraulic Systems Mechanic 22.98
23850 - Rigger 22.98
23870 - Scale Mechanic 20.33
23890 - Sheet-Metal Worker Maintenance 21.77
23910 - Small Engine Mechanic 20.33
23931 - Telecommunications Mechanic I 29.22

23932 - Telecommunications Mechanic II 31.63
23950 - Telephone Lineman 22.98
23960 - Welder Combination Maintenance 21.11
23965 - Well Driller 22.98
23970 - Woodcraft Worker 22.98
23980 - Woodworker 17.14
24000 - Personal Needs Occupations
24550 - Case Manager 14.03
24570 - Child Care Attendant 10.36
24580 - Child Care Center Clerk 12.63
24610 - Chore Aide 10.93
24620 - Family Readiness And Support Services Coordinator 14.03
24630 - Homemaker 16.76
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 22.98
25040 - Sewage Plant Operator 19.23
25070 - Stationary Engineer 22.98
25190 - Ventilation Equipment Tender 15.54
25210 - Water Treatment Plant Operator 19.23
27000 - Protective Service Occupations
27004 - Alarm Monitor 16.76
27007 - Baggage Inspector 13.72
27008 - Corrections Officer 15.91
27010 - Court Security Officer 17.55
27030 - Detection Dog Handler 16.44
27040 - Detention Officer 15.91
27070 - Firefighter 18.12
27101 - Guard I 13.72
27102 - Guard II 16.44
27131 - Police Officer I 20.53
27132 - Police Officer II 22.82
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.13
28042 - Carnival Equipment Repairer 14.48
28043 - Carnival Worker 9.01
28210 - Gate Attendant/Gate Tender 15.26
28310 - Lifeguard 12.32
28350 - Park Attendant (Aide) 17.08
28510 - Recreation Aide/Health Facility Attendant 11.15
28515 - Recreation Specialist 15.18
28630 - Sports Official 12.93
28690 - Swimming Pool Operator 18.99
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 20.33
29020 - Hatch Tender 20.33
29030 - Line Handler 20.33
29041 - Stevedore I 18.73
29042 - Stevedore II 21.75
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 42.02
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 28.98
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 31.91
30021 - Archeological Technician I 19.76
30022 - Archeological Technician II 21.45
30023 - Archeological Technician III 27.39
30030 - Cartographic Technician 26.56
30040 - Civil Engineering Technician 23.37
30051 - Cryogenic Technician I 27.84
30052 - Cryogenic Technician II 30.75
30061 - Drafter/CAD Operator I 19.76
30062 - Drafter/CAD Operator II 21.45
30063 - Drafter/CAD Operator III 23.91
30064 - Drafter/CAD Operator IV 29.42
30081 - Engineering Technician I 16.64
30082 - Engineering Technician II 20.00
30083 - Engineering Technician III 20.90
30084 - Engineering Technician IV 26.47
30085 - Engineering Technician V 31.68
30086 - Engineering Technician VI 37.20
30090 - Environmental Technician 25.03
30095 - Evidence Control Specialist 25.14
30210 - Laboratory Technician 26.06
30221 - Latent Fingerprint Technician I 27.84
30222 - Latent Fingerprint Technician II 30.75
30240 - Mathematical Technician 25.14
30361 - Paralegal/Legal Assistant I 20.42
30362 - Paralegal/Legal Assistant II 25.29
30363 - Paralegal/Legal Assistant III 30.93
30364 - Paralegal/Legal Assistant IV 37.43
30375 - Petroleum Supply Specialist 30.75
30390 - Photo-Optics Technician 26.56
30395 - Radiation Control Technician 30.75
30461 - Technical Writer I 26.07
30462 - Technical Writer II 30.75
30463 - Technical Writer III 37.20
30491 - Unexploded Ordnance (UXO) Technician I 26.71
30492 - Unexploded Ordnance (UXO) Technician II 32.31
30493 - Unexploded Ordnance (UXO) Technician III 38.73
30494 - Unexploded (UXO) Safety Escort 26.71
30495 - Unexploded (UXO) Sweep Personnel 26.71
30501 - Weather Forecaster I 29.40
30502 - Weather Forecaster II 35.76
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.91
30621 - Weather Observer Senior (see 2) 27.39
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 32.31
31020 - Bus Aide 12.15
31030 - Bus Driver 18.49

31043 - Driver Courier	16.31
31260 - Parking and Lot Attendant	12.46
31290 - Shuttle Bus Driver	17.99
31310 - Taxi Driver	13.92
31361 - Truckdriver Light	17.99
31362 - Truckdriver Medium	19.66
31363 - Truckdriver Heavy	20.87
31364 - Truckdriver Tractor-Trailer	20.87
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.75
99030 - Cashier	9.63
99050 - Desk Clerk	11.19
99095 - Embalmer	29.59
99130 - Flight Follower	26.71
99251 - Laboratory Animal Caretaker I	13.24
99252 - Laboratory Animal Caretaker II	14.60
99260 - Marketing Analyst	23.88
99310 - Mortician	29.59
99410 - Pest Controller	21.37
99510 - Photofinishing Worker	16.45
99710 - Recycling Laborer	17.50
99711 - Recycling Specialist	22.02
99730 - Refuse Collector	15.21
99810 - Sales Clerk	13.50
99820 - School Crossing Guard	14.34
99830 - Survey Party Chief	21.34
99831 - Surveying Aide	12.52
99832 - Surveying Technician	17.63
99840 - Vending Machine Attendant	18.84
99841 - Vending Machine Repairer	22.99
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: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for 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.: 2015-4471
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Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Georgia

Area: Georgia Counties of Barrow Bartow Butts Carroll Cherokee Clayton Cobb Coweta Dawson Douglas Fayette Forsyth Fulton Gwinnett Haralson Henry Morgan Newton Paulding Pickens Rockdale Spalding Walton

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.85
01012 - Accounting Clerk II		18.93
01013 - Accounting Clerk III		21.17
01020 - Administrative Assistant		32.36
01035 - Court Reporter		23.02
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		15.74
01052 - Data Entry Operator II		17.18
01060 - Dispatcher Motor Vehicle		20.53
01070 - Document Preparation Clerk		16.68
01090 - Duplicating Machine Operator		16.68

01111 - General Clerk I	14.23
01112 - General Clerk II	15.52
01113 - General Clerk III	17.42
01120 - Housing Referral Assistant	21.85
01141 - Messenger Courier	13.73
01191 - Order Clerk I	15.49
01192 - Order Clerk II	16.90
01261 - Personnel Assistant (Employment) I	17.23
01262 - Personnel Assistant (Employment) II	19.29
01263 - Personnel Assistant (Employment) III	21.50
01270 - Production Control Clerk	23.76
01290 - Rental Clerk	15.21
01300 - Scheduler Maintenance	17.03
01311 - Secretary I	17.03
01312 - Secretary II	19.06
01313 - Secretary III	21.24
01320 - Service Order Dispatcher	18.36
01410 - Supply Technician	32.36
01420 - Survey Worker	18.40
01460 - Switchboard Operator/Receptionist	14.61
01531 - Travel Clerk I	15.13
01532 - Travel Clerk II	16.54
01533 - Travel Clerk III	17.80
01611 - Word Processor I	17.84
01612 - Word Processor II	20.04
01613 - Word Processor III	22.41
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	25.70
05010 - Automotive Electrician	21.55
05040 - Automotive Glass Installer	20.18
05070 - Automotive Worker	20.18
05110 - Mobile Equipment Servicer	17.47
05130 - Motor Equipment Metal Mechanic	23.36
05160 - Motor Equipment Metal Worker	20.18
05190 - Motor Vehicle Mechanic	23.36
05220 - Motor Vehicle Mechanic Helper	17.56
05250 - Motor Vehicle Upholstery Worker	19.05
05280 - Motor Vehicle Wrecker	20.18
05310 - Painter Automotive	21.55
05340 - Radiator Repair Specialist	20.18
05370 - Tire Repairer	14.66
05400 - Transmission Repair Specialist	23.36
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.66
07041 - Cook I	12.84
07042 - Cook II	15.17
07070 - Dishwasher	10.51
07130 - Food Service Worker	11.17
07210 - Meat Cutter	14.65
07260 - Waiter/Waitress	9.22

09000 - Furniture Maintenance And Repair Occupations
  09010 - Electrostatic Spray Painter 18.36
  09040 - Furniture Handler 12.05
  09080 - Furniture Refinisher 16.55
  09090 - Furniture Refinisher Helper 12.55
  09110 - Furniture Repairer Minor 14.76
  09130 - Upholsterer 18.49
11000 - General Services And Support Occupations
  11030 - Cleaner Vehicles 12.64
  11060 - Elevator Operator 11.91
  11090 - Gardener 21.00
  11122 - Housekeeping Aide 11.91
  11150 - Janitor 11.91
  11210 - Laborer Grounds Maintenance 15.01
  11240 - Maid or Houseman 10.34
  11260 - Pruner 13.31
  11270 - Tractor Operator 19.04
  11330 - Trail Maintenance Worker 15.01
  11360 - Window Cleaner 13.71
12000 - Health Occupations
  12010 - Ambulance Driver 18.85
  12011 - Breath Alcohol Technician 20.60
  12012 - Certified Occupational Therapist Assistant 34.02
  12015 - Certified Physical Therapist Assistant 28.02
  12020 - Dental Assistant 20.53
  12025 - Dental Hygienist 38.34
  12030 - EKG Technician 32.65
  12035 - Electroneurodiagnostic Technologist 32.65
  12040 - Emergency Medical Technician 18.85
  12071 - Licensed Practical Nurse I 18.42
  12072 - Licensed Practical Nurse II 20.60
  12073 - Licensed Practical Nurse III 22.96
  12100 - Medical Assistant 17.07
  12130 - Medical Laboratory Technician 24.49
  12160 - Medical Record Clerk 18.95
  12190 - Medical Record Technician 21.39
  12195 - Medical Transcriptionist 17.62
  12210 - Nuclear Medicine Technologist 38.79
  12221 - Nursing Assistant I 12.34
  12222 - Nursing Assistant II 13.87
  12223 - Nursing Assistant III 15.14
  12224 - Nursing Assistant IV 17.00
  12235 - Optical Dispenser 17.91
  12236 - Optical Technician 15.13
  12250 - Pharmacy Technician 15.46
  12280 - Phlebotomist 17.08
  12305 - Radiologic Technologist 29.07
  12311 - Registered Nurse I 24.94
  12312 - Registered Nurse II 29.65
  12313 - Registered Nurse II Specialist 29.65

12314 - Registered Nurse III		35.88
12315 - Registered Nurse III Anesthetist		35.88
12316 - Registered Nurse IV		43.00
12317 - Scheduler (Drug and Alcohol Testing)		25.52
12320 - Substance Abuse Treatment Counselor		22.96
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.00
13012 - Exhibits Specialist II		26.02
13013 - Exhibits Specialist III		31.82
13041 - Illustrator I		20.89
13042 - Illustrator II		23.85
13043 - Illustrator III		29.17
13047 - Librarian		31.96
13050 - Library Aide/Clerk		13.39
13054 - Library Information Technology Systems Administrator		28.86
13058 - Library Technician		16.87
13061 - Media Specialist I		20.83
13062 - Media Specialist II		23.29
13063 - Media Specialist III		25.96
13071 - Photographer I		18.15
13072 - Photographer II		20.31
13073 - Photographer III		24.75
13074 - Photographer IV		30.77
13075 - Photographer V		36.45
13090 - Technical Order Library Clerk		16.33
13110 - Video Teleconference Technician		20.44
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.92
14042 - Computer Operator II		21.16
14043 - Computer Operator III		23.60
14044 - Computer Operator IV		26.22
14045 - Computer Operator V		29.04
14071 - Computer Programmer I	(see 1)	25.20
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - 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		34.63
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.21
15020 - Aircrew Training Devices Instructor (Rated)		36.56
15030 - Air Crew Training Devices Instructor (Pilot)		43.81
15050 - Computer Based Training Specialist / Instructor		30.21
15060 - Educational Technologist		34.28
15070 - Flight Instructor (Pilot)		43.81

15080 - Graphic Artist 25.65
15085 - Maintenance Test Pilot Fixed Jet/Prop 43.81
15086 - Maintenance Test Pilot Rotary Wing 43.81
15088 - Non-Maintenance Test/Co-Pilot 43.81
15090 - Technical Instructor 25.50
15095 - Technical Instructor/Course Developer 31.18
15110 - Test Proctor 20.57
15120 - Tutor 20.57
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.67
16030 - Counter Attendant 10.67
16040 - Dry Cleaner 13.63
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 14.59
16220 - Tailor 15.60
16250 - Washer Machine 11.66
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.01
19040 - Tool And Die Maker 25.80
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.95
21030 - Material Coordinator 23.76
21040 - Material Expediter 23.76
21050 - Material Handling Laborer 14.38
21071 - Order Filler 14.98
21080 - Production Line Worker (Food Processing) 17.95
21110 - Shipping Packer 16.55
21130 - Shipping/Receiving Clerk 16.55
21140 - Store Worker I 12.60
21150 - Stock Clerk 19.31
21210 - Tools And Parts Attendant 17.95
21410 - Warehouse Specialist 17.95
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 39.18
23019 - Aircraft Logs and Records Technician 30.21
23021 - Aircraft Mechanic I 36.77
23022 - Aircraft Mechanic II 39.18
23023 - Aircraft Mechanic III 41.47
23040 - Aircraft Mechanic Helper 26.32
23050 - Aircraft Painter 32.33
23060 - Aircraft Servicer 30.21
23070 - Aircraft Survival Flight Equipment Technician 32.33
23080 - Aircraft Worker 32.15
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 32.15
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 36.77

II
23110 - Appliance Mechanic 21.39
23120 - Bicycle Repairer 18.06
23125 - Cable Splicer 28.32
23130 - Carpenter Maintenance 20.57
23140 - Carpet Layer 21.82
23160 - Electrician Maintenance 27.76
23181 - Electronics Technician Maintenance I 28.41
23182 - Electronics Technician Maintenance II 30.40
23183 - Electronics Technician Maintenance III 32.11
23260 - Fabric Worker 18.40
23290 - Fire Alarm System Mechanic 22.35
23310 - Fire Extinguisher Repairer 18.06
23311 - Fuel Distribution System Mechanic 25.77
23312 - Fuel Distribution System Operator 19.19
23370 - General Maintenance Worker 19.51
23380 - Ground Support Equipment Mechanic 36.77
23381 - Ground Support Equipment Servicer 30.21
23382 - Ground Support Equipment Worker 32.15
23391 - Gunsmith I 18.65
23392 - Gunsmith II 21.46
23393 - Gunsmith III 24.25
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.90
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.13
23430 - Heavy Equipment Mechanic 23.40
23440 - Heavy Equipment Operator 19.21
23460 - Instrument Mechanic 32.31
23465 - Laboratory/Shelter Mechanic 22.96
23470 - Laborer 14.38
23510 - Locksmith 23.50
23530 - Machinery Maintenance Mechanic 26.12
23550 - Machinist Maintenance 19.67
23580 - Maintenance Trades Helper 15.71
23591 - Metrology Technician I 32.31
23592 - Metrology Technician II 34.03
23593 - Metrology Technician III 35.86
23640 - Millwright 26.83
23710 - Office Appliance Repairer 20.06
23760 - Painter Maintenance 19.16
23790 - Pipefitter Maintenance 26.90
23810 - Plumber Maintenance 25.47
23820 - Pneudraulic Systems Mechanic 24.25
23850 - Rigger 25.77
23870 - Scale Mechanic 21.46
23890 - Sheet-Metal Worker Maintenance 20.73
23910 - Small Engine Mechanic 19.51
23931 - Telecommunications Mechanic I 29.38
23932 - Telecommunications Mechanic II 30.96

23950 - Telephone Lineman 22.63
23960 - Welder Combination Maintenance 19.18
23965 - Well Driller 20.90
23970 - Woodcraft Worker 24.25
23980 - Woodworker 18.06
24000 - Personal Needs Occupations
24550 - Case Manager 14.03
24570 - Child Care Attendant 10.42
24580 - Child Care Center Clerk 12.99
24610 - Chore Aide 11.49
24620 - Family Readiness And Support Services Coordinator 14.03
24630 - Homemaker 16.76
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 30.63
25040 - Sewage Plant Operator 21.29
25070 - Stationary Engineer 30.63
25190 - Ventilation Equipment Tender 20.68
25210 - Water Treatment Plant Operator 21.29
27000 - Protective Service Occupations
27004 - Alarm Monitor 17.96
27007 - Baggage Inspector 12.96
27008 - Corrections Officer 17.76
27010 - Court Security Officer 18.90
27030 - Detection Dog Handler 16.44
27040 - Detention Officer 17.76
27070 - Firefighter 20.36
27101 - Guard I 12.96
27102 - Guard II 16.44
27131 - Police Officer I 21.65
27132 - Police Officer II 24.06
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.52
28042 - Carnival Equipment Repairer 14.90
28043 - Carnival Worker 9.30
28210 - Gate Attendant/Gate Tender 15.26
28310 - Lifeguard 11.33
28350 - Park Attendant (Aide) 17.08
28510 - Recreation Aide/Health Facility Attendant 12.23
28515 - Recreation Specialist 20.77
28630 - Sports Official 13.35
28690 - Swimming Pool Operator 18.99
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 28.15
29020 - Hatch Tender 28.15
29030 - Line Handler 28.15
29041 - Stevedore I 25.92
29042 - Stevedore II 30.12
30000 - Technical Occupations
30010 - Air Traffic Control Specialist Center (HFO) (see 2) 42.44

30011 - Air Traffic Control Specialist Station (HFO) (see 2) 29.26
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 32.23
30021 - Archeological Technician I 19.76
30022 - Archeological Technician II 21.45
30023 - Archeological Technician III 27.39
30030 - Cartographic Technician 26.56
30040 - Civil Engineering Technician 23.31
30051 - Cryogenic Technician I 28.41
30052 - Cryogenic Technician II 31.38
30061 - Drafter/CAD Operator I 19.76
30062 - Drafter/CAD Operator II 21.45
30063 - Drafter/CAD Operator III 23.91
30064 - Drafter/CAD Operator IV 29.42
30081 - Engineering Technician I 16.64
30082 - Engineering Technician II 20.00
30083 - Engineering Technician III 20.90
30084 - Engineering Technician IV 26.47
30085 - Engineering Technician V 31.68
30086 - Engineering Technician VI 37.02
30090 - Environmental Technician 24.13
30095 - Evidence Control Specialist 25.65
30210 - Laboratory Technician 23.38
30221 - Latent Fingerprint Technician I 24.60
30222 - Latent Fingerprint Technician II 27.16
30240 - Mathematical Technician 28.21
30361 - Paralegal/Legal Assistant I 21.05
30362 - Paralegal/Legal Assistant II 26.07
30363 - Paralegal/Legal Assistant III 31.90
30364 - Paralegal/Legal Assistant IV 38.59
30375 - Petroleum Supply Specialist 31.38
30390 - Photo-Optics Technician 26.56
30395 - Radiation Control Technician 31.38
30461 - Technical Writer I 26.07
30462 - Technical Writer II 30.23
30463 - Technical Writer III 36.58
30491 - Unexploded Ordnance (UXO) Technician I 26.97
30492 - Unexploded Ordnance (UXO) Technician II 32.64
30493 - Unexploded Ordnance (UXO) Technician III 39.12
30494 - Unexploded (UXO) Safety Escort 26.97
30495 - Unexploded (UXO) Sweep Personnel 26.97
30501 - Weather Forecaster I 28.41
30502 - Weather Forecaster II 34.55
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.91
30621 - Weather Observer Senior (see 2) 27.39
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 32.64
31020 - Bus Aide 12.64
31030 - Bus Driver 19.17
31043 - Driver Courier 15.84

31260 - Parking and Lot Attendant	10.28
31290 - Shuttle Bus Driver	17.08
31310 - Taxi Driver	11.93
31361 - Truckdriver Light	17.47
31362 - Truckdriver Medium	19.11
31363 - Truckdriver Heavy	23.71
31364 - Truckdriver Tractor-Trailer	23.71
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.91
99030 - Cashier	10.82
99050 - Desk Clerk	10.95
99095 - Embalmer	26.90
99130 - Flight Follower	26.97
99251 - Laboratory Animal Caretaker I	13.37
99252 - Laboratory Animal Caretaker II	14.74
99260 - Marketing Analyst	31.45
99310 - Mortician	29.59
99410 - Pest Controller	17.67
99510 - Photofinishing Worker	16.45
99710 - Recycling Laborer	18.80
99711 - Recycling Specialist	23.81
99730 - Refuse Collector	16.34
99810 - Sales Clerk	13.50
99820 - School Crossing Guard	14.88
99830 - Survey Party Chief	24.34
99831 - Surveying Aide	14.29
99832 - Surveying Technician	20.12
99840 - Vending Machine Attendant	14.69
99841 - Vending Machine Repairer	19.25
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; 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.: 2015-4472
Revision No.: 16
Date Of Last Revision: 04/30/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Georgia

Area: Georgia Counties of Barrow Bartow Butts Carroll Cherokee Clayton Cobb Coweta Dawson Douglas Fayette Forsyth Fulton Gwinnett Haralson Henry Morgan Newton Paulding Pickens Rockdale Spalding Walton

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.50
01012 - Accounting Clerk II		18.53
01013 - Accounting Clerk III		20.74
01020 - Administrative Assistant		31.13
01035 - Court Reporter		23.02
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		15.00
01052 - Data Entry Operator II		16.36

01060 - Dispatcher Motor Vehicle 19.15
01070 - Document Preparation Clerk 16.68
01090 - Duplicating Machine Operator 16.68
01111 - General Clerk I 14.23
01112 - General Clerk II 15.52
01113 - General Clerk III 17.42
01120 - Housing Referral Assistant 21.85
01141 - Messenger Courier 13.73
01191 - Order Clerk I 14.88
01192 - Order Clerk II 16.24
01261 - Personnel Assistant (Employment) I 17.23
01262 - Personnel Assistant (Employment) II 19.29
01263 - Personnel Assistant (Employment) III 21.50
01270 - Production Control Clerk 23.76
01290 - Rental Clerk 15.21
01300 - Scheduler Maintenance 17.03
01311 - Secretary I 17.03
01312 - Secretary II 19.06
01313 - Secretary III 21.24
01320 - Service Order Dispatcher 16.80
01410 - Supply Technician 31.13
01420 - Survey Worker 18.40
01460 - Switchboard Operator/Receptionist 14.18
01531 - Travel Clerk I 15.13
01532 - Travel Clerk II 16.54
01533 - Travel Clerk III 17.80
01611 - Word Processor I 16.99
01612 - Word Processor II 19.07
01613 - Word Processor III 21.35
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 23.36
05010 - Automotive Electrician 21.55
05040 - Automotive Glass Installer 20.18
05070 - Automotive Worker 20.18
05110 - Mobile Equipment Servicer 17.47
05130 - Motor Equipment Metal Mechanic 23.36
05160 - Motor Equipment Metal Worker 20.18
05190 - Motor Vehicle Mechanic 23.36
05220 - Motor Vehicle Mechanic Helper 17.56
05250 - Motor Vehicle Upholstery Worker 19.05
05280 - Motor Vehicle Wrecker 20.18
05310 - Painter Automotive 21.55
05340 - Radiator Repair Specialist 20.18
05370 - Tire Repairer 14.00
05400 - Transmission Repair Specialist 23.36
07000 - Food Preparation And Service Occupations
07010 - Baker 12.20
07041 - Cook I 12.84
07042 - Cook II 15.17
07070 - Dishwasher 10.24

07130 - Food Service Worker	10.56
07210 - Meat Cutter	14.65
07260 - Waiter/Waitress	9.14
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.47
09040 - Furniture Handler	12.05
09080 - Furniture Refinisher	16.23
09090 - Furniture Refinisher Helper	12.55
09110 - Furniture Repairer Minor	14.76
09130 - Upholsterer	17.85
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.83
11060 - Elevator Operator	11.53
11090 - Gardener	20.15
11122 - Housekeeping Aide	11.53
11150 - Janitor	11.53
11210 - Laborer Grounds Maintenance	14.40
11240 - Maid or Houseman	10.17
11260 - Pruner	13.31
11270 - Tractor Operator	18.27
11330 - Trail Maintenance Worker	14.40
11360 - Window Cleaner	13.54
12000 - Health Occupations	
12010 - Ambulance Driver	18.85
12011 - Breath Alcohol Technician	19.89
12012 - Certified Occupational Therapist Assistant	34.02
12015 - Certified Physical Therapist Assistant	27.66
12020 - Dental Assistant	20.39
12025 - Dental Hygienist	38.34
12030 - EKG Technician	32.65
12035 - Electroneurodiagnostic Technologist	32.65
12040 - Emergency Medical Technician	18.85
12071 - Licensed Practical Nurse I	17.72
12072 - Licensed Practical Nurse II	19.89
12073 - Licensed Practical Nurse III	21.97
12100 - Medical Assistant	16.83
12130 - Medical Laboratory Technician	23.10
12160 - Medical Record Clerk	17.23
12190 - Medical Record Technician	19.48
12195 - Medical Transcriptionist	17.62
12210 - Nuclear Medicine Technologist	38.36
12221 - Nursing Assistant I	11.46
12222 - Nursing Assistant II	12.89
12223 - Nursing Assistant III	14.06
12224 - Nursing Assistant IV	15.79
12235 - Optical Dispenser	17.19
12236 - Optical Technician	15.13
12250 - Pharmacy Technician	15.11
12280 - Phlebotomist	16.19
12305 - Radiologic Technologist	29.07

12311 - Registered Nurse I		24.94
12312 - Registered Nurse II		29.25
12313 - Registered Nurse II Specialist		29.25
12314 - Registered Nurse III		35.38
12315 - Registered Nurse III Anesthetist		35.38
12316 - Registered Nurse IV		42.41
12317 - Scheduler (Drug and Alcohol Testing)		24.12
12320 - Substance Abuse Treatment Counselor		22.96
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.57
13012 - Exhibits Specialist II		24.22
13013 - Exhibits Specialist III		29.62
13041 - Illustrator I		20.89
13042 - Illustrator II		23.52
13043 - Illustrator III		28.34
13047 - Librarian		30.40
13050 - Library Aide/Clerk		13.39
13054 - Library Information Technology Systems Administrator		27.45
13058 - Library Technician		16.87
13061 - Media Specialist I		19.80
13062 - Media Specialist II		22.16
13063 - Media Specialist III		24.70
13071 - Photographer I		18.15
13072 - Photographer II		20.31
13073 - Photographer III		24.75
13074 - Photographer IV		30.77
13075 - Photographer V		36.45
13090 - Technical Order Library Clerk		16.19
13110 - Video Teleconference Technician		20.44
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.20
14042 - Computer Operator II		19.24
14043 - Computer Operator III		21.45
14044 - Computer Operator IV		23.84
14045 - Computer Operator V		26.40
14071 - Computer Programmer I	(see 1)	25.09
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.20
14160 - Personal Computer Support Technician		23.84
14170 - System Support Specialist		34.63
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)		43.11

15050 - Computer Based Training Specialist / Instructor	29.73
15060 - Educational Technologist	34.28
15070 - Flight Instructor (Pilot)	43.11
15080 - Graphic Artist	25.65
15085 - Maintenance Test Pilot Fixed Jet/Prop	43.11
15086 - Maintenance Test Pilot Rotary Wing	43.11
15088 - Non-Maintenance Test/Co-Pilot	43.11
15090 - Technical Instructor	25.50
15095 - Technical Instructor/Course Developer	31.18
15110 - Test Proctor	20.57
15120 - Tutor	20.57
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	10.34
16030 - Counter Attendant	10.34
16040 - Dry Cleaner	13.21
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	14.14
16220 - Tailor	15.11
16250 - Washer Machine	11.30
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.01
19040 - Tool And Die Maker	25.80
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.67
21030 - Material Coordinator	23.76
21040 - Material Expediter	23.76
21050 - Material Handling Laborer	13.30
21071 - Order Filler	14.98
21080 - Production Line Worker (Food Processing)	17.67
21110 - Shipping Packer	15.61
21130 - Shipping/Receiving Clerk	15.61
21140 - Store Worker I	12.22
21150 - Stock Clerk	18.74
21210 - Tools And Parts Attendant	17.67
21410 - Warehouse Specialist	17.67
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	39.18
23019 - Aircraft Logs and Records Technician	30.21
23021 - Aircraft Mechanic I	36.77
23022 - Aircraft Mechanic II	39.18
23023 - Aircraft Mechanic III	41.47
23040 - Aircraft Mechanic Helper	26.32
23050 - Aircraft Painter	32.33
23060 - Aircraft Servicer	30.21
23070 - Aircraft Survival Flight Equipment Technician	32.33
23080 - Aircraft Worker	32.15

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 32.15
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 36.77
23110 - Appliance Mechanic 20.61
23120 - Bicycle Repairer 16.93
23125 - Cable Splicer 27.26
23130 - Carpenter Maintenance 20.20
23140 - Carpet Layer 19.84
23160 - Electrician Maintenance 25.39
23181 - Electronics Technician Maintenance I 28.11
23182 - Electronics Technician Maintenance II 30.08
23183 - Electronics Technician Maintenance III 31.78
23260 - Fabric Worker 18.40
23290 - Fire Alarm System Mechanic 20.32
23310 - Fire Extinguisher Repairer 16.93
23311 - Fuel Distribution System Mechanic 23.79
23312 - Fuel Distribution System Operator 17.74
23370 - General Maintenance Worker 18.68
23380 - Ground Support Equipment Mechanic 36.77
23381 - Ground Support Equipment Servicer 30.21
23382 - Ground Support Equipment Worker 32.15
23391 - Gunsmith I 18.65
23392 - Gunsmith II 20.94
23393 - Gunsmith III 22.70
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.88
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.05
23430 - Heavy Equipment Mechanic 22.07
23440 - Heavy Equipment Operator 18.92
23460 - Instrument Mechanic 29.37
23465 - Laboratory/Shelter Mechanic 21.49
23470 - Laborer 13.30
23510 - Locksmith 23.50
23530 - Machinery Maintenance Mechanic 25.51
23550 - Machinist Maintenance 19.67
23580 - Maintenance Trades Helper 14.28
23591 - Metrology Technician I 29.37
23592 - Metrology Technician II 30.94
23593 - Metrology Technician III 32.60
23640 - Millwright 25.15
23710 - Office Appliance Repairer 20.06
23760 - Painter Maintenance 19.05
23790 - Pipefitter Maintenance 25.64
23810 - Plumber Maintenance 24.27
23820 - Pneudraulic Systems Mechanic 22.70
23850 - Rigger 23.43
23870 - Scale Mechanic 20.09
23890 - Sheet-Metal Worker Maintenance 19.22

23910 - Small Engine Mechanic	19.51
23931 - Telecommunications Mechanic I	29.38
23932 - Telecommunications Mechanic II	30.96
23950 - Telephone Lineman	22.52
23960 - Welder Combination Maintenance	18.25
23965 - Well Driller	20.90
23970 - Woodcraft Worker	22.70
23980 - Woodworker	16.93
24000 - Personal Needs Occupations	
24550 - Case Manager	14.03
24570 - Child Care Attendant	10.42
24580 - Child Care Center Clerk	12.99
24610 - Chore Aide	11.44
24620 - Family Readiness And Support Services Coordinator	14.03
24630 - Homemaker	16.76
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.34
25040 - Sewage Plant Operator	20.42
25070 - Stationary Engineer	29.34
25190 - Ventilation Equipment Tender	19.79
25210 - Water Treatment Plant Operator	20.42
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.72
27007 - Baggage Inspector	12.96
27008 - Corrections Officer	17.43
27010 - Court Security Officer	18.90
27030 - Detection Dog Handler	16.44
27040 - Detention Officer	17.43
27070 - Firefighter	20.36
27101 - Guard I	12.96
27102 - Guard II	16.44
27131 - Police Officer I	20.70
27132 - Police Officer II	23.00
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.52
28042 - Carnival Equipment Repairer	14.90
28043 - Carnival Worker	9.30
28210 - Gate Attendant/Gate Tender	15.26
28310 - Lifeguard	11.33
28350 - Park Attendant (Aide)	17.08
28510 - Recreation Aide/Health Facility Attendant	11.96
28515 - Recreation Specialist	20.30
28630 - Sports Official	13.05
28690 - Swimming Pool Operator	18.99
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	26.29
29020 - Hatch Tender	26.29
29030 - Line Handler	26.29
29041 - Stevedore I	24.22

29042 - Stevedore II		28.14
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	42.02
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	28.98
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	31.91
30021 - Archeological Technician I		19.76
30022 - Archeological Technician II		21.45
30023 - Archeological Technician III		27.39
30030 - Cartographic Technician		26.56
30040 - Civil Engineering Technician		23.31
30051 - Cryogenic Technician I		28.41
30052 - Cryogenic Technician II		31.38
30061 - Drafter/CAD Operator I		19.76
30062 - Drafter/CAD Operator II		21.45
30063 - Drafter/CAD Operator III		23.91
30064 - Drafter/CAD Operator IV		29.42
30081 - Engineering Technician I		16.64
30082 - Engineering Technician II		20.00
30083 - Engineering Technician III		20.90
30084 - Engineering Technician IV		26.47
30085 - Engineering Technician V		31.68
30086 - Engineering Technician VI		37.02
30090 - Environmental Technician		24.13
30095 - Evidence Control Specialist		25.65
30210 - Laboratory Technician		21.89
30221 - Latent Fingerprint Technician I		24.60
30222 - Latent Fingerprint Technician II		27.16
30240 - Mathematical Technician		25.65
30361 - Paralegal/Legal Assistant I		21.05
30362 - Paralegal/Legal Assistant II		26.07
30363 - Paralegal/Legal Assistant III		31.90
30364 - Paralegal/Legal Assistant IV		38.59
30375 - Petroleum Supply Specialist		31.38
30390 - Photo-Optics Technician		26.56
30395 - Radiation Control Technician		31.38
30461 - Technical Writer I		26.07
30462 - Technical Writer II		30.07
30463 - Technical Writer III		36.37
30491 - Unexploded Ordnance (UXO) Technician I		26.71
30492 - Unexploded Ordnance (UXO) Technician II		32.31
30493 - Unexploded Ordnance (UXO) Technician III		38.73
30494 - Unexploded (UXO) Safety Escort		26.71
30495 - Unexploded (UXO) Sweep Personnel		26.71
30501 - Weather Forecaster I		28.41
30502 - Weather Forecaster II		34.55
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.91
30621 - Weather Observer Senior	(see 2)	27.39
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		32.31

31020 - Bus Aide	12.64
31030 - Bus Driver	19.17
31043 - Driver Courier	15.49
31260 - Parking and Lot Attendant	9.66
31290 - Shuttle Bus Driver	17.08
31310 - Taxi Driver	11.77
31361 - Truckdriver Light	17.08
31362 - Truckdriver Medium	18.66
31363 - Truckdriver Heavy	22.52
31364 - Truckdriver Tractor-Trailer	22.52
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.75
99030 - Cashier	10.26
99050 - Desk Clerk	10.36
99095 - Embalmer	26.90
99130 - Flight Follower	26.71
99251 - Laboratory Animal Caretaker I	13.37
99252 - Laboratory Animal Caretaker II	14.74
99260 - Marketing Analyst	31.45
99310 - Mortician	29.59
99410 - Pest Controller	17.67
99510 - Photofinishing Worker	16.45
99710 - Recycling Laborer	18.80
99711 - Recycling Specialist	23.81
99730 - Refuse Collector	16.34
99810 - Sales Clerk	13.50
99820 - School Crossing Guard	14.88
99830 - Survey Party Chief	23.58
99831 - Surveying Aide	13.84
99832 - Surveying Technician	19.49
99840 - Vending Machine Attendant	13.66
99841 - Vending Machine Repairer	17.86
99842 - Vending Machine Repairer Helper	13.66

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.: 2015-4473
Revision No.: 15
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Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Georgia

Area: Georgia Counties of Heard Meriwether

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.85
01012 - Accounting Clerk II		18.93
01013 - Accounting Clerk III		21.17
01020 - Administrative Assistant		32.36
01035 - Court Reporter		18.39
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		15.74
01052 - Data Entry Operator II		17.18
01060 - Dispatcher Motor Vehicle		20.53
01070 - Document Preparation Clerk		16.68
01090 - Duplicating Machine Operator		16.68
01111 - General Clerk I		14.23
01112 - General Clerk II		15.52

01113 - General Clerk III 17.42
01120 - Housing Referral Assistant 21.10
01141 - Messenger Courier 13.65
01191 - Order Clerk I 15.49
01192 - Order Clerk II 16.90
01261 - Personnel Assistant (Employment) I 17.23
01262 - Personnel Assistant (Employment) II 19.29
01263 - Personnel Assistant (Employment) III 21.50
01270 - Production Control Clerk 23.76
01290 - Rental Clerk 14.13
01300 - Scheduler Maintenance 16.93
01311 - Secretary I 16.93
01312 - Secretary II 18.93
01313 - Secretary III 21.10
01320 - Service Order Dispatcher 18.36
01410 - Supply Technician 32.36
01420 - Survey Worker 15.09
01460 - Switchboard Operator/Receptionist 14.61
01531 - Travel Clerk I 15.13
01532 - Travel Clerk II 16.54
01533 - Travel Clerk III 17.61
01611 - Word Processor I 17.84
01612 - Word Processor II 20.04
01613 - Word Processor III 22.41
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 25.30
05010 - Automotive Electrician 20.79
05040 - Automotive Glass Installer 19.43
05070 - Automotive Worker 19.43
05110 - Mobile Equipment Servicer 16.35
05130 - Motor Equipment Metal Mechanic 21.96
05160 - Motor Equipment Metal Worker 19.43
05190 - Motor Vehicle Mechanic 21.96
05220 - Motor Vehicle Mechanic Helper 14.83
05250 - Motor Vehicle Upholstery Worker 17.89
05280 - Motor Vehicle Wrecker 19.43
05310 - Painter Automotive 20.79
05340 - Radiator Repair Specialist 19.43
05370 - Tire Repairer 14.66
05400 - Transmission Repair Specialist 21.96
07000 - Food Preparation And Service Occupations
07010 - Baker 13.07
07041 - Cook I 12.72
07042 - Cook II 15.11
07070 - Dishwasher 10.51
07130 - Food Service Worker 11.17
07210 - Meat Cutter 14.65
07260 - Waiter/Waitress 9.22
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 18.36

09040 - Furniture Handler 11.16
09080 - Furniture Refinisher 16.55
09090 - Furniture Refinisher Helper 13.03
09110 - Furniture Repairer Minor 14.91
09130 - Upholsterer 18.49
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.64
11060 - Elevator Operator 11.91
11090 - Gardener 19.43
11122 - Housekeeping Aide 11.91
11150 - Janitor 11.91
11210 - Laborer Grounds Maintenance 15.01
11240 - Maid or Houseman 10.34
11260 - Pruner 13.04
11270 - Tractor Operator 19.04
11330 - Trail Maintenance Worker 15.01
11360 - Window Cleaner 13.71
12000 - Health Occupations
12010 - Ambulance Driver 18.85
12011 - Breath Alcohol Technician 20.60
12012 - Certified Occupational Therapist Assistant 33.25
12015 - Certified Physical Therapist Assistant 28.02
12020 - Dental Assistant 20.53
12025 - Dental Hygienist 38.34
12030 - EKG Technician 32.65
12035 - Electroneurodiagnostic Technologist 32.65
12040 - Emergency Medical Technician 18.85
12071 - Licensed Practical Nurse I 18.42
12072 - Licensed Practical Nurse II 20.60
12073 - Licensed Practical Nurse III 22.96
12100 - Medical Assistant 17.07
12130 - Medical Laboratory Technician 24.49
12160 - Medical Record Clerk 18.30
12190 - Medical Record Technician 21.39
12195 - Medical Transcriptionist 17.62
12210 - Nuclear Medicine Technologist 38.79
12221 - Nursing Assistant I 12.34
12222 - Nursing Assistant II 13.87
12223 - Nursing Assistant III 15.14
12224 - Nursing Assistant IV 17.00
12235 - Optical Dispenser 17.91
12236 - Optical Technician 14.59
12250 - Pharmacy Technician 15.46
12280 - Phlebotomist 17.08
12305 - Radiologic Technologist 29.07
12311 - Registered Nurse I 24.24
12312 - Registered Nurse II 29.65
12313 - Registered Nurse II Specialist 29.65
12314 - Registered Nurse III 35.88
12315 - Registered Nurse III Anesthetist 35.88

12316 - Registered Nurse IV		43.00
12317 - Scheduler (Drug and Alcohol Testing)		25.52
12320 - Substance Abuse Treatment Counselor		22.96
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.00
13012 - Exhibits Specialist II		26.02
13013 - Exhibits Specialist III		31.82
13041 - Illustrator I		20.60
13042 - Illustrator II		23.85
13043 - Illustrator III		29.17
13047 - Librarian		31.96
13050 - Library Aide/Clerk		13.00
13054 - Library Information Technology Systems Administrator		28.86
13058 - Library Technician		19.12
13061 - Media Specialist I		20.83
13062 - Media Specialist II		23.29
13063 - Media Specialist III		25.96
13071 - Photographer I		18.15
13072 - Photographer II		20.31
13073 - Photographer III		24.95
13074 - Photographer IV		30.77
13075 - Photographer V		37.21
13090 - Technical Order Library Clerk		16.33
13110 - Video Teleconference Technician		20.37
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		24.56
14045 - Computer Operator V		27.19
14071 - Computer Programmer I	(see 1)	25.20
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - 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		24.56
14170 - System Support Specialist		34.63
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.21
15020 - Aircrew Training Devices Instructor (Rated)		36.56
15030 - Air Crew Training Devices Instructor (Pilot)		43.81
15050 - Computer Based Training Specialist / Instructor		30.21
15060 - Educational Technologist		34.28
15070 - Flight Instructor (Pilot)		43.81
15080 - Graphic Artist		25.65
15085 - Maintenance Test Pilot Fixed Jet/Prop		43.81

15086 - Maintenance Test Pilot Rotary Wing 43.81
15088 - Non-Maintenance Test/Co-Pilot 43.81
15090 - Technical Instructor 25.50
15095 - Technical Instructor/Course Developer 31.18
15110 - Test Proctor 20.57
15120 - Tutor 20.57
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.67
16030 - Counter Attendant 10.67
16040 - Dry Cleaner 13.63
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 14.59
16220 - Tailor 15.60
16250 - Washer Machine 11.66
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.01
19040 - Tool And Die Maker 25.80
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.95
21030 - Material Coordinator 23.76
21040 - Material Expediter 23.76
21050 - Material Handling Laborer 14.38
21071 - Order Filler 13.24
21080 - Production Line Worker (Food Processing) 17.95
21110 - Shipping Packer 16.55
21130 - Shipping/Receiving Clerk 16.55
21140 - Store Worker I 12.60
21150 - Stock Clerk 19.31
21210 - Tools And Parts Attendant 17.95
21410 - Warehouse Specialist 17.95
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.49
23019 - Aircraft Logs and Records Technician 24.43
23021 - Aircraft Mechanic I 29.04
23022 - Aircraft Mechanic II 30.49
23023 - Aircraft Mechanic III 32.04
23040 - Aircraft Mechanic Helper 21.34
23050 - Aircraft Painter 27.50
23060 - Aircraft Servicer 24.43
23070 - Aircraft Survival Flight Equipment Technician 27.50
23080 - Aircraft Worker 25.94
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.94
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 29.04
23110 - Appliance Mechanic 21.39

23120 - Bicycle Repairer 18.06
23125 - Cable Splicer 28.32
23130 - Carpenter Maintenance 20.57
23140 - Carpet Layer 21.82
23160 - Electrician Maintenance 27.76
23181 - Electronics Technician Maintenance I 28.41
23182 - Electronics Technician Maintenance II 30.40
23183 - Electronics Technician Maintenance III 32.11
23260 - Fabric Worker 18.40
23290 - Fire Alarm System Mechanic 22.35
23310 - Fire Extinguisher Repairer 18.06
23311 - Fuel Distribution System Mechanic 25.77
23312 - Fuel Distribution System Operator 19.19
23370 - General Maintenance Worker 19.51
23380 - Ground Support Equipment Mechanic 29.04
23381 - Ground Support Equipment Servicer 24.43
23382 - Ground Support Equipment Worker 25.94
23391 - Gunsmith I 18.06
23392 - Gunsmith II 21.46
23393 - Gunsmith III 24.25
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.90
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.13
23430 - Heavy Equipment Mechanic 23.40
23440 - Heavy Equipment Operator 19.21
23460 - Instrument Mechanic 28.57
23465 - Laboratory/Shelter Mechanic 22.96
23470 - Laborer 14.38
23510 - Locksmith 23.50
23530 - Machinery Maintenance Mechanic 26.12
23550 - Machinist Maintenance 19.67
23580 - Maintenance Trades Helper 15.71
23591 - Metrology Technician I 28.57
23592 - Metrology Technician II 30.07
23593 - Metrology Technician III 31.57
23640 - Millwright 26.83
23710 - Office Appliance Repairer 18.57
23760 - Painter Maintenance 19.16
23790 - Pipefitter Maintenance 26.90
23810 - Plumber Maintenance 25.47
23820 - Pneudraulic Systems Mechanic 24.25
23850 - Rigger 23.61
23870 - Scale Mechanic 21.46
23890 - Sheet-Metal Worker Maintenance 20.73
23910 - Small Engine Mechanic 19.51
23931 - Telecommunications Mechanic I 27.67
23932 - Telecommunications Mechanic II 29.16
23950 - Telephone Lineman 22.63
23960 - Welder Combination Maintenance 19.18

23965 - Well Driller		20.90
23970 - Woodcraft Worker		24.25
23980 - Woodworker		18.06
24000 - Personal Needs Occupations		
24550 - Case Manager		13.99
24570 - Child Care Attendant		11.06
24580 - Child Care Center Clerk		13.83
24610 - Chore Aide		11.49
24620 - Family Readiness And Support Services Coordinator		13.99
24630 - Homemaker		15.32
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		30.16
25040 - Sewage Plant Operator		21.29
25070 - Stationary Engineer		30.16
25190 - Ventilation Equipment Tender		20.68
25210 - Water Treatment Plant Operator		21.29
27000 - Protective Service Occupations		
27004 - Alarm Monitor		17.96
27007 - Baggage Inspector		13.38
27008 - Corrections Officer		17.76
27010 - Court Security Officer		18.90
27030 - Detection Dog Handler		15.58
27040 - Detention Officer		17.76
27070 - Firefighter		20.36
27101 - Guard I		13.38
27102 - Guard II		15.58
27131 - Police Officer I		21.65
27132 - Police Officer II		24.06
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.52
28042 - Carnival Equipment Repairer		14.70
28043 - Carnival Worker		9.30
28210 - Gate Attendant/Gate Tender		14.99
28310 - Lifeguard		11.34
28350 - Park Attendant (Aide)		16.76
28510 - Recreation Aide/Health Facility Attendant		12.23
28515 - Recreation Specialist		20.77
28630 - Sports Official		13.35
28690 - Swimming Pool Operator		17.68
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		27.96
29020 - Hatch Tender		27.96
29030 - Line Handler		27.96
29041 - Stevedore I		25.77
29042 - Stevedore II		29.73
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	42.44
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	29.26
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	32.23

30021 - Archeological Technician I		18.51
30022 - Archeological Technician II		20.71
30023 - Archeological Technician III		25.65
30030 - Cartographic Technician		25.65
30040 - Civil Engineering Technician		23.84
30051 - Cryogenic Technician I		28.41
30052 - Cryogenic Technician II		31.38
30061 - Drafter/CAD Operator I		18.51
30062 - Drafter/CAD Operator II		20.71
30063 - Drafter/CAD Operator III		23.08
30064 - Drafter/CAD Operator IV		28.41
30081 - Engineering Technician I		14.80
30082 - Engineering Technician II		16.62
30083 - Engineering Technician III		18.58
30084 - Engineering Technician IV		27.52
30085 - Engineering Technician V		33.30
30086 - Engineering Technician VI		34.08
30090 - Environmental Technician		24.00
30095 - Evidence Control Specialist		25.65
30210 - Laboratory Technician		23.38
30221 - Latent Fingerprint Technician I		24.60
30222 - Latent Fingerprint Technician II		27.16
30240 - Mathematical Technician		28.21
30361 - Paralegal/Legal Assistant I		21.05
30362 - Paralegal/Legal Assistant II		26.07
30363 - Paralegal/Legal Assistant III		31.90
30364 - Paralegal/Legal Assistant IV		38.59
30375 - Petroleum Supply Specialist		31.38
30390 - Photo-Optics Technician		25.65
30395 - Radiation Control Technician		31.38
30461 - Technical Writer I		24.71
30462 - Technical Writer II		30.23
30463 - Technical Writer III		36.58
30491 - Unexploded Ordnance (UXO) Technician I		26.97
30492 - Unexploded Ordnance (UXO) Technician II		32.64
30493 - Unexploded Ordnance (UXO) Technician III		39.12
30494 - Unexploded (UXO) Safety Escort		26.97
30495 - Unexploded (UXO) Sweep Personnel		26.97
30501 - Weather Forecaster I		28.41
30502 - Weather Forecaster II		34.55
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.08
30621 - Weather Observer Senior	(see 2)	25.65
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		32.64
31020 - Bus Aide		11.42
31030 - Bus Driver		17.31
31043 - Driver Courier		15.84
31260 - Parking and Lot Attendant		10.28
31290 - Shuttle Bus Driver		17.08

31310 - Taxi Driver	11.93
31361 - Truckdriver Light	17.47
31362 - Truckdriver Medium	19.11
31363 - Truckdriver Heavy	23.71
31364 - Truckdriver Tractor-Trailer	23.71
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.91
99030 - Cashier	10.82
99050 - Desk Clerk	10.95
99095 - Embalmer	24.38
99130 - Flight Follower	26.97
99251 - Laboratory Animal Caretaker I	13.37
99252 - Laboratory Animal Caretaker II	14.74
99260 - Marketing Analyst	31.45
99310 - Mortician	25.85
99410 - Pest Controller	17.67
99510 - Photofinishing Worker	12.68
99710 - Recycling Laborer	18.06
99711 - Recycling Specialist	21.99
99730 - Refuse Collector	16.34
99810 - Sales Clerk	11.68
99820 - School Crossing Guard	14.14
99830 - Survey Party Chief	20.77
99831 - Surveying Aide	14.73
99832 - Surveying Technician	20.12
99840 - Vending Machine Attendant	14.88
99841 - Vending Machine Repairer	19.25
99842 - Vending Machine Repairer Helper	14.88

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 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))."

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U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4474
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.

State: Georgia

Area: Georgia Counties of Heard Meriwether

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.50
01012 - Accounting Clerk II		18.53
01013 - Accounting Clerk III		20.74
01020 - Administrative Assistant		30.45
01035 - Court Reporter		18.39
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		15.00
01052 - Data Entry Operator II		16.36
01060 - Dispatcher Motor Vehicle		18.80
01070 - Document Preparation Clerk		16.68

01090 - Duplicating Machine Operator	16.68
01111 - General Clerk I	14.23
01112 - General Clerk II	15.52
01113 - General Clerk III	17.42
01120 - Housing Referral Assistant	21.05
01141 - Messenger Courier	13.65
01191 - Order Clerk I	14.88
01192 - Order Clerk II	16.24
01261 - Personnel Assistant (Employment) I	17.23
01262 - Personnel Assistant (Employment) II	19.29
01263 - Personnel Assistant (Employment) III	21.50
01270 - Production Control Clerk	23.76
01290 - Rental Clerk	13.79
01300 - Scheduler Maintenance	16.89
01311 - Secretary I	16.89
01312 - Secretary II	18.89
01313 - Secretary III	21.05
01320 - Service Order Dispatcher	16.80
01410 - Supply Technician	30.45
01420 - Survey Worker	15.09
01460 - Switchboard Operator/Receptionist	14.13
01531 - Travel Clerk I	15.13
01532 - Travel Clerk II	16.54
01533 - Travel Clerk III	17.61
01611 - Word Processor I	16.99
01612 - Word Processor II	19.07
01613 - Word Processor III	21.35
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	23.00
05010 - Automotive Electrician	20.10
05040 - Automotive Glass Installer	18.78
05070 - Automotive Worker	18.78
05110 - Mobile Equipment Servicer	15.83
05130 - Motor Equipment Metal Mechanic	21.23
05160 - Motor Equipment Metal Worker	18.78
05190 - Motor Vehicle Mechanic	21.23
05220 - Motor Vehicle Mechanic Helper	14.36
05250 - Motor Vehicle Upholstery Worker	17.30
05280 - Motor Vehicle Wrecker	18.78
05310 - Painter Automotive	20.10
05340 - Radiator Repair Specialist	18.78
05370 - Tire Repairer	14.00
05400 - Transmission Repair Specialist	21.23
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.07
07041 - Cook I	12.63
07042 - Cook II	14.98
07070 - Dishwasher	9.87
07130 - Food Service Worker	10.56
07210 - Meat Cutter	14.65

07260 - Waiter/Waitress	9.14
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.46
09040 - Furniture Handler	11.16
09080 - Furniture Refinisher	15.55
09090 - Furniture Refinisher Helper	13.03
09110 - Furniture Repairer Minor	14.91
09130 - Upholsterer	18.46
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.83
11060 - Elevator Operator	11.53
11090 - Gardener	17.66
11122 - Housekeeping Aide	11.53
11150 - Janitor	11.53
11210 - Laborer Grounds Maintenance	14.40
11240 - Maid or Houseman	10.17
11260 - Pruner	12.51
11270 - Tractor Operator	18.27
11330 - Trail Maintenance Worker	14.40
11360 - Window Cleaner	13.27
12000 - Health Occupations	
12010 - Ambulance Driver	18.85
12011 - Breath Alcohol Technician	19.48
12012 - Certified Occupational Therapist Assistant	32.98
12015 - Certified Physical Therapist Assistant	27.34
12020 - Dental Assistant	20.39
12025 - Dental Hygienist	38.34
12030 - EKG Technician	32.65
12035 - Electroneurodiagnostic Technologist	32.65
12040 - Emergency Medical Technician	18.85
12071 - Licensed Practical Nurse I	17.40
12072 - Licensed Practical Nurse II	19.48
12073 - Licensed Practical Nurse III	21.71
12100 - Medical Assistant	16.83
12130 - Medical Laboratory Technician	22.39
12160 - Medical Record Clerk	16.64
12190 - Medical Record Technician	19.48
12195 - Medical Transcriptionist	17.62
12210 - Nuclear Medicine Technologist	38.36
12221 - Nursing Assistant I	11.46
12222 - Nursing Assistant II	12.86
12223 - Nursing Assistant III	14.03
12224 - Nursing Assistant IV	15.75
12235 - Optical Dispenser	17.19
12236 - Optical Technician	14.59
12250 - Pharmacy Technician	15.11
12280 - Phlebotomist	16.19
12305 - Radiologic Technologist	29.07
12311 - Registered Nurse I	23.72
12312 - Registered Nurse II	29.02

12313 - Registered Nurse II Specialist		29.02
12314 - Registered Nurse III		35.10
12315 - Registered Nurse III Anesthetist		35.10
12316 - Registered Nurse IV		42.07
12317 - Scheduler (Drug and Alcohol Testing)		24.12
12320 - Substance Abuse Treatment Counselor		22.96
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.54
13012 - Exhibits Specialist II		24.22
13013 - Exhibits Specialist III		29.62
13041 - Illustrator I		20.60
13042 - Illustrator II		23.68
13043 - Illustrator III		28.98
13047 - Librarian		30.40
13050 - Library Aide/Clerk		12.37
13054 - Library Information Technology Systems Administrator		27.45
13058 - Library Technician		19.12
13061 - Media Specialist I		19.80
13062 - Media Specialist II		22.16
13063 - Media Specialist III		24.70
13071 - Photographer I		18.15
13072 - Photographer II		20.31
13073 - Photographer III		24.95
13074 - Photographer IV		30.77
13075 - Photographer V		37.21
13090 - Technical Order Library Clerk		16.19
13110 - Video Teleconference Technician		20.24
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.11
14042 - Computer Operator II		18.02
14043 - Computer Operator III		20.09
14044 - Computer Operator IV		22.33
14045 - Computer Operator V		24.72
14071 - Computer Programmer I	(see 1)	23.98
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		16.11
14160 - Personal Computer Support Technician		22.33
14170 - System Support Specialist		34.63
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)		43.11
15050 - Computer Based Training Specialist / Instructor		29.73
15060 - Educational Technologist		34.28

15070 - Flight Instructor (Pilot) 43.11
15080 - Graphic Artist 25.65
15085 - Maintenance Test Pilot Fixed Jet/Prop 43.11
15086 - Maintenance Test Pilot Rotary Wing 43.11
15088 - Non-Maintenance Test/Co-Pilot 43.11
15090 - Technical Instructor 25.50
15095 - Technical Instructor/Course Developer 31.18
15110 - Test Proctor 20.57
15120 - Tutor 20.57
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.34
16030 - Counter Attendant 10.34
16040 - Dry Cleaner 13.21
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 14.14
16220 - Tailor 15.11
16250 - Washer Machine 11.30
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.01
19040 - Tool And Die Maker 25.80
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.67
21030 - Material Coordinator 23.76
21040 - Material Expediter 23.76
21050 - Material Handling Laborer 13.30
21071 - Order Filler 13.18
21080 - Production Line Worker (Food Processing) 17.67
21110 - Shipping Packer 15.61
21130 - Shipping/Receiving Clerk 15.61
21140 - Store Worker I 12.22
21150 - Stock Clerk 18.74
21210 - Tools And Parts Attendant 17.67
21410 - Warehouse Specialist 17.67
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.49
23019 - Aircraft Logs and Records Technician 24.43
23021 - Aircraft Mechanic I 29.04
23022 - Aircraft Mechanic II 30.49
23023 - Aircraft Mechanic III 32.04
23040 - Aircraft Mechanic Helper 21.34
23050 - Aircraft Painter 27.50
23060 - Aircraft Servicer 24.43
23070 - Aircraft Survival Flight Equipment Technician 27.50
23080 - Aircraft Worker 25.94
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.94

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 29.04
23110 - Appliance Mechanic 20.58
23120 - Bicycle Repairer 16.45
23125 - Cable Splicer 27.26
23130 - Carpenter Maintenance 20.06
23140 - Carpet Layer 19.84
23160 - Electrician Maintenance 25.39
23181 - Electronics Technician Maintenance I 28.11
23182 - Electronics Technician Maintenance II 30.08
23183 - Electronics Technician Maintenance III 31.78
23260 - Fabric Worker 18.40
23290 - Fire Alarm System Mechanic 20.32
23310 - Fire Extinguisher Repairer 16.93
23311 - Fuel Distribution System Mechanic 23.79
23312 - Fuel Distribution System Operator 17.74
23370 - General Maintenance Worker 18.68
23380 - Ground Support Equipment Mechanic 29.04
23381 - Ground Support Equipment Servicer 24.43
23382 - Ground Support Equipment Worker 25.94
23391 - Gunsmith I 16.93
23392 - Gunsmith II 20.09
23393 - Gunsmith III 22.70
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.88
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.05
23430 - Heavy Equipment Mechanic 22.07
23440 - Heavy Equipment Operator 18.75
23460 - Instrument Mechanic 25.97
23465 - Laboratory/Shelter Mechanic 21.49
23470 - Laborer 13.30
23510 - Locksmith 23.50
23530 - Machinery Maintenance Mechanic 25.51
23550 - Machinist Maintenance 19.67
23580 - Maintenance Trades Helper 14.28
23591 - Metrology Technician I 25.97
23592 - Metrology Technician II 27.34
23593 - Metrology Technician III 28.70
23640 - Millwright 24.57
23710 - Office Appliance Repairer 17.90
23760 - Painter Maintenance 19.05
23790 - Pipefitter Maintenance 25.58
23810 - Plumber Maintenance 24.21
23820 - Pneudraulic Systems Mechanic 22.70
23850 - Rigger 21.46
23870 - Scale Mechanic 20.09
23890 - Sheet-Metal Worker Maintenance 19.22
23910 - Small Engine Mechanic 19.51
23931 - Telecommunications Mechanic I 27.22

23932 - Telecommunications Mechanic II 28.69
23950 - Telephone Lineman 21.01
23960 - Welder Combination Maintenance 18.25
23965 - Well Driller 20.90
23970 - Woodcraft Worker 22.70
23980 - Woodworker 16.93
24000 - Personal Needs Occupations
24550 - Case Manager 13.99
24570 - Child Care Attendant 11.06
24580 - Child Care Center Clerk 13.83
24610 - Chore Aide 11.44
24620 - Family Readiness And Support Services Coordinator 13.99
24630 - Homemaker 15.32
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 27.42
25040 - Sewage Plant Operator 20.42
25070 - Stationary Engineer 27.42
25190 - Ventilation Equipment Tender 19.55
25210 - Water Treatment Plant Operator 20.42
27000 - Protective Service Occupations
27004 - Alarm Monitor 17.72
27007 - Baggage Inspector 13.38
27008 - Corrections Officer 17.43
27010 - Court Security Officer 18.90
27030 - Detection Dog Handler 15.58
27040 - Detention Officer 17.43
27070 - Firefighter 20.36
27101 - Guard I 13.38
27102 - Guard II 15.58
27131 - Police Officer I 20.70
27132 - Police Officer II 23.00
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.52
28042 - Carnival Equipment Repairer 14.68
28043 - Carnival Worker 9.30
28210 - Gate Attendant/Gate Tender 14.65
28310 - Lifeguard 11.34
28350 - Park Attendant (Aide) 16.40
28510 - Recreation Aide/Health Facility Attendant 11.96
28515 - Recreation Specialist 20.30
28630 - Sports Official 13.05
28690 - Swimming Pool Operator 17.68
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 25.42
29020 - Hatch Tender 25.42
29030 - Line Handler 25.42
29041 - Stevedore I 23.43
29042 - Stevedore II 27.03
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 42.02
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 28.98
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 31.91
30021 - Archeological Technician I 18.51
30022 - Archeological Technician II 20.71
30023 - Archeological Technician III 25.65
30030 - Cartographic Technician 25.65
30040 - Civil Engineering Technician 23.84
30051 - Cryogenic Technician I 28.41
30052 - Cryogenic Technician II 31.38
30061 - Drafter/CAD Operator I 18.51
30062 - Drafter/CAD Operator II 20.71
30063 - Drafter/CAD Operator III 23.08
30064 - Drafter/CAD Operator IV 28.41
30081 - Engineering Technician I 14.46
30082 - Engineering Technician II 16.24
30083 - Engineering Technician III 18.16
30084 - Engineering Technician IV 27.52
30085 - Engineering Technician V 33.30
30086 - Engineering Technician VI 33.30
30090 - Environmental Technician 24.00
30095 - Evidence Control Specialist 25.65
30210 - Laboratory Technician 21.89
30221 - Latent Fingerprint Technician I 24.60
30222 - Latent Fingerprint Technician II 27.16
30240 - Mathematical Technician 25.65
30361 - Paralegal/Legal Assistant I 21.05
30362 - Paralegal/Legal Assistant II 26.07
30363 - Paralegal/Legal Assistant III 31.90
30364 - Paralegal/Legal Assistant IV 38.59
30375 - Petroleum Supply Specialist 31.38
30390 - Photo-Optics Technician 25.65
30395 - Radiation Control Technician 31.38
30461 - Technical Writer I 24.09
30462 - Technical Writer II 29.48
30463 - Technical Writer III 35.66
30491 - Unexploded Ordnance (UXO) Technician I 26.71
30492 - Unexploded Ordnance (UXO) Technician II 32.31
30493 - Unexploded Ordnance (UXO) Technician III 38.73
30494 - Unexploded (UXO) Safety Escort 26.71
30495 - Unexploded (UXO) Sweep Personnel 26.71
30501 - Weather Forecaster I 28.41
30502 - Weather Forecaster II 34.55
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.08
30621 - Weather Observer Senior (see 2) 25.65
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 32.31
31020 - Bus Aide 11.42
31030 - Bus Driver 17.31

31043 - Driver Courier	15.49
31260 - Parking and Lot Attendant	9.66
31290 - Shuttle Bus Driver	17.08
31310 - Taxi Driver	11.58
31361 - Truckdriver Light	17.08
31362 - Truckdriver Medium	18.66
31363 - Truckdriver Heavy	22.52
31364 - Truckdriver Tractor-Trailer	22.52
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.75
99030 - Cashier	10.26
99050 - Desk Clerk	10.36
99095 - Embalmer	24.38
99130 - Flight Follower	26.71
99251 - Laboratory Animal Caretaker I	13.37
99252 - Laboratory Animal Caretaker II	14.74
99260 - Marketing Analyst	31.45
99310 - Mortician	25.85
99410 - Pest Controller	17.67
99510 - Photofinishing Worker	12.68
99710 - Recycling Laborer	18.06
99711 - Recycling Specialist	21.99
99730 - Refuse Collector	16.34
99810 - Sales Clerk	11.01
99820 - School Crossing Guard	14.14
99830 - Survey Party Chief	19.10
99831 - Surveying Aide	13.54
99832 - Surveying Technician	18.50
99840 - Vending Machine Attendant	14.88
99841 - Vending Machine Repairer	18.10
99842 - Vending Machine Repairer Helper	14.88

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 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

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Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Georgia

Area: Georgia Counties of Jasper Lamar Pike

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.85
01012 - Accounting Clerk II		18.93
01013 - Accounting Clerk III		21.17
01020 - Administrative Assistant		31.12
01035 - Court Reporter		17.93
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		15.74
01052 - Data Entry Operator II		17.18
01060 - Dispatcher Motor Vehicle		20.53
01070 - Document Preparation Clerk		16.00
01090 - Duplicating Machine Operator		16.00
01111 - General Clerk I		14.23
01112 - General Clerk II		15.52

01113 - General Clerk III 17.42
01120 - Housing Referral Assistant 21.24
01141 - Messenger Courier 13.65
01191 - Order Clerk I 15.49
01192 - Order Clerk II 16.90
01261 - Personnel Assistant (Employment) I 17.23
01262 - Personnel Assistant (Employment) II 19.29
01263 - Personnel Assistant (Employment) III 21.50
01270 - Production Control Clerk 23.76
01290 - Rental Clerk 14.13
01300 - Scheduler Maintenance 16.93
01311 - Secretary I 16.93
01312 - Secretary II 18.93
01313 - Secretary III 21.24
01320 - Service Order Dispatcher 18.36
01410 - Supply Technician 31.12
01420 - Survey Worker 15.09
01460 - Switchboard Operator/Receptionist 14.61
01531 - Travel Clerk I 14.74
01532 - Travel Clerk II 15.99
01533 - Travel Clerk III 17.28
01611 - Word Processor I 17.84
01612 - Word Processor II 20.04
01613 - Word Processor III 22.41
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 25.30
05010 - Automotive Electrician 20.79
05040 - Automotive Glass Installer 19.43
05070 - Automotive Worker 19.43
05110 - Mobile Equipment Servicer 16.35
05130 - Motor Equipment Metal Mechanic 21.96
05160 - Motor Equipment Metal Worker 19.43
05190 - Motor Vehicle Mechanic 21.96
05220 - Motor Vehicle Mechanic Helper 14.95
05250 - Motor Vehicle Upholstery Worker 17.89
05280 - Motor Vehicle Wrecker 19.43
05310 - Painter Automotive 20.79
05340 - Radiator Repair Specialist 19.43
05370 - Tire Repairer 14.66
05400 - Transmission Repair Specialist 21.96
07000 - Food Preparation And Service Occupations
07010 - Baker 12.66
07041 - Cook I 12.72
07042 - Cook II 15.11
07070 - Dishwasher 10.51
07130 - Food Service Worker 11.17
07210 - Meat Cutter 14.65
07260 - Waiter/Waitress 9.22
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 18.36

09040 - Furniture Handler 12.35
09080 - Furniture Refinisher 17.28
09090 - Furniture Refinisher Helper 14.63
09110 - Furniture Repairer Minor 15.95
09130 - Upholsterer 19.01
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.64
11060 - Elevator Operator 11.91
11090 - Gardener 21.00
11122 - Housekeeping Aide 11.91
11150 - Janitor 11.91
11210 - Laborer Grounds Maintenance 15.01
11240 - Maid or Houseman 10.34
11260 - Pruner 13.04
11270 - Tractor Operator 19.04
11330 - Trail Maintenance Worker 15.01
11360 - Window Cleaner 13.71
12000 - Health Occupations
12010 - Ambulance Driver 18.85
12011 - Breath Alcohol Technician 20.60
12012 - Certified Occupational Therapist Assistant 33.25
12015 - Certified Physical Therapist Assistant 28.02
12020 - Dental Assistant 20.53
12025 - Dental Hygienist 36.56
12030 - EKG Technician 32.65
12035 - Electroneurodiagnostic Technologist 32.65
12040 - Emergency Medical Technician 18.85
12071 - Licensed Practical Nurse I 18.42
12072 - Licensed Practical Nurse II 20.60
12073 - Licensed Practical Nurse III 22.96
12100 - Medical Assistant 17.07
12130 - Medical Laboratory Technician 24.49
12160 - Medical Record Clerk 18.85
12190 - Medical Record Technician 21.39
12195 - Medical Transcriptionist 17.62
12210 - Nuclear Medicine Technologist 38.79
12221 - Nursing Assistant I 12.34
12222 - Nursing Assistant II 13.87
12223 - Nursing Assistant III 15.14
12224 - Nursing Assistant IV 17.00
12235 - Optical Dispenser 21.66
12236 - Optical Technician 14.59
12250 - Pharmacy Technician 15.46
12280 - Phlebotomist 17.08
12305 - Radiologic Technologist 29.07
12311 - Registered Nurse I 24.24
12312 - Registered Nurse II 29.65
12313 - Registered Nurse II Specialist 29.65
12314 - Registered Nurse III 35.88
12315 - Registered Nurse III Anesthetist 35.88

12316 - Registered Nurse IV		43.00
12317 - Scheduler (Drug and Alcohol Testing)		25.52
12320 - Substance Abuse Treatment Counselor		22.96
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.00
13012 - Exhibits Specialist II		26.02
13013 - Exhibits Specialist III		31.82
13041 - Illustrator I		19.25
13042 - Illustrator II		23.85
13043 - Illustrator III		29.17
13047 - Librarian		31.96
13050 - Library Aide/Clerk		13.00
13054 - Library Information Technology Systems Administrator		28.86
13058 - Library Technician		17.94
13061 - Media Specialist I		20.83
13062 - Media Specialist II		23.29
13063 - Media Specialist III		25.96
13071 - Photographer I		18.15
13072 - Photographer II		20.31
13073 - Photographer III		25.16
13074 - Photographer IV		30.77
13075 - Photographer V		37.21
13090 - Technical Order Library Clerk		16.33
13110 - Video Teleconference Technician		20.37
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		24.56
14045 - Computer Operator V		27.26
14071 - Computer Programmer I	(see 1)	25.20
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - 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		24.64
14170 - System Support Specialist		34.63
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.21
15020 - Aircrew Training Devices Instructor (Rated)		36.56
15030 - Air Crew Training Devices Instructor (Pilot)		43.81
15050 - Computer Based Training Specialist / Instructor		30.21
15060 - Educational Technologist		34.28
15070 - Flight Instructor (Pilot)		43.81
15080 - Graphic Artist		25.14
15085 - Maintenance Test Pilot Fixed Jet/Prop		43.81

15086 - Maintenance Test Pilot Rotary Wing 43.81
15088 - Non-Maintenance Test/Co-Pilot 43.81
15090 - Technical Instructor 25.50
15095 - Technical Instructor/Course Developer 31.18
15110 - Test Proctor 20.57
15120 - Tutor 20.57
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.67
16030 - Counter Attendant 10.67
16040 - Dry Cleaner 13.63
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 14.59
16220 - Tailor 15.60
16250 - Washer Machine 11.66
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.54
19040 - Tool And Die Maker 25.80
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.95
21030 - Material Coordinator 23.76
21040 - Material Expediter 23.76
21050 - Material Handling Laborer 14.38
21071 - Order Filler 13.24
21080 - Production Line Worker (Food Processing) 17.95
21110 - Shipping Packer 16.55
21130 - Shipping/Receiving Clerk 16.55
21140 - Store Worker I 13.47
21150 - Stock Clerk 19.31
21210 - Tools And Parts Attendant 17.95
21410 - Warehouse Specialist 17.95
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 34.49
23019 - Aircraft Logs and Records Technician 29.45
23021 - Aircraft Mechanic I 33.17
23022 - Aircraft Mechanic II 34.49
23023 - Aircraft Mechanic III 35.90
23040 - Aircraft Mechanic Helper 27.02
23050 - Aircraft Painter 31.42
23060 - Aircraft Servicer 29.45
23070 - Aircraft Survival Flight Equipment Technician 31.42
23080 - Aircraft Worker 30.65
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 30.65
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 33.17
23110 - Appliance Mechanic 21.39

23120 - Bicycle Repairer	18.06
23125 - Cable Splicer	28.32
23130 - Carpenter Maintenance	20.57
23140 - Carpet Layer	21.82
23160 - Electrician Maintenance	27.76
23181 - Electronics Technician Maintenance I	28.41
23182 - Electronics Technician Maintenance II	30.40
23183 - Electronics Technician Maintenance III	32.11
23260 - Fabric Worker	18.40
23290 - Fire Alarm System Mechanic	22.35
23310 - Fire Extinguisher Repairer	18.06
23311 - Fuel Distribution System Mechanic	25.77
23312 - Fuel Distribution System Operator	19.19
23370 - General Maintenance Worker	19.51
23380 - Ground Support Equipment Mechanic	33.17
23381 - Ground Support Equipment Servicer	29.45
23382 - Ground Support Equipment Worker	30.65
23391 - Gunsmith I	18.06
23392 - Gunsmith II	21.46
23393 - Gunsmith III	24.25
23410 - Heating Ventilation And Air-Conditioning Mechanic	22.90
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	24.13
23430 - Heavy Equipment Mechanic	23.40
23440 - Heavy Equipment Operator	19.21
23460 - Instrument Mechanic	31.25
23465 - Laboratory/Shelter Mechanic	22.96
23470 - Laborer	14.38
23510 - Locksmith	23.50
23530 - Machinery Maintenance Mechanic	26.12
23550 - Machinist Maintenance	19.67
23580 - Maintenance Trades Helper	15.91
23591 - Metrology Technician I	31.25
23592 - Metrology Technician II	32.93
23593 - Metrology Technician III	34.69
23640 - Millwright	26.83
23710 - Office Appliance Repairer	18.57
23760 - Painter Maintenance	19.16
23790 - Pipefitter Maintenance	26.90
23810 - Plumber Maintenance	25.47
23820 - Pneudraulic Systems Mechanic	24.25
23850 - Rigger	24.26
23870 - Scale Mechanic	21.46
23890 - Sheet-Metal Worker Maintenance	22.36
23910 - Small Engine Mechanic	19.51
23931 - Telecommunications Mechanic I	29.38
23932 - Telecommunications Mechanic II	30.96
23950 - Telephone Lineman	23.79
23960 - Welder Combination Maintenance	19.18

23965 - Well Driller	20.90
23970 - Woodcraft Worker	24.25
23980 - Woodworker	18.06
24000 - Personal Needs Occupations	
24550 - Case Manager	13.99
24570 - Child Care Attendant	10.42
24580 - Child Care Center Clerk	12.99
24610 - Chore Aide	11.49
24620 - Family Readiness And Support Services Coordinator	13.99
24630 - Homemaker	13.99
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	30.63
25040 - Sewage Plant Operator	21.29
25070 - Stationary Engineer	30.63
25190 - Ventilation Equipment Tender	20.68
25210 - Water Treatment Plant Operator	21.29
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.96
27007 - Baggage Inspector	12.96
27008 - Corrections Officer	17.76
27010 - Court Security Officer	18.90
27030 - Detection Dog Handler	14.50
27040 - Detention Officer	17.76
27070 - Firefighter	20.36
27101 - Guard I	12.96
27102 - Guard II	14.50
27131 - Police Officer I	21.65
27132 - Police Officer II	24.06
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.33
28042 - Carnival Equipment Repairer	14.70
28043 - Carnival Worker	9.30
28210 - Gate Attendant/Gate Tender	14.99
28310 - Lifeguard	11.74
28350 - Park Attendant (Aide)	16.76
28510 - Recreation Aide/Health Facility Attendant	12.23
28515 - Recreation Specialist	20.77
28630 - Sports Official	13.35
28690 - Swimming Pool Operator	17.68
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	28.15
29020 - Hatch Tender	28.15
29030 - Line Handler	28.15
29041 - Stevedore I	25.92
29042 - Stevedore II	30.12
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	42.44
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	29.26
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	32.23

30021 - Archeological Technician I		18.51
30022 - Archeological Technician II		20.72
30023 - Archeological Technician III		25.65
30030 - Cartographic Technician		25.65
30040 - Civil Engineering Technician		23.84
30051 - Cryogenic Technician I		28.41
30052 - Cryogenic Technician II		31.38
30061 - Drafter/CAD Operator I		18.51
30062 - Drafter/CAD Operator II		20.72
30063 - Drafter/CAD Operator III		23.08
30064 - Drafter/CAD Operator IV		28.41
30081 - Engineering Technician I		14.80
30082 - Engineering Technician II		16.62
30083 - Engineering Technician III		18.58
30084 - Engineering Technician IV		23.02
30085 - Engineering Technician V		28.16
30086 - Engineering Technician VI		34.08
30090 - Environmental Technician		24.13
30095 - Evidence Control Specialist		25.65
30210 - Laboratory Technician		23.38
30221 - Latent Fingerprint Technician I		24.60
30222 - Latent Fingerprint Technician II		27.16
30240 - Mathematical Technician		28.21
30361 - Paralegal/Legal Assistant I		21.05
30362 - Paralegal/Legal Assistant II		26.07
30363 - Paralegal/Legal Assistant III		31.90
30364 - Paralegal/Legal Assistant IV		38.59
30375 - Petroleum Supply Specialist		31.38
30390 - Photo-Optics Technician		25.65
30395 - Radiation Control Technician		31.38
30461 - Technical Writer I		24.71
30462 - Technical Writer II		30.23
30463 - Technical Writer III		36.58
30491 - Unexploded Ordnance (UXO) Technician I		26.97
30492 - Unexploded Ordnance (UXO) Technician II		32.64
30493 - Unexploded Ordnance (UXO) Technician III		39.12
30494 - Unexploded (UXO) Safety Escort		26.97
30495 - Unexploded (UXO) Sweep Personnel		26.97
30501 - Weather Forecaster I		28.41
30502 - Weather Forecaster II		34.55
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.08
30621 - Weather Observer Senior	(see 2)	25.65
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		32.64
31020 - Bus Aide		12.42
31030 - Bus Driver		17.31
31043 - Driver Courier		15.84
31260 - Parking and Lot Attendant		11.04
31290 - Shuttle Bus Driver		17.08

31310 - Taxi Driver	11.93
31361 - Truckdriver Light	17.47
31362 - Truckdriver Medium	19.11
31363 - Truckdriver Heavy	23.71
31364 - Truckdriver Tractor-Trailer	23.71
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.91
99030 - Cashier	10.82
99050 - Desk Clerk	10.95
99095 - Embalmer	24.38
99130 - Flight Follower	26.97
99251 - Laboratory Animal Caretaker I	13.37
99252 - Laboratory Animal Caretaker II	14.74
99260 - Marketing Analyst	31.45
99310 - Mortician	25.85
99410 - Pest Controller	17.67
99510 - Photofinishing Worker	12.68
99710 - Recycling Laborer	17.33
99711 - Recycling Specialist	21.99
99730 - Refuse Collector	15.27
99810 - Sales Clerk	11.68
99820 - School Crossing Guard	13.90
99830 - Survey Party Chief	22.12
99831 - Surveying Aide	17.08
99832 - Surveying Technician	20.12
99840 - Vending Machine Attendant	17.18
99841 - Vending Machine Repairer	19.53
99842 - Vending Machine Repairer Helper	17.18

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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.: 2015-4476
Revision No.: 14
Date Of Last Revision: 04/30/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Georgia

Area: Georgia Counties of Jasper Lamar Pike

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.50
01012 - Accounting Clerk II		18.53
01013 - Accounting Clerk III		20.74
01020 - Administrative Assistant		28.29
01035 - Court Reporter		17.93
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		15.00
01052 - Data Entry Operator II		16.36
01060 - Dispatcher Motor Vehicle		18.80
01070 - Document Preparation Clerk		15.80

01090 - Duplicating Machine Operator 15.80
01111 - General Clerk I 14.23
01112 - General Clerk II 15.52
01113 - General Clerk III 17.42
01120 - Housing Referral Assistant 21.24
01141 - Messenger Courier 13.65
01191 - Order Clerk I 14.88
01192 - Order Clerk II 16.24
01261 - Personnel Assistant (Employment) I 17.23
01262 - Personnel Assistant (Employment) II 19.29
01263 - Personnel Assistant (Employment) III 21.50
01270 - Production Control Clerk 23.76
01290 - Rental Clerk 13.79
01300 - Scheduler Maintenance 16.89
01311 - Secretary I 16.89
01312 - Secretary II 18.89
01313 - Secretary III 21.24
01320 - Service Order Dispatcher 16.80
01410 - Supply Technician 28.29
01420 - Survey Worker 15.09
01460 - Switchboard Operator/Receptionist 14.13
01531 - Travel Clerk I 14.74
01532 - Travel Clerk II 15.99
01533 - Travel Clerk III 17.28
01611 - Word Processor I 16.99
01612 - Word Processor II 19.07
01613 - Word Processor III 21.35
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 23.00
05010 - Automotive Electrician 20.10
05040 - Automotive Glass Installer 18.78
05070 - Automotive Worker 18.78
05110 - Mobile Equipment Servicer 15.83
05130 - Motor Equipment Metal Mechanic 21.23
05160 - Motor Equipment Metal Worker 18.78
05190 - Motor Vehicle Mechanic 21.23
05220 - Motor Vehicle Mechanic Helper 14.95
05250 - Motor Vehicle Upholstery Worker 17.30
05280 - Motor Vehicle Wrecker 18.78
05310 - Painter Automotive 20.10
05340 - Radiator Repair Specialist 18.78
05370 - Tire Repairer 14.01
05400 - Transmission Repair Specialist 21.23
07000 - Food Preparation And Service Occupations
07010 - Baker 12.17
07041 - Cook I 12.63
07042 - Cook II 14.98
07070 - Dishwasher 9.87
07130 - Food Service Worker 10.56
07210 - Meat Cutter 14.65

07260 - Waiter/Waitress	9.14
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.46
09040 - Furniture Handler	12.35
09080 - Furniture Refinisher	17.28
09090 - Furniture Refinisher Helper	14.63
09110 - Furniture Repairer Minor	15.95
09130 - Upholsterer	19.01
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.83
11060 - Elevator Operator	11.53
11090 - Gardener	20.15
11122 - Housekeeping Aide	11.53
11150 - Janitor	11.53
11210 - Laborer Grounds Maintenance	14.40
11240 - Maid or Houseman	10.17
11260 - Pruner	12.51
11270 - Tractor Operator	18.27
11330 - Trail Maintenance Worker	14.40
11360 - Window Cleaner	13.27
12000 - Health Occupations	
12010 - Ambulance Driver	18.85
12011 - Breath Alcohol Technician	19.48
12012 - Certified Occupational Therapist Assistant	32.98
12015 - Certified Physical Therapist Assistant	27.66
12020 - Dental Assistant	20.39
12025 - Dental Hygienist	36.56
12030 - EKG Technician	32.65
12035 - Electroneurodiagnostic Technologist	32.65
12040 - Emergency Medical Technician	18.85
12071 - Licensed Practical Nurse I	17.40
12072 - Licensed Practical Nurse II	19.48
12073 - Licensed Practical Nurse III	21.71
12100 - Medical Assistant	16.83
12130 - Medical Laboratory Technician	23.10
12160 - Medical Record Clerk	17.14
12190 - Medical Record Technician	19.48
12195 - Medical Transcriptionist	17.62
12210 - Nuclear Medicine Technologist	38.36
12221 - Nursing Assistant I	11.46
12222 - Nursing Assistant II	12.89
12223 - Nursing Assistant III	14.06
12224 - Nursing Assistant IV	15.79
12235 - Optical Dispenser	21.66
12236 - Optical Technician	14.59
12250 - Pharmacy Technician	15.11
12280 - Phlebotomist	16.19
12305 - Radiologic Technologist	29.07
12311 - Registered Nurse I	23.72
12312 - Registered Nurse II	29.02

12313 - Registered Nurse II Specialist		29.02
12314 - Registered Nurse III		35.10
12315 - Registered Nurse III Anesthetist		35.10
12316 - Registered Nurse IV		42.07
12317 - Scheduler (Drug and Alcohol Testing)		24.12
12320 - Substance Abuse Treatment Counselor		22.96
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.54
13012 - Exhibits Specialist II		24.22
13013 - Exhibits Specialist III		29.62
13041 - Illustrator I		18.90
13042 - Illustrator II		23.40
13043 - Illustrator III		28.63
13047 - Librarian		30.40
13050 - Library Aide/Clerk		12.37
13054 - Library Information Technology Systems Administrator		27.45
13058 - Library Technician		17.94
13061 - Media Specialist I		19.80
13062 - Media Specialist II		22.16
13063 - Media Specialist III		24.70
13071 - Photographer I		18.15
13072 - Photographer II		20.31
13073 - Photographer III		25.16
13074 - Photographer IV		30.77
13075 - Photographer V		37.21
13090 - Technical Order Library Clerk		16.19
13110 - Video Teleconference Technician		19.95
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.11
14042 - Computer Operator II		18.02
14043 - Computer Operator III		20.09
14044 - Computer Operator IV		22.33
14045 - Computer Operator V		24.78
14071 - Computer Programmer I	(see 1)	23.98
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		16.11
14160 - Personal Computer Support Technician		22.40
14170 - System Support Specialist		34.63
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)		43.11
15050 - Computer Based Training Specialist / Instructor		29.73
15060 - Educational Technologist		34.28

15070 - Flight Instructor (Pilot) 43.11
15080 - Graphic Artist 25.14
15085 - Maintenance Test Pilot Fixed Jet/Prop 43.11
15086 - Maintenance Test Pilot Rotary Wing 43.11
15088 - Non-Maintenance Test/Co-Pilot 43.11
15090 - Technical Instructor 25.50
15095 - Technical Instructor/Course Developer 31.18
15110 - Test Proctor 20.57
15120 - Tutor 20.57
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.34
16030 - Counter Attendant 10.34
16040 - Dry Cleaner 13.21
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 14.14
16220 - Tailor 15.11
16250 - Washer Machine 11.30
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.54
19040 - Tool And Die Maker 25.80
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.67
21030 - Material Coordinator 23.76
21040 - Material Expediter 23.76
21050 - Material Handling Laborer 13.30
21071 - Order Filler 13.18
21080 - Production Line Worker (Food Processing) 17.67
21110 - Shipping Packer 15.61
21130 - Shipping/Receiving Clerk 15.61
21140 - Store Worker I 13.47
21150 - Stock Clerk 18.74
21210 - Tools And Parts Attendant 17.67
21410 - Warehouse Specialist 17.67
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 34.49
23019 - Aircraft Logs and Records Technician 29.45
23021 - Aircraft Mechanic I 33.17
23022 - Aircraft Mechanic II 34.49
23023 - Aircraft Mechanic III 35.90
23040 - Aircraft Mechanic Helper 27.02
23050 - Aircraft Painter 31.42
23060 - Aircraft Servicer 29.45
23070 - Aircraft Survival Flight Equipment Technician 31.42
23080 - Aircraft Worker 30.65
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 30.65

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 33.17
23110 - Appliance Mechanic 20.65
23120 - Bicycle Repairer 16.93
23125 - Cable Splicer 27.26
23130 - Carpenter Maintenance 20.06
23140 - Carpet Layer 19.84
23160 - Electrician Maintenance 25.39
23181 - Electronics Technician Maintenance I 28.11
23182 - Electronics Technician Maintenance II 30.08
23183 - Electronics Technician Maintenance III 31.78
23260 - Fabric Worker 18.40
23290 - Fire Alarm System Mechanic 20.32
23310 - Fire Extinguisher Repairer 16.93
23311 - Fuel Distribution System Mechanic 23.79
23312 - Fuel Distribution System Operator 17.74
23370 - General Maintenance Worker 18.68
23380 - Ground Support Equipment Mechanic 33.17
23381 - Ground Support Equipment Servicer 29.45
23382 - Ground Support Equipment Worker 30.65
23391 - Gunsmith I 16.93
23392 - Gunsmith II 20.09
23393 - Gunsmith III 22.70
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.88
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.05
23430 - Heavy Equipment Mechanic 22.07
23440 - Heavy Equipment Operator 18.75
23460 - Instrument Mechanic 28.41
23465 - Laboratory/Shelter Mechanic 21.49
23470 - Laborer 13.30
23510 - Locksmith 23.50
23530 - Machinery Maintenance Mechanic 25.51
23550 - Machinist Maintenance 19.67
23580 - Maintenance Trades Helper 14.64
23591 - Metrology Technician I 28.41
23592 - Metrology Technician II 29.94
23593 - Metrology Technician III 31.54
23640 - Millwright 25.15
23710 - Office Appliance Repairer 17.90
23760 - Painter Maintenance 19.05
23790 - Pipefitter Maintenance 25.64
23810 - Plumber Maintenance 24.27
23820 - Pneudraulic Systems Mechanic 22.70
23850 - Rigger 22.05
23870 - Scale Mechanic 20.09
23890 - Sheet-Metal Worker Maintenance 22.36
23910 - Small Engine Mechanic 19.51
23931 - Telecommunications Mechanic I 29.38

23932 - Telecommunications Mechanic II 30.96
23950 - Telephone Lineman 23.79
23960 - Welder Combination Maintenance 18.52
23965 - Well Driller 20.90
23970 - Woodcraft Worker 22.70
23980 - Woodworker 16.93
24000 - Personal Needs Occupations
24550 - Case Manager 13.99
24570 - Child Care Attendant 10.42
24580 - Child Care Center Clerk 12.99
24610 - Chore Aide 11.44
24620 - Family Readiness And Support Services Coordinator 13.99
24630 - Homemaker 13.99
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 29.92
25040 - Sewage Plant Operator 20.42
25070 - Stationary Engineer 29.92
25190 - Ventilation Equipment Tender 20.32
25210 - Water Treatment Plant Operator 20.42
27000 - Protective Service Occupations
27004 - Alarm Monitor 17.72
27007 - Baggage Inspector 12.96
27008 - Corrections Officer 17.43
27010 - Court Security Officer 18.90
27030 - Detection Dog Handler 14.50
27040 - Detention Officer 17.43
27070 - Firefighter 20.36
27101 - Guard I 12.96
27102 - Guard II 14.50
27131 - Police Officer I 20.70
27132 - Police Officer II 23.00
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.32
28042 - Carnival Equipment Repairer 14.49
28043 - Carnival Worker 9.30
28210 - Gate Attendant/Gate Tender 14.65
28310 - Lifeguard 11.74
28350 - Park Attendant (Aide) 16.40
28510 - Recreation Aide/Health Facility Attendant 11.96
28515 - Recreation Specialist 20.30
28630 - Sports Official 13.05
28690 - Swimming Pool Operator 17.68
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 26.29
29020 - Hatch Tender 26.29
29030 - Line Handler 26.29
29041 - Stevedore I 24.22
29042 - Stevedore II 28.14
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 42.02
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 28.98
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 31.91
30021 - Archeological Technician I 18.51
30022 - Archeological Technician II 20.72
30023 - Archeological Technician III 25.65
30030 - Cartographic Technician 25.65
30040 - Civil Engineering Technician 23.84
30051 - Cryogenic Technician I 28.41
30052 - Cryogenic Technician II 31.38
30061 - Drafter/CAD Operator I 18.51
30062 - Drafter/CAD Operator II 20.72
30063 - Drafter/CAD Operator III 23.08
30064 - Drafter/CAD Operator IV 28.41
30081 - Engineering Technician I 14.56
30082 - Engineering Technician II 16.46
30083 - Engineering Technician III 18.42
30084 - Engineering Technician IV 22.67
30085 - Engineering Technician V 27.72
30086 - Engineering Technician VI 33.54
30090 - Environmental Technician 24.13
30095 - Evidence Control Specialist 25.65
30210 - Laboratory Technician 22.40
30221 - Latent Fingerprint Technician I 24.60
30222 - Latent Fingerprint Technician II 27.16
30240 - Mathematical Technician 25.65
30361 - Paralegal/Legal Assistant I 21.05
30362 - Paralegal/Legal Assistant II 26.07
30363 - Paralegal/Legal Assistant III 31.90
30364 - Paralegal/Legal Assistant IV 38.59
30375 - Petroleum Supply Specialist 31.38
30390 - Photo-Optics Technician 25.65
30395 - Radiation Control Technician 31.38
30461 - Technical Writer I 24.09
30462 - Technical Writer II 29.48
30463 - Technical Writer III 35.66
30491 - Unexploded Ordnance (UXO) Technician I 26.71
30492 - Unexploded Ordnance (UXO) Technician II 32.31
30493 - Unexploded Ordnance (UXO) Technician III 38.73
30494 - Unexploded (UXO) Safety Escort 26.71
30495 - Unexploded (UXO) Sweep Personnel 26.71
30501 - Weather Forecaster I 28.41
30502 - Weather Forecaster II 34.55
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.08
30621 - Weather Observer Senior (see 2) 25.65
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 32.31
31020 - Bus Aide 12.42
31030 - Bus Driver 17.31

31043 - Driver Courier	15.49
31260 - Parking and Lot Attendant	11.04
31290 - Shuttle Bus Driver	17.08
31310 - Taxi Driver	11.44
31361 - Truckdriver Light	17.08
31362 - Truckdriver Medium	18.66
31363 - Truckdriver Heavy	22.52
31364 - Truckdriver Tractor-Trailer	22.52
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.75
99030 - Cashier	10.26
99050 - Desk Clerk	10.36
99095 - Embalmer	24.38
99130 - Flight Follower	26.71
99251 - Laboratory Animal Caretaker I	13.37
99252 - Laboratory Animal Caretaker II	14.74
99260 - Marketing Analyst	31.45
99310 - Mortician	25.85
99410 - Pest Controller	17.67
99510 - Photofinishing Worker	12.68
99710 - Recycling Laborer	17.33
99711 - Recycling Specialist	21.99
99730 - Refuse Collector	15.27
99810 - Sales Clerk	11.45
99820 - School Crossing Guard	13.81
99830 - Survey Party Chief	21.26
99831 - Surveying Aide	16.42
99832 - Surveying Technician	19.34
99840 - Vending Machine Attendant	17.18
99841 - Vending Machine Repairer	19.53
99842 - Vending Machine Repairer Helper	17.18

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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.: 2015-4477
Revision No.: 16
Date Of Last Revision: 04/21/2021

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: Georgia

Area: Georgia Counties of Brantley Glynn

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.87
01012 - Accounting Clerk II		16.69
01013 - Accounting Clerk III		18.68
01020 - Administrative Assistant		25.79
01035 - Court Reporter		17.11
01041 - Customer Service Representative I		12.31
01042 - Customer Service Representative II		13.68
01043 - Customer Service Representative III		15.10
01051 - Data Entry Operator I		15.11
01052 - Data Entry Operator II		16.48
01060 - Dispatcher Motor Vehicle		21.93
01070 - Document Preparation Clerk		13.62
01090 - Duplicating Machine Operator		13.62
01111 - General Clerk I		13.57
01112 - General Clerk II		14.81

01113 - General Clerk III 18.09
01120 - Housing Referral Assistant 19.08
01141 - Messenger Courier 11.10
01191 - Order Clerk I 12.79
01192 - Order Clerk II 13.69
01261 - Personnel Assistant (Employment) I 15.03
01262 - Personnel Assistant (Employment) II 16.82
01263 - Personnel Assistant (Employment) III 18.74
01270 - Production Control Clerk 21.30
01290 - Rental Clerk 12.50
01300 - Scheduler Maintenance 15.29
01311 - Secretary I 15.29
01312 - Secretary II 17.11
01313 - Secretary III 19.08
01320 - Service Order Dispatcher 19.47
01410 - Supply Technician 25.79
01420 - Survey Worker 15.79
01460 - Switchboard Operator/Receptionist 14.53
01531 - Travel Clerk I 13.26
01532 - Travel Clerk II 14.19
01533 - Travel Clerk III 15.31
01611 - Word Processor I 13.62
01612 - Word Processor II 15.29
01613 - Word Processor III 17.11
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.38
05010 - Automotive Electrician 18.41
05040 - Automotive Glass Installer 16.96
05070 - Automotive Worker 16.96
05110 - Mobile Equipment Servicer 14.61
05130 - Motor Equipment Metal Mechanic 19.14
05160 - Motor Equipment Metal Worker 16.96
05190 - Motor Vehicle Mechanic 19.14
05220 - Motor Vehicle Mechanic Helper 13.56
05250 - Motor Vehicle Upholstery Worker 15.76
05280 - Motor Vehicle Wrecker 16.96
05310 - Painter Automotive 18.04
05340 - Radiator Repair Specialist 16.96
05370 - Tire Repairer 14.08
05400 - Transmission Repair Specialist 19.14
07000 - Food Preparation And Service Occupations
07010 - Baker 15.64
07041 - Cook I 13.54
07042 - Cook II 15.73
07070 - Dishwasher 10.76
07130 - Food Service Worker 10.80
07210 - Meat Cutter 14.74
07260 - Waiter/Waitress 9.87
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 20.38

09040 - Furniture Handler 12.80
09080 - Furniture Refinisher 20.38
09090 - Furniture Refinisher Helper 15.43
09110 - Furniture Repairer Minor 17.88
09130 - Upholsterer 20.38
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.19
11060 - Elevator Operator 12.57
11090 - Gardener 17.87
11122 - Housekeeping Aide 12.57
11150 - Janitor 12.57
11210 - Laborer Grounds Maintenance 13.87
11240 - Maid or Houseman 9.60
11260 - Pruner 12.56
11270 - Tractor Operator 16.72
11330 - Trail Maintenance Worker 13.87
11360 - Window Cleaner 13.89
12000 - Health Occupations
12010 - Ambulance Driver 18.34
12011 - Breath Alcohol Technician 18.50
12012 - Certified Occupational Therapist Assistant 27.76
12015 - Certified Physical Therapist Assistant 25.38
12020 - Dental Assistant 19.18
12025 - Dental Hygienist 34.82
12030 - EKG Technician 28.04
12035 - Electroneurodiagnostic Technologist 28.04
12040 - Emergency Medical Technician 18.34
12071 - Licensed Practical Nurse I 16.54
12072 - Licensed Practical Nurse II 18.50
12073 - Licensed Practical Nurse III 20.62
12100 - Medical Assistant 15.02
12130 - Medical Laboratory Technician 21.10
12160 - Medical Record Clerk 15.52
12190 - Medical Record Technician 18.45
12195 - Medical Transcriptionist 16.54
12210 - Nuclear Medicine Technologist 40.66
12221 - Nursing Assistant I 11.45
12222 - Nursing Assistant II 12.87
12223 - Nursing Assistant III 14.04
12224 - Nursing Assistant IV 15.77
12235 - Optical Dispenser 19.34
12236 - Optical Technician 16.54
12250 - Pharmacy Technician 16.49
12280 - Phlebotomist 16.54
12305 - Radiologic Technologist 24.26
12311 - Registered Nurse I 23.92
12312 - Registered Nurse II 29.26
12313 - Registered Nurse II Specialist 29.26
12314 - Registered Nurse III 35.40
12315 - Registered Nurse III Anesthetist 35.40

12316 - Registered Nurse IV		42.42
12317 - Scheduler (Drug and Alcohol Testing)		22.91
12320 - Substance Abuse Treatment Counselor		22.92
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		24.14
13012 - Exhibits Specialist II		29.92
13013 - Exhibits Specialist III		36.61
13041 - Illustrator I		25.01
13042 - Illustrator II		31.00
13043 - Illustrator III		37.92
13047 - Librarian		33.13
13050 - Library Aide/Clerk		16.50
13054 - Library Information Technology Systems Administrator		29.81
13058 - Library Technician		17.64
13061 - Media Specialist I		21.58
13062 - Media Specialist II		24.14
13063 - Media Specialist III		27.32
13071 - Photographer I		18.05
13072 - Photographer II		21.30
13073 - Photographer III		25.03
13074 - Photographer IV		30.61
13075 - Photographer V		37.03
13090 - Technical Order Library Clerk		27.13
13110 - Video Teleconference Technician		20.74
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.44
14042 - Computer Operator II		15.03
14043 - Computer Operator III		16.96
14044 - Computer Operator IV		20.82
14045 - Computer Operator V		23.11
14071 - Computer Programmer I	(see 1)	24.20
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.41
14160 - Personal Computer Support Technician		20.82
14170 - System Support Specialist		23.36
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)		39.64
15050 - Computer Based Training Specialist / Instructor		28.19
15060 - Educational Technologist		38.39
15070 - Flight Instructor (Pilot)		39.64
15080 - Graphic Artist		25.05
15085 - Maintenance Test Pilot Fixed Jet/Prop		39.64

15086 - Maintenance Test Pilot Rotary Wing 39.64
15088 - Non-Maintenance Test/Co-Pilot 39.64
15090 - Technical Instructor 24.84
15095 - Technical Instructor/Course Developer 30.38
15110 - Test Proctor 20.04
15120 - Tutor 20.04
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.04
16030 - Counter Attendant 10.04
16040 - Dry Cleaner 12.18
16070 - Finisher Flatwork Machine 10.04
16090 - Presser Hand 10.04
16110 - Presser Machine Drycleaning 10.04
16130 - Presser Machine Shirts 10.04
16160 - Presser Machine Wearing Apparel Laundry 10.04
16190 - Sewing Machine Operator 12.94
16220 - Tailor 13.72
16250 - Washer Machine 10.66
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.38
19040 - Tool And Die Maker 24.69
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.29
21030 - Material Coordinator 21.30
21040 - Material Expediter 21.30
21050 - Material Handling Laborer 12.93
21071 - Order Filler 12.32
21080 - Production Line Worker (Food Processing) 15.29
21110 - Shipping Packer 14.88
21130 - Shipping/Receiving Clerk 14.88
21140 - Store Worker I 13.34
21150 - Stock Clerk 18.10
21210 - Tools And Parts Attendant 15.29
21410 - Warehouse Specialist 15.29
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.15
23019 - Aircraft Logs and Records Technician 17.88
23021 - Aircraft Mechanic I 23.72
23022 - Aircraft Mechanic II 25.15
23023 - Aircraft Mechanic III 26.71
23040 - Aircraft Mechanic Helper 15.46
23050 - Aircraft Painter 20.64
23060 - Aircraft Servicer 17.88
23070 - Aircraft Survival Flight Equipment Technician 20.64
23080 - Aircraft Worker 19.28
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 19.28
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.72
23110 - Appliance Mechanic 20.38

23120 - Bicycle Repairer 16.60
23125 - Cable Splicer 23.45
23130 - Carpenter Maintenance 19.24
23140 - Carpet Layer 19.28
23160 - Electrician Maintenance 20.93
23181 - Electronics Technician Maintenance I 22.35
23182 - Electronics Technician Maintenance II 23.94
23183 - Electronics Technician Maintenance III 25.41
23260 - Fabric Worker 17.88
23290 - Fire Alarm System Mechanic 21.54
23310 - Fire Extinguisher Repairer 16.60
23311 - Fuel Distribution System Mechanic 23.13
23312 - Fuel Distribution System Operator 18.23
23370 - General Maintenance Worker 18.31
23380 - Ground Support Equipment Mechanic 23.72
23381 - Ground Support Equipment Servicer 17.88
23382 - Ground Support Equipment Worker 19.28
23391 - Gunsmith I 16.81
23392 - Gunsmith II 19.28
23393 - Gunsmith III 21.54
23410 - Heating Ventilation And Air-Conditioning Mechanic 19.99
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 20.50
23430 - Heavy Equipment Mechanic 21.31
23440 - Heavy Equipment Operator 20.02
23460 - Instrument Mechanic 24.25
23465 - Laboratory/Shelter Mechanic 20.38
23470 - Laborer 12.93
23510 - Locksmith 20.38
23530 - Machinery Maintenance Mechanic 24.91
23550 - Machinist Maintenance 20.59
23580 - Maintenance Trades Helper 15.43
23591 - Metrology Technician I 24.25
23592 - Metrology Technician II 25.81
23593 - Metrology Technician III 27.31
23640 - Millwright 22.23
23710 - Office Appliance Repairer 21.11
23760 - Painter Maintenance 17.76
23790 - Pipefitter Maintenance 28.06
23810 - Plumber Maintenance 26.37
23820 - Pneudraulic Systems Mechanic 21.54
23850 - Rigger 21.54
23870 - Scale Mechanic 19.28
23890 - Sheet-Metal Worker Maintenance 22.05
23910 - Small Engine Mechanic 19.28
23931 - Telecommunications Mechanic I 24.24
23932 - Telecommunications Mechanic II 25.46
23950 - Telephone Lineman 21.89
23960 - Welder Combination Maintenance 21.23

23965 - Well Driller	21.54
23970 - Woodcraft Worker	21.54
23980 - Woodworker	16.60
24000 - Personal Needs Occupations	
24550 - Case Manager	14.20
24570 - Child Care Attendant	10.57
24580 - Child Care Center Clerk	14.06
24610 - Chore Aide	10.86
24620 - Family Readiness And Support Services Coordinator	14.20
24630 - Homemaker	19.49
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.27
25040 - Sewage Plant Operator	22.26
25070 - Stationary Engineer	22.27
25190 - Ventilation Equipment Tender	15.47
25210 - Water Treatment Plant Operator	22.26
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.24
27007 - Baggage Inspector	14.65
27008 - Corrections Officer	16.48
27010 - Court Security Officer	15.87
27030 - Detection Dog Handler	16.38
27040 - Detention Officer	16.48
27070 - Firefighter	16.48
27101 - Guard I	14.65
27102 - Guard II	16.38
27131 - Police Officer I	20.14
27132 - Police Officer II	22.38
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.49
28042 - Carnival Equipment Repairer	13.33
28043 - Carnival Worker	9.34
28210 - Gate Attendant/Gate Tender	15.40
28310 - Lifeguard	13.66
28350 - Park Attendant (Aide)	17.23
28510 - Recreation Aide/Health Facility Attendant	12.45
28515 - Recreation Specialist	21.14
28630 - Sports Official	13.72
28690 - Swimming Pool Operator	16.36
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	19.28
29020 - Hatch Tender	19.28
29030 - Line Handler	19.28
29041 - Stevedore I	17.88
29042 - Stevedore II	22.13
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.29
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.78
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.59

30021 - Archeological Technician I		16.46
30022 - Archeological Technician II		18.41
30023 - Archeological Technician III		22.82
30030 - Cartographic Technician		22.82
30040 - Civil Engineering Technician		22.79
30051 - Cryogenic Technician I		25.27
30052 - Cryogenic Technician II		27.91
30061 - Drafter/CAD Operator I		16.46
30062 - Drafter/CAD Operator II		18.41
30063 - Drafter/CAD Operator III		20.54
30064 - Drafter/CAD Operator IV		25.27
30081 - Engineering Technician I		13.90
30082 - Engineering Technician II		16.57
30083 - Engineering Technician III		20.34
30084 - Engineering Technician IV		23.88
30085 - Engineering Technician V		29.16
30086 - Engineering Technician VI		35.34
30090 - Environmental Technician		22.79
30095 - Evidence Control Specialist		22.79
30210 - Laboratory Technician		20.56
30221 - Latent Fingerprint Technician I		25.27
30222 - Latent Fingerprint Technician II		27.91
30240 - Mathematical Technician		22.79
30361 - Paralegal/Legal Assistant I		19.19
30362 - Paralegal/Legal Assistant II		23.77
30363 - Paralegal/Legal Assistant III		29.08
30364 - Paralegal/Legal Assistant IV		35.19
30375 - Petroleum Supply Specialist		27.87
30390 - Photo-Optics Technician		22.82
30395 - Radiation Control Technician		27.87
30461 - Technical Writer I		22.79
30462 - Technical Writer II		27.87
30463 - Technical Writer III		33.75
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		25.27
30502 - Weather Forecaster II		30.74
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	20.54
30621 - Weather Observer Senior	(see 2)	22.82
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		16.72
31030 - Bus Driver		23.04
31043 - Driver Courier		17.31
31260 - Parking and Lot Attendant		13.99
31290 - Shuttle Bus Driver		16.87

31310 - Taxi Driver	15.26
31361 - Truckdriver Light	18.56
31362 - Truckdriver Medium	19.99
31363 - Truckdriver Heavy	24.85
31364 - Truckdriver Tractor-Trailer	24.85
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	10.28
99050 - Desk Clerk	11.22
99095 - Embalmer	25.60
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	17.39
99252 - Laboratory Animal Caretaker II	18.58
99260 - Marketing Analyst	27.44
99310 - Mortician	25.60
99410 - Pest Controller	18.72
99510 - Photofinishing Worker	13.91
99710 - Recycling Laborer	16.49
99711 - Recycling Specialist	19.88
99730 - Refuse Collector	14.93
99810 - Sales Clerk	12.62
99820 - School Crossing Guard	14.93
99830 - Survey Party Chief	21.77
99831 - Surveying Aide	12.33
99832 - Surveying Technician	16.90
99840 - Vending Machine Attendant	19.88
99841 - Vending Machine Repairer	24.84
99842 - Vending Machine Repairer Helper	19.88

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 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.: 2015-4478
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: Georgia

Area: Georgia Counties of Brantley Glynn

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.87
01012 - Accounting Clerk II		16.69
01013 - Accounting Clerk III		18.68
01020 - Administrative Assistant		25.79
01035 - Court Reporter		17.11
01041 - Customer Service Representative I		11.19
01042 - Customer Service Representative II		12.59
01043 - Customer Service Representative III		13.73
01051 - Data Entry Operator I		15.11
01052 - Data Entry Operator II		16.48
01060 - Dispatcher Motor Vehicle		21.93
01070 - Document Preparation Clerk		13.62

01090 - Duplicating Machine Operator 13.62
01111 - General Clerk I 12.68
01112 - General Clerk II 13.83
01113 - General Clerk III 18.09
01120 - Housing Referral Assistant 19.08
01141 - Messenger Courier 11.10
01191 - Order Clerk I 12.79
01192 - Order Clerk II 13.69
01261 - Personnel Assistant (Employment) I 15.03
01262 - Personnel Assistant (Employment) II 16.82
01263 - Personnel Assistant (Employment) III 18.74
01270 - Production Control Clerk 21.30
01290 - Rental Clerk 12.50
01300 - Scheduler Maintenance 15.29
01311 - Secretary I 15.29
01312 - Secretary II 17.11
01313 - Secretary III 19.08
01320 - Service Order Dispatcher 19.47
01410 - Supply Technician 25.79
01420 - Survey Worker 14.35
01460 - Switchboard Operator/Receptionist 14.35
01531 - Travel Clerk I 12.79
01532 - Travel Clerk II 13.64
01533 - Travel Clerk III 14.71
01611 - Word Processor I 13.62
01612 - Word Processor II 15.29
01613 - Word Processor III 17.11
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.38
05010 - Automotive Electrician 18.41
05040 - Automotive Glass Installer 16.96
05070 - Automotive Worker 16.96
05110 - Mobile Equipment Servicer 14.61
05130 - Motor Equipment Metal Mechanic 19.14
05160 - Motor Equipment Metal Worker 16.96
05190 - Motor Vehicle Mechanic 19.14
05220 - Motor Vehicle Mechanic Helper 13.56
05250 - Motor Vehicle Upholstery Worker 15.76
05280 - Motor Vehicle Wrecker 16.96
05310 - Painter Automotive 18.04
05340 - Radiator Repair Specialist 16.96
05370 - Tire Repairer 13.62
05400 - Transmission Repair Specialist 19.14
07000 - Food Preparation And Service Occupations
07010 - Baker 14.22
07041 - Cook I 13.12
07042 - Cook II 14.76
07070 - Dishwasher 9.99
07130 - Food Service Worker 10.80
07210 - Meat Cutter 14.41

07260 - Waiter/Waitress	9.87
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.48
09040 - Furniture Handler	12.32
09080 - Furniture Refinisher	19.48
09090 - Furniture Refinisher Helper	14.85
09110 - Furniture Repairer Minor	17.08
09130 - Upholsterer	19.48
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.45
11060 - Elevator Operator	12.57
11090 - Gardener	17.87
11122 - Housekeeping Aide	12.57
11150 - Janitor	12.57
11210 - Laborer Grounds Maintenance	13.87
11240 - Maid or Houseman	9.05
11260 - Pruner	12.56
11270 - Tractor Operator	16.72
11330 - Trail Maintenance Worker	13.87
11360 - Window Cleaner	13.89
12000 - Health Occupations	
12010 - Ambulance Driver	16.67
12011 - Breath Alcohol Technician	18.45
12012 - Certified Occupational Therapist Assistant	27.76
12015 - Certified Physical Therapist Assistant	25.31
12020 - Dental Assistant	17.87
12025 - Dental Hygienist	34.82
12030 - EKG Technician	27.96
12035 - Electroneurodiagnostic Technologist	27.96
12040 - Emergency Medical Technician	16.67
12071 - Licensed Practical Nurse I	16.49
12072 - Licensed Practical Nurse II	18.45
12073 - Licensed Practical Nurse III	20.57
12100 - Medical Assistant	14.50
12130 - Medical Laboratory Technician	20.34
12160 - Medical Record Clerk	15.13
12190 - Medical Record Technician	18.45
12195 - Medical Transcriptionist	16.49
12210 - Nuclear Medicine Technologist	40.54
12221 - Nursing Assistant I	11.45
12222 - Nursing Assistant II	12.87
12223 - Nursing Assistant III	14.04
12224 - Nursing Assistant IV	15.77
12235 - Optical Dispenser	19.34
12236 - Optical Technician	16.49
12250 - Pharmacy Technician	15.99
12280 - Phlebotomist	15.72
12305 - Radiologic Technologist	24.26
12311 - Registered Nurse I	23.92
12312 - Registered Nurse II	29.26

12313 - Registered Nurse II Specialist		29.26
12314 - Registered Nurse III		35.40
12315 - Registered Nurse III Anesthetist		35.40
12316 - Registered Nurse IV		42.42
12317 - Scheduler (Drug and Alcohol Testing)		22.85
12320 - Substance Abuse Treatment Counselor		22.85
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.95
13012 - Exhibits Specialist II		27.20
13013 - Exhibits Specialist III		33.28
13041 - Illustrator I		22.74
13042 - Illustrator II		28.18
13043 - Illustrator III		34.47
13047 - Librarian		30.12
13050 - Library Aide/Clerk		15.00
13054 - Library Information Technology Systems Administrator		27.10
13058 - Library Technician		16.04
13061 - Media Specialist I		19.62
13062 - Media Specialist II		21.95
13063 - Media Specialist III		24.84
13071 - Photographer I		16.41
13072 - Photographer II		19.36
13073 - Photographer III		22.75
13074 - Photographer IV		27.83
13075 - Photographer V		33.66
13090 - Technical Order Library Clerk		25.35
13110 - Video Teleconference Technician		18.85
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.44
14042 - Computer Operator II		15.03
14043 - Computer Operator III		16.96
14044 - Computer Operator IV		20.82
14045 - Computer Operator V		23.11
14071 - Computer Programmer I	(see 1)	24.20
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.41
14160 - Personal Computer Support Technician		20.82
14170 - System Support Specialist		23.36
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)		39.64
15050 - Computer Based Training Specialist / Instructor		28.19
15060 - Educational Technologist		35.09

15070 - Flight Instructor (Pilot) 39.64
15080 - Graphic Artist 25.05
15085 - Maintenance Test Pilot Fixed Jet/Prop 39.64
15086 - Maintenance Test Pilot Rotary Wing 39.64
15088 - Non-Maintenance Test/Co-Pilot 39.64
15090 - Technical Instructor 24.84
15095 - Technical Instructor/Course Developer 30.38
15110 - Test Proctor 20.04
15120 - Tutor 20.04
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.71
16030 - Counter Attendant 9.71
16040 - Dry Cleaner 11.80
16070 - Finisher Flatwork Machine 9.71
16090 - Presser Hand 9.71
16110 - Presser Machine Drycleaning 9.71
16130 - Presser Machine Shirts 9.71
16160 - Presser Machine Wearing Apparel Laundry 9.71
16190 - Sewing Machine Operator 12.54
16220 - Tailor 13.29
16250 - Washer Machine 10.33
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.48
19040 - Tool And Die Maker 23.59
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.29
21030 - Material Coordinator 21.30
21040 - Material Expediter 21.30
21050 - Material Handling Laborer 12.93
21071 - Order Filler 12.09
21080 - Production Line Worker (Food Processing) 15.29
21110 - Shipping Packer 14.88
21130 - Shipping/Receiving Clerk 14.88
21140 - Store Worker I 12.97
21150 - Stock Clerk 17.59
21210 - Tools And Parts Attendant 15.29
21410 - Warehouse Specialist 15.29
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.15
23019 - Aircraft Logs and Records Technician 17.85
23021 - Aircraft Mechanic I 23.72
23022 - Aircraft Mechanic II 25.15
23023 - Aircraft Mechanic III 26.71
23040 - Aircraft Mechanic Helper 15.46
23050 - Aircraft Painter 20.64
23060 - Aircraft Servicer 17.85
23070 - Aircraft Survival Flight Equipment Technician 20.64
23080 - Aircraft Worker 19.25
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 19.25

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.72
23110 - Appliance Mechanic 19.48
23120 - Bicycle Repairer 15.87
23125 - Cable Splicer 23.45
23130 - Carpenter Maintenance 18.12
23140 - Carpet Layer 18.43
23160 - Electrician Maintenance 20.93
23181 - Electronics Technician Maintenance I 22.35
23182 - Electronics Technician Maintenance II 23.94
23183 - Electronics Technician Maintenance III 25.41
23260 - Fabric Worker 17.08
23290 - Fire Alarm System Mechanic 20.59
23310 - Fire Extinguisher Repairer 15.87
23311 - Fuel Distribution System Mechanic 23.13
23312 - Fuel Distribution System Operator 18.23
23370 - General Maintenance Worker 17.05
23380 - Ground Support Equipment Mechanic 23.72
23381 - Ground Support Equipment Servicer 17.85
23382 - Ground Support Equipment Worker 19.25
23391 - Gunsmith I 16.81
23392 - Gunsmith II 18.67
23393 - Gunsmith III 20.74
23410 - Heating Ventilation And Air-Conditioning Mechanic 19.99
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 20.50
23430 - Heavy Equipment Mechanic 21.31
23440 - Heavy Equipment Operator 20.02
23460 - Instrument Mechanic 24.25
23465 - Laboratory/Shelter Mechanic 19.48
23470 - Laborer 12.93
23510 - Locksmith 19.48
23530 - Machinery Maintenance Mechanic 24.17
23550 - Machinist Maintenance 20.59
23580 - Maintenance Trades Helper 14.85
23591 - Metrology Technician I 24.25
23592 - Metrology Technician II 25.81
23593 - Metrology Technician III 27.31
23640 - Millwright 22.23
23710 - Office Appliance Repairer 21.11
23760 - Painter Maintenance 17.49
23790 - Pipefitter Maintenance 25.51
23810 - Plumber Maintenance 23.97
23820 - Pneudraulic Systems Mechanic 20.59
23850 - Rigger 20.59
23870 - Scale Mechanic 18.43
23890 - Sheet-Metal Worker Maintenance 21.51
23910 - Small Engine Mechanic 18.36
23931 - Telecommunications Mechanic I 24.24

23932 - Telecommunications Mechanic II 25.46
23950 - Telephone Lineman 21.89
23960 - Welder Combination Maintenance 19.37
23965 - Well Driller 20.59
23970 - Woodcraft Worker 20.59
23980 - Woodworker 15.87
24000 - Personal Needs Occupations
24550 - Case Manager 14.20
24570 - Child Care Attendant 9.61
24580 - Child Care Center Clerk 13.34
24610 - Chore Aide 10.86
24620 - Family Readiness And Support Services Coordinator 14.20
24630 - Homemaker 19.49
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 22.27
25040 - Sewage Plant Operator 22.26
25070 - Stationary Engineer 22.27
25190 - Ventilation Equipment Tender 15.47
25210 - Water Treatment Plant Operator 22.26
27000 - Protective Service Occupations
27004 - Alarm Monitor 16.24
27007 - Baggage Inspector 13.99
27008 - Corrections Officer 16.48
27010 - Court Security Officer 15.87
27030 - Detection Dog Handler 15.92
27040 - Detention Officer 16.48
27070 - Firefighter 16.48
27101 - Guard I 13.99
27102 - Guard II 15.92
27131 - Police Officer I 19.84
27132 - Police Officer II 22.04
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.49
28042 - Carnival Equipment Repairer 13.15
28043 - Carnival Worker 9.34
28210 - Gate Attendant/Gate Tender 15.40
28310 - Lifeguard 13.66
28350 - Park Attendant (Aide) 17.23
28510 - Recreation Aide/Health Facility Attendant 12.25
28515 - Recreation Specialist 20.69
28630 - Sports Official 13.72
28690 - Swimming Pool Operator 16.36
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 18.99
29020 - Hatch Tender 18.99
29030 - Line Handler 18.99
29041 - Stevedore I 17.72
29042 - Stevedore II 22.13
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 16.46
30022 - Archeological Technician II 18.41
30023 - Archeological Technician III 22.82
30030 - Cartographic Technician 22.82
30040 - Civil Engineering Technician 22.79
30051 - Cryogenic Technician I 25.27
30052 - Cryogenic Technician II 27.91
30061 - Drafter/CAD Operator I 16.46
30062 - Drafter/CAD Operator II 18.41
30063 - Drafter/CAD Operator III 20.54
30064 - Drafter/CAD Operator IV 25.27
30081 - Engineering Technician I 13.90
30082 - Engineering Technician II 16.57
30083 - Engineering Technician III 20.34
30084 - Engineering Technician IV 23.88
30085 - Engineering Technician V 29.16
30086 - Engineering Technician VI 35.34
30090 - Environmental Technician 22.79
30095 - Evidence Control Specialist 22.79
30210 - Laboratory Technician 20.56
30221 - Latent Fingerprint Technician I 25.27
30222 - Latent Fingerprint Technician II 27.91
30240 - Mathematical Technician 22.79
30361 - Paralegal/Legal Assistant I 19.06
30362 - Paralegal/Legal Assistant II 23.61
30363 - Paralegal/Legal Assistant III 28.89
30364 - Paralegal/Legal Assistant IV 34.95
30375 - Petroleum Supply Specialist 27.87
30390 - Photo-Optics Technician 22.82
30395 - Radiation Control Technician 27.87
30461 - Technical Writer I 22.79
30462 - Technical Writer II 27.87
30463 - Technical Writer III 33.75
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 25.27
30502 - Weather Forecaster II 30.74
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.54
30621 - Weather Observer Senior (see 2) 22.82
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 16.72
31030 - Bus Driver 21.99

31043 - Driver Courier	15.74
31260 - Parking and Lot Attendant	13.99
31290 - Shuttle Bus Driver	16.87
31310 - Taxi Driver	13.87
31361 - Truckdriver Light	16.87
31362 - Truckdriver Medium	18.17
31363 - Truckdriver Heavy	23.72
31364 - Truckdriver Tractor-Trailer	23.72
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.93
99050 - Desk Clerk	10.20
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	15.81
99252 - Laboratory Animal Caretaker II	16.89
99260 - Marketing Analyst	27.44
99310 - Mortician	25.35
99410 - Pest Controller	18.72
99510 - Photofinishing Worker	13.91
99710 - Recycling Laborer	16.03
99711 - Recycling Specialist	19.47
99730 - Refuse Collector	14.51
99810 - Sales Clerk	12.62
99820 - School Crossing Guard	14.51
99830 - Survey Party Chief	21.55
99831 - Surveying Aide	12.21
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	18.72
99841 - Vending Machine Repairer	23.56
99842 - Vending Machine Repairer Helper	18.72

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 and 4 weeks after 15 years. Length of service includes the whole span of continuous service 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.: 2015-4479
Revision No.: 15
Date Of Last Revision: 04/21/2021

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: Georgia

Area: Georgia County of McIntosh

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.87
01012 - Accounting Clerk II		16.69
01013 - Accounting Clerk III		18.68
01020 - Administrative Assistant		25.79
01035 - Court Reporter		17.11
01041 - Customer Service Representative I		12.31
01042 - Customer Service Representative II		13.68
01043 - Customer Service Representative III		15.10
01051 - Data Entry Operator I		15.11
01052 - Data Entry Operator II		16.48
01060 - Dispatcher Motor Vehicle		22.19
01070 - Document Preparation Clerk		13.62
01090 - Duplicating Machine Operator		13.62
01111 - General Clerk I		13.57
01112 - General Clerk II		14.81

01113 - General Clerk III 16.64
01120 - Housing Referral Assistant 19.08
01141 - Messenger Courier 11.10
01191 - Order Clerk I 12.49
01192 - Order Clerk II 13.62
01261 - Personnel Assistant (Employment) I 17.24
01262 - Personnel Assistant (Employment) II 20.67
01263 - Personnel Assistant (Employment) III 24.58
01270 - Production Control Clerk 23.11
01290 - Rental Clerk 11.73
01300 - Scheduler Maintenance 15.29
01311 - Secretary I 15.29
01312 - Secretary II 17.11
01313 - Secretary III 19.08
01320 - Service Order Dispatcher 19.61
01410 - Supply Technician 25.79
01420 - Survey Worker 15.79
01460 - Switchboard Operator/Receptionist 14.53
01531 - Travel Clerk I 13.26
01532 - Travel Clerk II 14.19
01533 - Travel Clerk III 15.31
01611 - Word Processor I 13.62
01612 - Word Processor II 15.29
01613 - Word Processor III 17.11
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.55
05010 - Automotive Electrician 18.04
05040 - Automotive Glass Installer 16.98
05070 - Automotive Worker 17.33
05110 - Mobile Equipment Servicer 15.09
05130 - Motor Equipment Metal Mechanic 19.14
05160 - Motor Equipment Metal Worker 16.98
05190 - Motor Vehicle Mechanic 19.14
05220 - Motor Vehicle Mechanic Helper 14.12
05250 - Motor Vehicle Upholstery Worker 16.07
05280 - Motor Vehicle Wrecker 16.98
05310 - Painter Automotive 18.04
05340 - Radiator Repair Specialist 16.98
05370 - Tire Repairer 14.08
05400 - Transmission Repair Specialist 19.14
07000 - Food Preparation And Service Occupations
07010 - Baker 15.53
07041 - Cook I 13.54
07042 - Cook II 15.73
07070 - Dishwasher 10.76
07130 - Food Service Worker 10.80
07210 - Meat Cutter 14.74
07260 - Waiter/Waitress 9.39
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 20.38

09040 - Furniture Handler 12.95
09080 - Furniture Refinisher 20.38
09090 - Furniture Refinisher Helper 15.43
09110 - Furniture Repairer Minor 17.88
09130 - Upholsterer 20.38
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.19
11060 - Elevator Operator 12.57
11090 - Gardener 17.87
11122 - Housekeeping Aide 12.57
11150 - Janitor 12.57
11210 - Laborer Grounds Maintenance 13.87
11240 - Maid or Houseman 9.60
11260 - Pruner 12.56
11270 - Tractor Operator 16.72
11330 - Trail Maintenance Worker 13.87
11360 - Window Cleaner 13.89
12000 - Health Occupations
12010 - Ambulance Driver 18.50
12011 - Breath Alcohol Technician 18.50
12012 - Certified Occupational Therapist Assistant 25.38
12015 - Certified Physical Therapist Assistant 25.38
12020 - Dental Assistant 19.18
12025 - Dental Hygienist 39.73
12030 - EKG Technician 28.04
12035 - Electroneurodiagnostic Technologist 28.04
12040 - Emergency Medical Technician 18.50
12071 - Licensed Practical Nurse I 16.54
12072 - Licensed Practical Nurse II 18.50
12073 - Licensed Practical Nurse III 20.62
12100 - Medical Assistant 15.02
12130 - Medical Laboratory Technician 21.10
12160 - Medical Record Clerk 15.52
12190 - Medical Record Technician 17.69
12195 - Medical Transcriptionist 16.94
12210 - Nuclear Medicine Technologist 40.66
12221 - Nursing Assistant I 11.45
12222 - Nursing Assistant II 12.87
12223 - Nursing Assistant III 14.04
12224 - Nursing Assistant IV 15.77
12235 - Optical Dispenser 18.50
12236 - Optical Technician 16.54
12250 - Pharmacy Technician 16.49
12280 - Phlebotomist 16.25
12305 - Radiologic Technologist 24.26
12311 - Registered Nurse I 23.92
12312 - Registered Nurse II 29.26
12313 - Registered Nurse II Specialist 29.26
12314 - Registered Nurse III 35.40
12315 - Registered Nurse III Anesthetist 36.18

12316 - Registered Nurse IV		42.42
12317 - Scheduler (Drug and Alcohol Testing)		22.91
12320 - Substance Abuse Treatment Counselor		22.92
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		26.09
13012 - Exhibits Specialist II		32.33
13013 - Exhibits Specialist III		39.55
13041 - Illustrator I		26.09
13042 - Illustrator II		32.33
13043 - Illustrator III		39.55
13047 - Librarian		35.79
13050 - Library Aide/Clerk		16.80
13054 - Library Information Technology Systems Administrator		32.31
13058 - Library Technician		23.19
13061 - Media Specialist I		23.32
13062 - Media Specialist II		26.09
13063 - Media Specialist III		29.11
13071 - Photographer I		20.28
13072 - Photographer II		22.78
13073 - Photographer III		28.00
13074 - Photographer IV		34.24
13075 - Photographer V		41.43
13090 - Technical Order Library Clerk		27.13
13110 - Video Teleconference Technician		23.32
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.48
14042 - Computer Operator II		17.25
14043 - Computer Operator III		21.23
14044 - Computer Operator IV		23.62
14045 - Computer Operator V		26.13
14071 - Computer Programmer I	(see 1)	20.15
14072 - Computer Programmer II	(see 1)	26.57
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.48
14160 - Personal Computer Support Technician		23.62
14170 - System Support Specialist		26.13
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.92
15020 - Aircrew Training Devices Instructor (Rated)		34.99
15030 - Air Crew Training Devices Instructor (Pilot)		41.11
15050 - Computer Based Training Specialist / Instructor		28.92
15060 - Educational Technologist		38.39
15070 - Flight Instructor (Pilot)		41.11
15080 - Graphic Artist		26.49
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.11

15086 - Maintenance Test Pilot Rotary Wing 41.11
15088 - Non-Maintenance Test/Co-Pilot 41.11
15090 - Technical Instructor 25.41
15095 - Technical Instructor/Course Developer 31.09
15110 - Test Proctor 20.52
15120 - Tutor 20.52
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.04
16030 - Counter Attendant 10.04
16040 - Dry Cleaner 12.18
16070 - Finisher Flatwork Machine 10.04
16090 - Presser Hand 10.04
16110 - Presser Machine Drycleaning 10.04
16130 - Presser Machine Shirts 10.04
16160 - Presser Machine Wearing Apparel Laundry 10.04
16190 - Sewing Machine Operator 12.94
16220 - Tailor 13.72
16250 - Washer Machine 10.66
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.38
19040 - Tool And Die Maker 24.69
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.30
21030 - Material Coordinator 23.11
21040 - Material Expediter 23.11
21050 - Material Handling Laborer 14.26
21071 - Order Filler 13.31
21080 - Production Line Worker (Food Processing) 15.30
21110 - Shipping Packer 15.62
21130 - Shipping/Receiving Clerk 15.62
21140 - Store Worker I 13.34
21150 - Stock Clerk 18.10
21210 - Tools And Parts Attendant 15.30
21410 - Warehouse Specialist 15.30
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.07
23019 - Aircraft Logs and Records Technician 19.45
23021 - Aircraft Mechanic I 22.92
23022 - Aircraft Mechanic II 24.07
23023 - Aircraft Mechanic III 25.27
23040 - Aircraft Mechanic Helper 17.16
23050 - Aircraft Painter 21.75
23060 - Aircraft Servicer 19.45
23070 - Aircraft Survival Flight Equipment Technician 21.75
23080 - Aircraft Worker 20.56
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.56
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.92
23110 - Appliance Mechanic 20.38

23120 - Bicycle Repairer 16.60
23125 - Cable Splicer 21.54
23130 - Carpenter Maintenance 19.24
23140 - Carpet Layer 19.28
23160 - Electrician Maintenance 21.23
23181 - Electronics Technician Maintenance I 21.54
23182 - Electronics Technician Maintenance II 22.76
23183 - Electronics Technician Maintenance III 24.04
23260 - Fabric Worker 17.88
23290 - Fire Alarm System Mechanic 21.54
23310 - Fire Extinguisher Repairer 16.60
23311 - Fuel Distribution System Mechanic 21.54
23312 - Fuel Distribution System Operator 16.60
23370 - General Maintenance Worker 18.31
23380 - Ground Support Equipment Mechanic 22.92
23381 - Ground Support Equipment Servicer 19.45
23382 - Ground Support Equipment Worker 20.56
23391 - Gunsmith I 16.60
23392 - Gunsmith II 19.28
23393 - Gunsmith III 21.54
23410 - Heating Ventilation And Air-Conditioning Mechanic 19.99
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 20.62
23430 - Heavy Equipment Mechanic 22.69
23440 - Heavy Equipment Operator 19.62
23460 - Instrument Mechanic 21.54
23465 - Laboratory/Shelter Mechanic 20.38
23470 - Laborer 14.26
23510 - Locksmith 20.38
23530 - Machinery Maintenance Mechanic 24.91
23550 - Machinist Maintenance 22.08
23580 - Maintenance Trades Helper 15.43
23591 - Metrology Technician I 21.54
23592 - Metrology Technician II 22.63
23593 - Metrology Technician III 23.71
23640 - Millwright 22.90
23710 - Office Appliance Repairer 20.38
23760 - Painter Maintenance 18.57
23790 - Pipefitter Maintenance 28.71
23810 - Plumber Maintenance 27.16
23820 - Pneudraulic Systems Mechanic 21.54
23850 - Rigger 21.54
23870 - Scale Mechanic 19.28
23890 - Sheet-Metal Worker Maintenance 22.05
23910 - Small Engine Mechanic 19.28
23931 - Telecommunications Mechanic I 24.24
23932 - Telecommunications Mechanic II 25.46
23950 - Telephone Lineman 21.54
23960 - Welder Combination Maintenance 21.23

23965 - Well Driller	21.54
23970 - Woodcraft Worker	21.54
23980 - Woodworker	16.60
24000 - Personal Needs Occupations	
24550 - Case Manager	13.18
24570 - Child Care Attendant	10.57
24580 - Child Care Center Clerk	14.03
24610 - Chore Aide	10.86
24620 - Family Readiness And Support Services Coordinator	13.18
24630 - Homemaker	14.19
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.54
25040 - Sewage Plant Operator	20.36
25070 - Stationary Engineer	21.54
25190 - Ventilation Equipment Tender	15.43
25210 - Water Treatment Plant Operator	20.36
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.24
27007 - Baggage Inspector	14.65
27008 - Corrections Officer	17.25
27010 - Court Security Officer	17.41
27030 - Detection Dog Handler	16.38
27040 - Detention Officer	17.25
27070 - Firefighter	17.11
27101 - Guard I	14.65
27102 - Guard II	16.38
27131 - Police Officer I	20.14
27132 - Police Officer II	22.38
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.51
28042 - Carnival Equipment Repairer	13.46
28043 - Carnival Worker	9.57
28210 - Gate Attendant/Gate Tender	16.20
28310 - Lifeguard	14.03
28350 - Park Attendant (Aide)	18.12
28510 - Recreation Aide/Health Facility Attendant	13.23
28515 - Recreation Specialist	21.14
28630 - Sports Official	14.43
28690 - Swimming Pool Operator	15.79
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	19.28
29020 - Hatch Tender	19.28
29030 - Line Handler	19.28
29041 - Stevedore I	17.88
29042 - Stevedore II	20.38
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.29
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.78
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.59

30021 - Archeological Technician I 16.69
30022 - Archeological Technician II 18.67
30023 - Archeological Technician III 23.13
30030 - Cartographic Technician 22.77
30040 - Civil Engineering Technician 23.31
30051 - Cryogenic Technician I 25.61
30052 - Cryogenic Technician II 28.30
30061 - Drafter/CAD Operator I 16.69
30062 - Drafter/CAD Operator II 18.67
30063 - Drafter/CAD Operator III 20.82
30064 - Drafter/CAD Operator IV 25.61
30081 - Engineering Technician I 15.31
30082 - Engineering Technician II 17.18
30083 - Engineering Technician III 19.22
30084 - Engineering Technician IV 23.78
30085 - Engineering Technician V 29.14
30086 - Engineering Technician VI 38.72
30090 - Environmental Technician 22.79
30095 - Evidence Control Specialist 22.66
30210 - Laboratory Technician 20.97
30221 - Latent Fingerprint Technician I 25.61
30222 - Latent Fingerprint Technician II 28.30
30240 - Mathematical Technician 23.13
30361 - Paralegal/Legal Assistant I 19.19
30362 - Paralegal/Legal Assistant II 23.77
30363 - Paralegal/Legal Assistant III 29.08
30364 - Paralegal/Legal Assistant IV 35.19
30375 - Petroleum Supply Specialist 26.08
30390 - Photo-Optics Technician 23.14
30395 - Radiation Control Technician 26.08
30461 - Technical Writer I 23.13
30462 - Technical Writer II 28.30
30463 - Technical Writer III 34.24
30491 - Unexploded Ordnance (UXO) Technician I 25.60
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 25.61
30502 - Weather Forecaster II 31.17
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.82
30621 - Weather Observer Senior (see 2) 23.13
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.98
31020 - Bus Aide 15.80
31030 - Bus Driver 23.04
31043 - Driver Courier 16.65
31260 - Parking and Lot Attendant 13.99
31290 - Shuttle Bus Driver 16.17

31310 - Taxi Driver	15.47
31361 - Truckdriver Light	17.79
31362 - Truckdriver Medium	19.15
31363 - Truckdriver Heavy	24.85
31364 - Truckdriver Tractor-Trailer	24.85
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	10.28
99050 - Desk Clerk	11.22
99095 - Embalmer	25.60
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	17.97
99252 - Laboratory Animal Caretaker II	18.88
99260 - Marketing Analyst	27.44
99310 - Mortician	25.60
99410 - Pest Controller	19.16
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	16.49
99711 - Recycling Specialist	19.88
99730 - Refuse Collector	14.93
99810 - Sales Clerk	12.47
99820 - School Crossing Guard	14.93
99830 - Survey Party Chief	19.74
99831 - Surveying Aide	12.33
99832 - Surveying Technician	16.90
99840 - Vending Machine Attendant	19.88
99841 - Vending Machine Repairer	24.70
99842 - Vending Machine Repairer Helper	19.88

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 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.: 2015-4480
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: Georgia

Area: Georgia County of McIntosh

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.87
01012 - Accounting Clerk II		16.69
01013 - Accounting Clerk III		18.68
01020 - Administrative Assistant		25.79
01035 - Court Reporter		17.11
01041 - Customer Service Representative I		11.19
01042 - Customer Service Representative II		12.59
01043 - Customer Service Representative III		13.73
01051 - Data Entry Operator I		15.11
01052 - Data Entry Operator II		16.48
01060 - Dispatcher Motor Vehicle		22.19
01070 - Document Preparation Clerk		13.62

01090 - Duplicating Machine Operator 13.62
01111 - General Clerk I 12.68
01112 - General Clerk II 13.83
01113 - General Clerk III 15.53
01120 - Housing Referral Assistant 19.08
01141 - Messenger Courier 11.10
01191 - Order Clerk I 12.49
01192 - Order Clerk II 13.62
01261 - Personnel Assistant (Employment) I 17.24
01262 - Personnel Assistant (Employment) II 20.67
01263 - Personnel Assistant (Employment) III 24.58
01270 - Production Control Clerk 23.11
01290 - Rental Clerk 11.58
01300 - Scheduler Maintenance 15.29
01311 - Secretary I 15.29
01312 - Secretary II 17.11
01313 - Secretary III 19.08
01320 - Service Order Dispatcher 19.61
01410 - Supply Technician 25.79
01420 - Survey Worker 14.35
01460 - Switchboard Operator/Receptionist 14.35
01531 - Travel Clerk I 12.79
01532 - Travel Clerk II 13.64
01533 - Travel Clerk III 14.71
01611 - Word Processor I 13.62
01612 - Word Processor II 15.29
01613 - Word Processor III 17.11
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.55
05010 - Automotive Electrician 18.04
05040 - Automotive Glass Installer 16.98
05070 - Automotive Worker 17.33
05110 - Mobile Equipment Servicer 15.09
05130 - Motor Equipment Metal Mechanic 19.14
05160 - Motor Equipment Metal Worker 16.98
05190 - Motor Vehicle Mechanic 19.14
05220 - Motor Vehicle Mechanic Helper 14.12
05250 - Motor Vehicle Upholstery Worker 16.07
05280 - Motor Vehicle Wrecker 16.98
05310 - Painter Automotive 18.04
05340 - Radiator Repair Specialist 16.98
05370 - Tire Repairer 13.62
05400 - Transmission Repair Specialist 19.14
07000 - Food Preparation And Service Occupations
07010 - Baker 14.12
07041 - Cook I 12.51
07042 - Cook II 14.53
07070 - Dishwasher 9.99
07130 - Food Service Worker 10.80
07210 - Meat Cutter 14.41

07260 - Waiter/Waitress	9.39
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.48
09040 - Furniture Handler	12.95
09080 - Furniture Refinisher	20.14
09090 - Furniture Refinisher Helper	15.40
09110 - Furniture Repairer Minor	17.71
09130 - Upholsterer	20.14
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.45
11060 - Elevator Operator	12.57
11090 - Gardener	17.87
11122 - Housekeeping Aide	12.57
11150 - Janitor	12.57
11210 - Laborer Grounds Maintenance	13.87
11240 - Maid or Houseman	9.05
11260 - Pruner	12.56
11270 - Tractor Operator	16.72
11330 - Trail Maintenance Worker	13.87
11360 - Window Cleaner	13.89
12000 - Health Occupations	
12010 - Ambulance Driver	17.24
12011 - Breath Alcohol Technician	18.45
12012 - Certified Occupational Therapist Assistant	25.31
12015 - Certified Physical Therapist Assistant	25.31
12020 - Dental Assistant	17.87
12025 - Dental Hygienist	39.73
12030 - EKG Technician	27.96
12035 - Electroneurodiagnostic Technologist	27.96
12040 - Emergency Medical Technician	17.24
12071 - Licensed Practical Nurse I	16.49
12072 - Licensed Practical Nurse II	18.45
12073 - Licensed Practical Nurse III	20.57
12100 - Medical Assistant	14.01
12130 - Medical Laboratory Technician	19.91
12160 - Medical Record Clerk	14.37
12190 - Medical Record Technician	17.69
12195 - Medical Transcriptionist	16.94
12210 - Nuclear Medicine Technologist	40.54
12221 - Nursing Assistant I	11.45
12222 - Nursing Assistant II	12.87
12223 - Nursing Assistant III	14.04
12224 - Nursing Assistant IV	15.77
12235 - Optical Dispenser	18.45
12236 - Optical Technician	16.49
12250 - Pharmacy Technician	15.99
12280 - Phlebotomist	14.77
12305 - Radiologic Technologist	24.26
12311 - Registered Nurse I	23.92
12312 - Registered Nurse II	29.26

12313 - Registered Nurse II Specialist		29.26
12314 - Registered Nurse III		35.40
12315 - Registered Nurse III Anesthetist		36.18
12316 - Registered Nurse IV		42.42
12317 - Scheduler (Drug and Alcohol Testing)		22.85
12320 - Substance Abuse Treatment Counselor		22.85
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		23.72
13012 - Exhibits Specialist II		29.39
13013 - Exhibits Specialist III		35.95
13041 - Illustrator I		23.72
13042 - Illustrator II		29.39
13043 - Illustrator III		35.95
13047 - Librarian		32.54
13050 - Library Aide/Clerk		15.27
13054 - Library Information Technology Systems Administrator		29.37
13058 - Library Technician		21.08
13061 - Media Specialist I		21.20
13062 - Media Specialist II		23.72
13063 - Media Specialist III		26.46
13071 - Photographer I		18.44
13072 - Photographer II		20.71
13073 - Photographer III		25.45
13074 - Photographer IV		31.13
13075 - Photographer V		37.66
13090 - Technical Order Library Clerk		25.35
13110 - Video Teleconference Technician		21.20
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.48
14042 - Computer Operator II		17.25
14043 - Computer Operator III		21.23
14044 - Computer Operator IV		23.62
14045 - Computer Operator V		26.13
14071 - Computer Programmer I	(see 123)	20.15
14072 - Computer Programmer II	(see 3)	26.57
14073 - Computer Programmer III	(see 3)	
14074 - Computer Programmer IV	(see 3)	
14101 - Computer Systems Analyst I	(see 3)	
14102 - Computer Systems Analyst II	(see 3)	
14103 - Computer Systems Analyst III	(see 3)	
14150 - Peripheral Equipment Operator		15.48
14160 - Personal Computer Support Technician		23.62
14170 - System Support Specialist		26.13
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.92
15020 - Aircrew Training Devices Instructor (Rated)		34.99
15030 - Air Crew Training Devices Instructor (Pilot)		41.11
15050 - Computer Based Training Specialist / Instructor		28.92

15060 - Educational Technologist 35.49
15070 - Flight Instructor (Pilot) 41.11
15080 - Graphic Artist 26.49
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.11
15086 - Maintenance Test Pilot Rotary Wing 41.11
15088 - Non-Maintenance Test/Co-Pilot 41.11
15090 - Technical Instructor 25.41
15095 - Technical Instructor/Course Developer 31.09
15110 - Test Proctor 20.52
15120 - Tutor 20.52
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.71
16030 - Counter Attendant 9.71
16040 - Dry Cleaner 11.80
16070 - Finisher Flatwork Machine 9.71
16090 - Presser Hand 9.71
16110 - Presser Machine Drycleaning 9.71
16130 - Presser Machine Shirts 9.71
16160 - Presser Machine Wearing Apparel Laundry 9.71
16190 - Sewing Machine Operator 12.54
16220 - Tailor 13.29
16250 - Washer Machine 10.33
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.48
19040 - Tool And Die Maker 23.59
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.30
21030 - Material Coordinator 23.11
21040 - Material Expediter 23.11
21050 - Material Handling Laborer 14.26
21071 - Order Filler 13.31
21080 - Production Line Worker (Food Processing) 15.30
21110 - Shipping Packer 15.62
21130 - Shipping/Receiving Clerk 15.62
21140 - Store Worker I 12.97
21150 - Stock Clerk 17.59
21210 - Tools And Parts Attendant 15.30
21410 - Warehouse Specialist 15.30
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.07
23019 - Aircraft Logs and Records Technician 19.45
23021 - Aircraft Mechanic I 22.92
23022 - Aircraft Mechanic II 24.07
23023 - Aircraft Mechanic III 25.27
23040 - Aircraft Mechanic Helper 17.16
23050 - Aircraft Painter 21.75
23060 - Aircraft Servicer 19.45
23070 - Aircraft Survival Flight Equipment Technician 21.75
23080 - Aircraft Worker 20.56
23091 - Aircrew Life Support Equipment (ALSE) Mechanic 20.56

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 22.92
II
23110 - Appliance Mechanic 19.48
23120 - Bicycle Repairer 15.87
23125 - Cable Splicer 20.59
23130 - Carpenter Maintenance 18.12
23140 - Carpet Layer 18.43
23160 - Electrician Maintenance 21.23
23181 - Electronics Technician Maintenance I 21.54
23182 - Electronics Technician Maintenance II 22.76
23183 - Electronics Technician Maintenance III 24.04
23260 - Fabric Worker 17.08
23290 - Fire Alarm System Mechanic 20.59
23310 - Fire Extinguisher Repairer 15.87
23311 - Fuel Distribution System Mechanic 20.59
23312 - Fuel Distribution System Operator 15.87
23370 - General Maintenance Worker 17.05
23380 - Ground Support Equipment Mechanic 22.92
23381 - Ground Support Equipment Servicer 19.45
23382 - Ground Support Equipment Worker 20.56
23391 - Gunsmith I 15.87
23392 - Gunsmith II 18.43
23393 - Gunsmith III 20.59
23410 - Heating Ventilation And Air-Conditioning 19.99
Mechanic
23411 - Heating Ventilation And Air Contidioning 20.62
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 22.69
23440 - Heavy Equipment Operator 19.62
23460 - Instrument Mechanic 21.25
23465 - Laboratory/Shelter Mechanic 19.48
23470 - Laborer 14.26
23510 - Locksmith 19.48
23530 - Machinery Maintenance Mechanic 24.17
23550 - Machinist Maintenance 22.08
23580 - Maintenance Trades Helper 14.85
23591 - Metrology Technician I 21.25
23592 - Metrology Technician II 22.42
23593 - Metrology Technician III 23.60
23640 - Millwright 22.90
23710 - Office Appliance Repairer 19.48
23760 - Painter Maintenance 18.57
23790 - Pipefitter Maintenance 26.10
23810 - Plumber Maintenance 24.69
23820 - Pneudraulic Systems Mechanic 20.59
23850 - Rigger 20.59
23870 - Scale Mechanic 18.43
23890 - Sheet-Metal Worker Maintenance 21.51
23910 - Small Engine Mechanic 18.43

23931 - Telecommunications Mechanic I	24.24
23932 - Telecommunications Mechanic II	25.46
23950 - Telephone Lineman	20.59
23960 - Welder Combination Maintenance	19.37
23965 - Well Driller	20.59
23970 - Woodcraft Worker	20.59
23980 - Woodworker	15.87
24000 - Personal Needs Occupations	
24550 - Case Manager	13.18
24570 - Child Care Attendant	9.61
24580 - Child Care Center Clerk	12.75
24610 - Chore Aide	10.86
24620 - Family Readiness And Support Services Coordinator	13.18
24630 - Homemaker	14.19
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.46
25040 - Sewage Plant Operator	18.51
25070 - Stationary Engineer	21.46
25190 - Ventilation Equipment Tender	14.85
25210 - Water Treatment Plant Operator	18.51
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.24
27007 - Baggage Inspector	14.05
27008 - Corrections Officer	17.25
27010 - Court Security Officer	17.41
27030 - Detection Dog Handler	15.92
27040 - Detention Officer	17.25
27070 - Firefighter	17.11
27101 - Guard I	14.05
27102 - Guard II	15.92
27131 - Police Officer I	19.84
27132 - Police Officer II	22.04
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.51
28042 - Carnival Equipment Repairer	13.46
28043 - Carnival Worker	9.57
28210 - Gate Attendant/Gate Tender	16.20
28310 - Lifeguard	14.03
28350 - Park Attendant (Aide)	18.12
28510 - Recreation Aide/Health Facility Attendant	13.23
28515 - Recreation Specialist	19.35
28630 - Sports Official	14.43
28690 - Swimming Pool Operator	15.79
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.94
29020 - Hatch Tender	18.94
29030 - Line Handler	18.94
29041 - Stevedore I	17.59
29042 - Stevedore II	20.00

30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO)	(see 4)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 4)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 4)	30.29
30021 - Archeological Technician I		16.69
30022 - Archeological Technician II		18.67
30023 - Archeological Technician III		23.13
30030 - Cartographic Technician		22.77
30040 - Civil Engineering Technician		23.31
30051 - Cryogenic Technician I		25.61
30052 - Cryogenic Technician II		28.30
30061 - Drafter/CAD Operator I		16.69
30062 - Drafter/CAD Operator II		18.67
30063 - Drafter/CAD Operator III		20.82
30064 - Drafter/CAD Operator IV		25.61
30081 - Engineering Technician I		15.31
30082 - Engineering Technician II		17.18
30083 - Engineering Technician III		19.22
30084 - Engineering Technician IV		23.78
30085 - Engineering Technician V		29.14
30086 - Engineering Technician VI		38.72
30090 - Environmental Technician		22.79
30095 - Evidence Control Specialist		22.66
30210 - Laboratory Technician		20.97
30221 - Latent Fingerprint Technician I		25.61
30222 - Latent Fingerprint Technician II		28.30
30240 - Mathematical Technician		23.13
30361 - Paralegal/Legal Assistant I		19.06
30362 - Paralegal/Legal Assistant II		23.61
30363 - Paralegal/Legal Assistant III		28.89
30364 - Paralegal/Legal Assistant IV		34.95
30375 - Petroleum Supply Specialist		26.08
30390 - Photo-Optics Technician		23.14
30395 - Radiation Control Technician		26.08
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		25.61
30502 - Weather Forecaster II		31.17
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 4)	20.82
30621 - Weather Observer Senior	(see 4)	23.13

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		30.67
31020 - Bus Aide		15.80

31030 - Bus Driver	21.77
31043 - Driver Courier	15.14
31260 - Parking and Lot Attendant	13.99
31290 - Shuttle Bus Driver	16.17
31310 - Taxi Driver	14.47
31361 - Truckdriver Light	16.17
31362 - Truckdriver Medium	17.41
31363 - Truckdriver Heavy	23.72
31364 - Truckdriver Tractor-Trailer	23.72
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.93
99050 - Desk Clerk	10.20
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	16.34
99252 - Laboratory Animal Caretaker II	17.16
99260 - Marketing Analyst	27.44
99310 - Mortician	25.35
99410 - Pest Controller	19.16
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	16.03
99711 - Recycling Specialist	19.32
99730 - Refuse Collector	14.51
99810 - Sales Clerk	11.80
99820 - School Crossing Guard	14.51
99830 - Survey Party Chief	19.54
99831 - Surveying Aide	12.21
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	18.72
99841 - Vending Machine Repairer	22.45
99842 - Vending Machine Repairer Helper	18.72

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:

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4.22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

2) 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)

3) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

4) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4481
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: Georgia

Area: Georgia Counties of Murray Whitfield

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.96
01012 - Accounting Clerk II		16.79
01013 - Accounting Clerk III		18.79
01020 - Administrative Assistant		27.20
01035 - Court Reporter		20.93
01041 - Customer Service Representative I		13.60
01042 - Customer Service Representative II		15.29
01043 - Customer Service Representative III		16.68
01051 - Data Entry Operator I		13.84
01052 - Data Entry Operator II		15.70
01060 - Dispatcher Motor Vehicle		20.08
01070 - Document Preparation Clerk		14.63
01090 - Duplicating Machine Operator		14.63
01111 - General Clerk I		13.59
01112 - General Clerk II		14.84

01113 - General Clerk III 16.64
01120 - Housing Referral Assistant 21.85
01141 - Messenger Courier 12.60
01191 - Order Clerk I 14.71
01192 - Order Clerk II 16.05
01261 - Personnel Assistant (Employment) I 16.42
01262 - Personnel Assistant (Employment) II 18.55
01263 - Personnel Assistant (Employment) III 20.90
01270 - Production Control Clerk 21.32
01290 - Rental Clerk 15.21
01300 - Scheduler Maintenance 16.42
01311 - Secretary I 16.42
01312 - Secretary II 18.38
01313 - Secretary III 20.48
01320 - Service Order Dispatcher 17.94
01410 - Supply Technician 27.20
01420 - Survey Worker 18.40
01460 - Switchboard Operator/Receptionist 13.41
01531 - Travel Clerk I 14.52
01532 - Travel Clerk II 15.85
01533 - Travel Clerk III 17.08
01611 - Word Processor I 14.63
01612 - Word Processor II 16.42
01613 - Word Processor III 18.38
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 25.70
05010 - Automotive Electrician 21.55
05040 - Automotive Glass Installer 20.18
05070 - Automotive Worker 20.18
05110 - Mobile Equipment Servicer 17.47
05130 - Motor Equipment Metal Mechanic 23.36
05160 - Motor Equipment Metal Worker 20.18
05190 - Motor Vehicle Mechanic 23.36
05220 - Motor Vehicle Mechanic Helper 17.56
05250 - Motor Vehicle Upholstery Worker 19.05
05280 - Motor Vehicle Wrecker 20.18
05310 - Painter Automotive 21.55
05340 - Radiator Repair Specialist 20.18
05370 - Tire Repairer 13.80
05400 - Transmission Repair Specialist 23.36
07000 - Food Preparation And Service Occupations
07010 - Baker 13.42
07041 - Cook I 11.95
07042 - Cook II 13.58
07070 - Dishwasher 10.24
07130 - Food Service Worker 10.01
07210 - Meat Cutter 14.56
07260 - Waiter/Waitress 9.03
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 17.47

09040 - Furniture Handler 12.05
09080 - Furniture Refinisher 17.47
09090 - Furniture Refinisher Helper 12.55
09110 - Furniture Repairer Minor 14.76
09130 - Upholsterer 17.47
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 10.14
11060 - Elevator Operator 11.04
11090 - Gardener 18.91
11122 - Housekeeping Aide 11.04
11150 - Janitor 11.04
11210 - Laborer Grounds Maintenance 13.63
11240 - Maid or Houseman 10.18
11260 - Pruner 14.15
11270 - Tractor Operator 17.15
11330 - Trail Maintenance Worker 13.63
11360 - Window Cleaner 13.54
12000 - Health Occupations
12010 - Ambulance Driver 18.42
12011 - Breath Alcohol Technician 19.89
12012 - Certified Occupational Therapist Assistant 25.49
12015 - Certified Physical Therapist Assistant 31.92
12020 - Dental Assistant 17.07
12025 - Dental Hygienist 35.48
12030 - EKG Technician 27.91
12035 - Electroneurodiagnostic Technologist 27.91
12040 - Emergency Medical Technician 18.42
12071 - Licensed Practical Nurse I 17.72
12072 - Licensed Practical Nurse II 19.89
12073 - Licensed Practical Nurse III 21.97
12100 - Medical Assistant 14.71
12130 - Medical Laboratory Technician 22.34
12160 - Medical Record Clerk 15.08
12190 - Medical Record Technician 19.45
12195 - Medical Transcriptionist 17.35
12210 - Nuclear Medicine Technologist 40.47
12221 - Nursing Assistant I 12.15
12222 - Nursing Assistant II 13.66
12223 - Nursing Assistant III 14.90
12224 - Nursing Assistant IV 16.73
12235 - Optical Dispenser 17.05
12236 - Optical Technician 16.46
12250 - Pharmacy Technician 14.87
12280 - Phlebotomist 13.84
12305 - Radiologic Technologist 27.91
12311 - Registered Nurse I 24.94
12312 - Registered Nurse II 29.59
12313 - Registered Nurse II Specialist 29.59
12314 - Registered Nurse III 35.80
12315 - Registered Nurse III Anesthetist 35.80

12316 - Registered Nurse IV		42.91
12317 - Scheduler (Drug and Alcohol Testing)		22.81
12320 - Substance Abuse Treatment Counselor		24.21
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.57
13012 - Exhibits Specialist II		24.94
13013 - Exhibits Specialist III		30.52
13041 - Illustrator I		20.89
13042 - Illustrator II		24.94
13043 - Illustrator III		30.52
13047 - Librarian		28.28
13050 - Library Aide/Clerk		15.98
13054 - Library Information Technology Systems Administrator		25.27
13058 - Library Technician		18.66
13061 - Media Specialist I		18.42
13062 - Media Specialist II		20.62
13063 - Media Specialist III		22.98
13071 - Photographer I		17.47
13072 - Photographer II		18.16
13073 - Photographer III		22.50
13074 - Photographer IV		27.10
13075 - Photographer V		30.67
13090 - Technical Order Library Clerk		16.73
13110 - Video Teleconference Technician		18.01
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.20
14042 - Computer Operator II		19.24
14043 - Computer Operator III		21.45
14044 - Computer Operator IV		23.84
14045 - Computer Operator V		26.40
14071 - Computer Programmer I	(see 1)	25.09
14072 - Computer Programmer II	(see 1)	25.31
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - 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		23.84
14170 - System Support Specialist		26.40
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.93
15020 - Aircrew Training Devices Instructor (Rated)		35.00
15030 - Air Crew Training Devices Instructor (Pilot)		41.95
15050 - Computer Based Training Specialist / Instructor		28.93
15060 - Educational Technologist		36.78
15070 - Flight Instructor (Pilot)		41.95
15080 - Graphic Artist		24.69
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.41

15086 - Maintenance Test Pilot Rotary Wing 41.41
15088 - Non-Maintenance Test/Co-Pilot 41.41
15090 - Technical Instructor 23.83
15095 - Technical Instructor/Course Developer 29.15
15110 - Test Proctor 19.24
15120 - Tutor 19.24
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.73
16030 - Counter Attendant 10.73
16040 - Dry Cleaner 13.74
16070 - Finisher Flatwork Machine 10.73
16090 - Presser Hand 10.73
16110 - Presser Machine Drycleaning 10.73
16130 - Presser Machine Shirts 10.73
16160 - Presser Machine Wearing Apparel Laundry 10.73
16190 - Sewing Machine Operator 14.72
16220 - Tailor 15.72
16250 - Washer Machine 11.74
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 18.42
19040 - Tool And Die Maker 23.32
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.73
21030 - Material Coordinator 19.67
21040 - Material Expediter 19.67
21050 - Material Handling Laborer 13.01
21071 - Order Filler 13.62
21080 - Production Line Worker (Food Processing) 16.73
21110 - Shipping Packer 15.18
21130 - Shipping/Receiving Clerk 15.18
21140 - Store Worker I 11.73
21150 - Stock Clerk 18.17
21210 - Tools And Parts Attendant 16.73
21410 - Warehouse Specialist 16.73
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.76
23019 - Aircraft Logs and Records Technician 20.63
23021 - Aircraft Mechanic I 25.12
23022 - Aircraft Mechanic II 26.76
23023 - Aircraft Mechanic III 28.32
23040 - Aircraft Mechanic Helper 17.97
23050 - Aircraft Painter 22.08
23060 - Aircraft Servicer 20.63
23070 - Aircraft Survival Flight Equipment Technician 22.08
23080 - Aircraft Worker 21.95
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.95
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.12
23110 - Appliance Mechanic 18.74

23120 - Bicycle Repairer 14.52
23125 - Cable Splicer 21.54
23130 - Carpenter Maintenance 22.22
23140 - Carpet Layer 17.91
23160 - Electrician Maintenance 22.83
23181 - Electronics Technician Maintenance I 23.10
23182 - Electronics Technician Maintenance II 26.84
23183 - Electronics Technician Maintenance III 28.70
23260 - Fabric Worker 15.86
23290 - Fire Alarm System Mechanic 19.70
23310 - Fire Extinguisher Repairer 14.52
23311 - Fuel Distribution System Mechanic 22.06
23312 - Fuel Distribution System Operator 16.26
23370 - General Maintenance Worker 19.05
23380 - Ground Support Equipment Mechanic 25.12
23381 - Ground Support Equipment Servicer 20.63
23382 - Ground Support Equipment Worker 21.95
23391 - Gunsmith I 18.65
23392 - Gunsmith II 20.94
23393 - Gunsmith III 21.98
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.73
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.21
23430 - Heavy Equipment Mechanic 21.25
23440 - Heavy Equipment Operator 18.92
23460 - Instrument Mechanic 23.76
23465 - Laboratory/Shelter Mechanic 18.42
23470 - Laborer 12.57
23510 - Locksmith 18.42
23530 - Machinery Maintenance Mechanic 21.53
23550 - Machinist Maintenance 19.73
23580 - Maintenance Trades Helper 15.08
23591 - Metrology Technician I 23.76
23592 - Metrology Technician II 23.91
23593 - Metrology Technician III 25.31
23640 - Millwright 22.37
23710 - Office Appliance Repairer 20.06
23760 - Painter Maintenance 18.42
23790 - Pipefitter Maintenance 23.37
23810 - Plumber Maintenance 21.85
23820 - Pneudraulic Systems Mechanic 19.70
23850 - Rigger 21.30
23870 - Scale Mechanic 17.23
23890 - Sheet-Metal Worker Maintenance 22.11
23910 - Small Engine Mechanic 17.23
23931 - Telecommunications Mechanic I 26.53
23932 - Telecommunications Mechanic II 29.28
23950 - Telephone Lineman 20.47
23960 - Welder Combination Maintenance 17.97

23965 - Well Driller	19.70
23970 - Woodcraft Worker	19.70
23980 - Woodworker	14.52
24000 - Personal Needs Occupations	
24550 - Case Manager	15.09
24570 - Child Care Attendant	10.89
24580 - Child Care Center Clerk	13.58
24610 - Chore Aide	11.33
24620 - Family Readiness And Support Services Coordinator	15.09
24630 - Homemaker	16.76
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.71
25040 - Sewage Plant Operator	20.26
25070 - Stationary Engineer	21.71
25190 - Ventilation Equipment Tender	13.51
25210 - Water Treatment Plant Operator	20.26
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.63
27007 - Baggage Inspector	16.13
27008 - Corrections Officer	16.39
27010 - Court Security Officer	17.55
27030 - Detection Dog Handler	18.05
27040 - Detention Officer	16.39
27070 - Firefighter	17.97
27101 - Guard I	16.13
27102 - Guard II	18.05
27131 - Police Officer I	19.70
27132 - Police Officer II	21.89
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.81
28042 - Carnival Equipment Repairer	14.14
28043 - Carnival Worker	8.81
28210 - Gate Attendant/Gate Tender	15.26
28310 - Lifeguard	11.33
28350 - Park Attendant (Aide)	17.08
28510 - Recreation Aide/Health Facility Attendant	10.14
28515 - Recreation Specialist	15.93
28630 - Sports Official	12.93
28690 - Swimming Pool Operator	18.99
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	19.62
29020 - Hatch Tender	19.62
29030 - Line Handler	19.62
29041 - Stevedore I	18.07
29042 - Stevedore II	20.99
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		19.76
30022 - Archeological Technician II		21.45
30023 - Archeological Technician III		27.39
30030 - Cartographic Technician		26.56
30040 - Civil Engineering Technician		22.47
30051 - Cryogenic Technician I		24.89
30052 - Cryogenic Technician II		27.49
30061 - Drafter/CAD Operator I		19.76
30062 - Drafter/CAD Operator II		21.45
30063 - Drafter/CAD Operator III		23.91
30064 - Drafter/CAD Operator IV		29.42
30081 - Engineering Technician I		16.64
30082 - Engineering Technician II		20.00
30083 - Engineering Technician III		20.90
30084 - Engineering Technician IV		26.47
30085 - Engineering Technician V		31.68
30086 - Engineering Technician VI		37.02
30090 - Environmental Technician		22.75
30095 - Evidence Control Specialist		22.47
30210 - Laboratory Technician		18.92
30221 - Latent Fingerprint Technician I		24.89
30222 - Latent Fingerprint Technician II		27.49
30240 - Mathematical Technician		25.03
30361 - Paralegal/Legal Assistant I		19.41
30362 - Paralegal/Legal Assistant II		24.05
30363 - Paralegal/Legal Assistant III		29.41
30364 - Paralegal/Legal Assistant IV		35.56
30375 - Petroleum Supply Specialist		27.49
30390 - Photo-Optics Technician		26.56
30395 - Radiation Control Technician		27.49
30461 - Technical Writer I		26.07
30462 - Technical Writer II		30.07
30463 - Technical Writer III		36.37
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		29.42
30502 - Weather Forecaster II		35.78
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.91
30621 - Weather Observer Senior	(see 2)	27.39
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		13.07
31030 - Bus Driver		19.83
31043 - Driver Courier		13.94
31260 - Parking and Lot Attendant		11.31
31290 - Shuttle Bus Driver		15.38

31310 - Taxi Driver	15.45
31361 - Truckdriver Light	15.38
31362 - Truckdriver Medium	16.81
31363 - Truckdriver Heavy	21.54
31364 - Truckdriver Tractor-Trailer	21.54
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.25
99050 - Desk Clerk	10.17
99095 - Embalmer	29.59
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	16.14
99252 - Laboratory Animal Caretaker II	17.75
99260 - Marketing Analyst	31.12
99310 - Mortician	29.59
99410 - Pest Controller	23.51
99510 - Photofinishing Worker	16.45
99710 - Recycling Laborer	16.60
99711 - Recycling Specialist	20.88
99730 - Refuse Collector	14.44
99810 - Sales Clerk	13.50
99820 - School Crossing Guard	13.93
99830 - Survey Party Chief	20.64
99831 - Surveying Aide	12.11
99832 - Surveying Technician	17.05
99840 - Vending Machine Attendant	18.84
99841 - Vending Machine Repairer	22.99
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; 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.: 2015-4482
Revision No.: 12
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: Georgia

Area: Georgia Counties of Murray Whitfield

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.96
01012 - Accounting Clerk II		16.79
01013 - Accounting Clerk III		18.79
01020 - Administrative Assistant		27.20
01035 - Court Reporter		20.93
01041 - Customer Service Representative I		13.60
01042 - Customer Service Representative II		15.29
01043 - Customer Service Representative III		16.68
01051 - Data Entry Operator I		13.84
01052 - Data Entry Operator II		15.70
01060 - Dispatcher Motor Vehicle		20.08
01070 - Document Preparation Clerk		14.63

01090 - Duplicating Machine Operator 14.63
01111 - General Clerk I 13.59
01112 - General Clerk II 14.84
01113 - General Clerk III 16.64
01120 - Housing Referral Assistant 21.85
01141 - Messenger Courier 12.60
01191 - Order Clerk I 14.71
01192 - Order Clerk II 16.05
01261 - Personnel Assistant (Employment) I 16.42
01262 - Personnel Assistant (Employment) II 18.55
01263 - Personnel Assistant (Employment) III 20.90
01270 - Production Control Clerk 21.32
01290 - Rental Clerk 15.21
01300 - Scheduler Maintenance 16.42
01311 - Secretary I 16.42
01312 - Secretary II 18.38
01313 - Secretary III 20.48
01320 - Service Order Dispatcher 17.94
01410 - Supply Technician 27.20
01420 - Survey Worker 18.40
01460 - Switchboard Operator/Receptionist 13.41
01531 - Travel Clerk I 14.52
01532 - Travel Clerk II 15.85
01533 - Travel Clerk III 17.08
01611 - Word Processor I 14.63
01612 - Word Processor II 16.42
01613 - Word Processor III 18.38
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 25.70
05010 - Automotive Electrician 21.55
05040 - Automotive Glass Installer 20.18
05070 - Automotive Worker 20.18
05110 - Mobile Equipment Servicer 17.47
05130 - Motor Equipment Metal Mechanic 23.36
05160 - Motor Equipment Metal Worker 20.18
05190 - Motor Vehicle Mechanic 23.36
05220 - Motor Vehicle Mechanic Helper 17.56
05250 - Motor Vehicle Upholstery Worker 19.05
05280 - Motor Vehicle Wrecker 20.18
05310 - Painter Automotive 21.55
05340 - Radiator Repair Specialist 20.18
05370 - Tire Repairer 13.80
05400 - Transmission Repair Specialist 23.36
07000 - Food Preparation And Service Occupations
07010 - Baker 13.42
07041 - Cook I 11.95
07042 - Cook II 13.58
07070 - Dishwasher 10.24
07130 - Food Service Worker 10.01
07210 - Meat Cutter 14.56

07260 - Waiter/Waitress	9.03
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.47
09040 - Furniture Handler	12.05
09080 - Furniture Refinisher	17.47
09090 - Furniture Refinisher Helper	12.55
09110 - Furniture Repairer Minor	14.76
09130 - Upholsterer	17.47
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.14
11060 - Elevator Operator	11.04
11090 - Gardener	18.91
11122 - Housekeeping Aide	11.04
11150 - Janitor	11.04
11210 - Laborer Grounds Maintenance	13.63
11240 - Maid or Houseman	10.18
11260 - Pruner	14.15
11270 - Tractor Operator	17.15
11330 - Trail Maintenance Worker	13.63
11360 - Window Cleaner	13.54
12000 - Health Occupations	
12010 - Ambulance Driver	18.42
12011 - Breath Alcohol Technician	19.89
12012 - Certified Occupational Therapist Assistant	25.49
12015 - Certified Physical Therapist Assistant	31.92
12020 - Dental Assistant	17.07
12025 - Dental Hygienist	35.48
12030 - EKG Technician	27.91
12035 - Electroneurodiagnostic Technologist	27.91
12040 - Emergency Medical Technician	18.42
12071 - Licensed Practical Nurse I	17.72
12072 - Licensed Practical Nurse II	19.89
12073 - Licensed Practical Nurse III	21.97
12100 - Medical Assistant	14.71
12130 - Medical Laboratory Technician	22.34
12160 - Medical Record Clerk	15.08
12190 - Medical Record Technician	19.45
12195 - Medical Transcriptionist	17.35
12210 - Nuclear Medicine Technologist	40.47
12221 - Nursing Assistant I	12.15
12222 - Nursing Assistant II	13.66
12223 - Nursing Assistant III	14.90
12224 - Nursing Assistant IV	16.73
12235 - Optical Dispenser	17.05
12236 - Optical Technician	16.46
12250 - Pharmacy Technician	14.87
12280 - Phlebotomist	13.84
12305 - Radiologic Technologist	27.91
12311 - Registered Nurse I	24.94
12312 - Registered Nurse II	29.59

12313 - Registered Nurse II Specialist		29.59
12314 - Registered Nurse III		35.80
12315 - Registered Nurse III Anesthetist		35.80
12316 - Registered Nurse IV		42.91
12317 - Scheduler (Drug and Alcohol Testing)		22.81
12320 - Substance Abuse Treatment Counselor		24.21
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.57
13012 - Exhibits Specialist II		24.94
13013 - Exhibits Specialist III		30.52
13041 - Illustrator I		20.89
13042 - Illustrator II		24.94
13043 - Illustrator III		30.52
13047 - Librarian		28.28
13050 - Library Aide/Clerk		15.98
13054 - Library Information Technology Systems Administrator		25.27
13058 - Library Technician		18.66
13061 - Media Specialist I		18.42
13062 - Media Specialist II		20.62
13063 - Media Specialist III		22.98
13071 - Photographer I		17.47
13072 - Photographer II		18.16
13073 - Photographer III		22.50
13074 - Photographer IV		27.10
13075 - Photographer V		30.67
13090 - Technical Order Library Clerk		16.73
13110 - Video Teleconference Technician		18.01
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.20
14042 - Computer Operator II		19.24
14043 - Computer Operator III		21.45
14044 - Computer Operator IV		23.84
14045 - Computer Operator V		26.40
14071 - Computer Programmer I	(see 1)	25.09
14072 - Computer Programmer II	(see 1)	25.31
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - 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		23.84
14170 - System Support Specialist		26.40
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.93
15020 - Aircrew Training Devices Instructor (Rated)		35.00
15030 - Air Crew Training Devices Instructor (Pilot)		41.95
15050 - Computer Based Training Specialist / Instructor		28.93
15060 - Educational Technologist		36.78

15070 - Flight Instructor (Pilot) 41.95
15080 - Graphic Artist 24.69
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.41
15086 - Maintenance Test Pilot Rotary Wing 41.41
15088 - Non-Maintenance Test/Co-Pilot 41.41
15090 - Technical Instructor 23.83
15095 - Technical Instructor/Course Developer 29.15
15110 - Test Proctor 19.24
15120 - Tutor 19.24
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.73
16030 - Counter Attendant 10.73
16040 - Dry Cleaner 13.74
16070 - Finisher Flatwork Machine 10.73
16090 - Presser Hand 10.73
16110 - Presser Machine Drycleaning 10.73
16130 - Presser Machine Shirts 10.73
16160 - Presser Machine Wearing Apparel Laundry 10.73
16190 - Sewing Machine Operator 14.72
16220 - Tailor 15.72
16250 - Washer Machine 11.74
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 18.42
19040 - Tool And Die Maker 23.32
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.73
21030 - Material Coordinator 19.67
21040 - Material Expediter 19.67
21050 - Material Handling Laborer 13.01
21071 - Order Filler 13.62
21080 - Production Line Worker (Food Processing) 16.73
21110 - Shipping Packer 15.18
21130 - Shipping/Receiving Clerk 15.18
21140 - Store Worker I 11.73
21150 - Stock Clerk 18.17
21210 - Tools And Parts Attendant 16.73
21410 - Warehouse Specialist 16.73
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.76
23019 - Aircraft Logs and Records Technician 20.63
23021 - Aircraft Mechanic I 25.12
23022 - Aircraft Mechanic II 26.76
23023 - Aircraft Mechanic III 28.32
23040 - Aircraft Mechanic Helper 17.97
23050 - Aircraft Painter 22.08
23060 - Aircraft Servicer 20.63
23070 - Aircraft Survival Flight Equipment Technician 22.08
23080 - Aircraft Worker 21.95
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.95

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.12
23110 - Appliance Mechanic 18.74
23120 - Bicycle Repairer 14.52
23125 - Cable Splicer 21.54
23130 - Carpenter Maintenance 22.22
23140 - Carpet Layer 17.91
23160 - Electrician Maintenance 22.83
23181 - Electronics Technician Maintenance I 23.10
23182 - Electronics Technician Maintenance II 26.84
23183 - Electronics Technician Maintenance III 28.70
23260 - Fabric Worker 15.86
23290 - Fire Alarm System Mechanic 19.70
23310 - Fire Extinguisher Repairer 14.52
23311 - Fuel Distribution System Mechanic 22.06
23312 - Fuel Distribution System Operator 16.26
23370 - General Maintenance Worker 19.05
23380 - Ground Support Equipment Mechanic 25.12
23381 - Ground Support Equipment Servicer 20.63
23382 - Ground Support Equipment Worker 21.95
23391 - Gunsmith I 18.65
23392 - Gunsmith II 20.94
23393 - Gunsmith III 21.98
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.73
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.21
23430 - Heavy Equipment Mechanic 21.25
23440 - Heavy Equipment Operator 18.92
23460 - Instrument Mechanic 23.76
23465 - Laboratory/Shelter Mechanic 18.42
23470 - Laborer 12.57
23510 - Locksmith 18.42
23530 - Machinery Maintenance Mechanic 21.53
23550 - Machinist Maintenance 19.73
23580 - Maintenance Trades Helper 15.08
23591 - Metrology Technician I 23.76
23592 - Metrology Technician II 23.91
23593 - Metrology Technician III 25.31
23640 - Millwright 22.37
23710 - Office Appliance Repairer 20.06
23760 - Painter Maintenance 18.42
23790 - Pipefitter Maintenance 23.37
23810 - Plumber Maintenance 21.85
23820 - Pneudraulic Systems Mechanic 19.70
23850 - Rigger 21.30
23870 - Scale Mechanic 17.23
23890 - Sheet-Metal Worker Maintenance 22.11
23910 - Small Engine Mechanic 17.23
23931 - Telecommunications Mechanic I 26.53

23932 - Telecommunications Mechanic II 29.28
23950 - Telephone Lineman 20.47
23960 - Welder Combination Maintenance 17.97
23965 - Well Driller 19.70
23970 - Woodcraft Worker 19.70
23980 - Woodworker 14.52
24000 - Personal Needs Occupations
24550 - Case Manager 15.09
24570 - Child Care Attendant 10.89
24580 - Child Care Center Clerk 13.58
24610 - Chore Aide 11.33
24620 - Family Readiness And Support Services Coordinator 15.09
24630 - Homemaker 16.76
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 21.71
25040 - Sewage Plant Operator 20.26
25070 - Stationary Engineer 21.71
25190 - Ventilation Equipment Tender 13.51
25210 - Water Treatment Plant Operator 20.26
27000 - Protective Service Occupations
27004 - Alarm Monitor 15.63
27007 - Baggage Inspector 16.13
27008 - Corrections Officer 16.39
27010 - Court Security Officer 17.55
27030 - Detection Dog Handler 18.05
27040 - Detention Officer 16.39
27070 - Firefighter 17.97
27101 - Guard I 16.13
27102 - Guard II 18.05
27131 - Police Officer I 19.70
27132 - Police Officer II 21.89
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.81
28042 - Carnival Equipment Repairer 14.14
28043 - Carnival Worker 8.81
28210 - Gate Attendant/Gate Tender 15.26
28310 - Lifeguard 11.33
28350 - Park Attendant (Aide) 17.08
28510 - Recreation Aide/Health Facility Attendant 10.14
28515 - Recreation Specialist 15.93
28630 - Sports Official 12.93
28690 - Swimming Pool Operator 18.99
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 19.62
29020 - Hatch Tender 19.62
29030 - Line Handler 19.62
29041 - Stevedore I 18.07
29042 - Stevedore II 20.99
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 19.76
30022 - Archeological Technician II 21.45
30023 - Archeological Technician III 27.39
30030 - Cartographic Technician 26.56
30040 - Civil Engineering Technician 22.47
30051 - Cryogenic Technician I 24.89
30052 - Cryogenic Technician II 27.49
30061 - Drafter/CAD Operator I 19.76
30062 - Drafter/CAD Operator II 21.45
30063 - Drafter/CAD Operator III 23.91
30064 - Drafter/CAD Operator IV 29.42
30081 - Engineering Technician I 16.64
30082 - Engineering Technician II 20.00
30083 - Engineering Technician III 20.90
30084 - Engineering Technician IV 26.47
30085 - Engineering Technician V 31.68
30086 - Engineering Technician VI 37.02
30090 - Environmental Technician 22.75
30095 - Evidence Control Specialist 22.47
30210 - Laboratory Technician 18.92
30221 - Latent Fingerprint Technician I 24.89
30222 - Latent Fingerprint Technician II 27.49
30240 - Mathematical Technician 25.03
30361 - Paralegal/Legal Assistant I 19.41
30362 - Paralegal/Legal Assistant II 24.05
30363 - Paralegal/Legal Assistant III 29.41
30364 - Paralegal/Legal Assistant IV 35.56
30375 - Petroleum Supply Specialist 27.49
30390 - Photo-Optics Technician 26.56
30395 - Radiation Control Technician 27.49
30461 - Technical Writer I 26.07
30462 - Technical Writer II 30.07
30463 - Technical Writer III 36.37
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 29.42
30502 - Weather Forecaster II 35.78
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.91
30621 - Weather Observer Senior (see 2) 27.39
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 13.07
31030 - Bus Driver 19.83

31043 - Driver Courier	13.94
31260 - Parking and Lot Attendant	11.31
31290 - Shuttle Bus Driver	15.38
31310 - Taxi Driver	15.45
31361 - Truckdriver Light	15.38
31362 - Truckdriver Medium	16.81
31363 - Truckdriver Heavy	21.54
31364 - Truckdriver Tractor-Trailer	21.54
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.25
99050 - Desk Clerk	10.17
99095 - Embalmer	29.59
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	16.14
99252 - Laboratory Animal Caretaker II	17.75
99260 - Marketing Analyst	31.12
99310 - Mortician	29.59
99410 - Pest Controller	23.51
99510 - Photofinishing Worker	16.45
99710 - Recycling Laborer	16.60
99711 - Recycling Specialist	20.88
99730 - Refuse Collector	14.44
99810 - Sales Clerk	13.50
99820 - School Crossing Guard	13.93
99830 - Survey Party Chief	20.64
99831 - Surveying Aide	12.11
99832 - Surveying Technician	17.05
99840 - Vending Machine Attendant	18.84
99841 - Vending Machine Repairer	22.99
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: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for 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.: 2015-4483
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: Georgia

Area: Georgia County of Hall

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.68
01012 - Accounting Clerk II		17.60
01013 - Accounting Clerk III		19.70
01020 - Administrative Assistant		27.18
01035 - Court Reporter		20.93
01041 - Customer Service Representative I		12.45
01042 - Customer Service Representative II		14.00
01043 - Customer Service Representative III		15.28
01051 - Data Entry Operator I		14.04
01052 - Data Entry Operator II		15.70
01060 - Dispatcher Motor Vehicle		19.25
01070 - Document Preparation Clerk		14.35
01090 - Duplicating Machine Operator		14.35
01111 - General Clerk I		13.43
01112 - General Clerk II		14.84

01113 - General Clerk III 16.45
01120 - Housing Referral Assistant 21.85
01141 - Messenger Courier 12.60
01191 - Order Clerk I 15.74
01192 - Order Clerk II 17.79
01261 - Personnel Assistant (Employment) I 16.39
01262 - Personnel Assistant (Employment) II 18.55
01263 - Personnel Assistant (Employment) III 20.90
01270 - Production Control Clerk 23.45
01290 - Rental Clerk 15.21
01300 - Scheduler Maintenance 16.13
01311 - Secretary I 16.13
01312 - Secretary II 18.05
01313 - Secretary III 20.13
01320 - Service Order Dispatcher 17.20
01410 - Supply Technician 27.18
01420 - Survey Worker 18.42
01460 - Switchboard Operator/Receptionist 13.78
01531 - Travel Clerk I 14.56
01532 - Travel Clerk II 15.92
01533 - Travel Clerk III 17.13
01611 - Word Processor I 14.35
01612 - Word Processor II 16.13
01613 - Word Processor III 18.30
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 23.36
05010 - Automotive Electrician 21.55
05040 - Automotive Glass Installer 20.18
05070 - Automotive Worker 20.18
05110 - Mobile Equipment Servicer 17.47
05130 - Motor Equipment Metal Mechanic 23.36
05160 - Motor Equipment Metal Worker 20.18
05190 - Motor Vehicle Mechanic 23.36
05220 - Motor Vehicle Mechanic Helper 17.56
05250 - Motor Vehicle Upholstery Worker 19.05
05280 - Motor Vehicle Wrecker 20.18
05310 - Painter Automotive 21.55
05340 - Radiator Repair Specialist 20.18
05370 - Tire Repairer 13.80
05400 - Transmission Repair Specialist 23.36
07000 - Food Preparation And Service Occupations
07010 - Baker 13.39
07041 - Cook I 13.96
07042 - Cook II 16.56
07070 - Dishwasher 10.24
07130 - Food Service Worker 11.51
07210 - Meat Cutter 14.49
07260 - Waiter/Waitress 9.37
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 17.47

09040 - Furniture Handler	12.05
09080 - Furniture Refinisher	17.47
09090 - Furniture Refinisher Helper	12.55
09110 - Furniture Repairer Minor	14.76
09130 - Upholsterer	17.47
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.43
11060 - Elevator Operator	12.40
11090 - Gardener	20.28
11122 - Housekeeping Aide	12.40
11150 - Janitor	12.40
11210 - Laborer Grounds Maintenance	14.60
11240 - Maid or Houseman	9.96
11260 - Pruner	13.31
11270 - Tractor Operator	18.37
11330 - Trail Maintenance Worker	14.60
11360 - Window Cleaner	14.50
12000 - Health Occupations	
12010 - Ambulance Driver	16.75
12011 - Breath Alcohol Technician	19.89
12012 - Certified Occupational Therapist Assistant	27.18
12015 - Certified Physical Therapist Assistant	27.90
12020 - Dental Assistant	19.17
12025 - Dental Hygienist	34.42
12030 - EKG Technician	30.03
12035 - Electroneurodiagnostic Technologist	30.03
12040 - Emergency Medical Technician	16.75
12071 - Licensed Practical Nurse I	17.72
12072 - Licensed Practical Nurse II	19.89
12073 - Licensed Practical Nurse III	22.09
12100 - Medical Assistant	15.82
12130 - Medical Laboratory Technician	18.66
12160 - Medical Record Clerk	16.38
12190 - Medical Record Technician	22.00
12195 - Medical Transcriptionist	17.71
12210 - Nuclear Medicine Technologist	43.54
12221 - Nursing Assistant I	12.34
12222 - Nursing Assistant II	13.87
12223 - Nursing Assistant III	15.13
12224 - Nursing Assistant IV	16.99
12235 - Optical Dispenser	19.82
12236 - Optical Technician	17.71
12250 - Pharmacy Technician	15.42
12280 - Phlebotomist	15.78
12305 - Radiologic Technologist	30.03
12311 - Registered Nurse I	24.94
12312 - Registered Nurse II	29.25
12313 - Registered Nurse II Specialist	29.25
12314 - Registered Nurse III	35.38
12315 - Registered Nurse III Anesthetist	35.38

12316 - Registered Nurse IV		42.41
12317 - Scheduler (Drug and Alcohol Testing)		24.54
12320 - Substance Abuse Treatment Counselor		24.06
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.57
13012 - Exhibits Specialist II		25.48
13013 - Exhibits Specialist III		31.17
13041 - Illustrator I		20.89
13042 - Illustrator II		25.48
13043 - Illustrator III		31.17
13047 - Librarian		28.28
13050 - Library Aide/Clerk		16.20
13054 - Library Information Technology Systems Administrator		25.38
13058 - Library Technician		18.66
13061 - Media Specialist I		18.43
13062 - Media Specialist II		20.62
13063 - Media Specialist III		22.98
13071 - Photographer I		17.47
13072 - Photographer II		19.02
13073 - Photographer III		23.56
13074 - Photographer IV		28.81
13075 - Photographer V		34.68
13090 - Technical Order Library Clerk		20.59
13110 - Video Teleconference Technician		18.43
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.20
14042 - Computer Operator II		19.24
14043 - Computer Operator III		21.45
14044 - Computer Operator IV		23.84
14045 - Computer Operator V		26.40
14071 - Computer Programmer I	(see 1)	25.09
14072 - Computer Programmer II	(see 1)	25.31
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - 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		23.84
14170 - System Support Specialist		26.40
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.82
15020 - Aircrew Training Devices Instructor (Rated)		38.50
15030 - Air Crew Training Devices Instructor (Pilot)		46.15
15050 - Computer Based Training Specialist / Instructor		31.82
15060 - Educational Technologist		34.32
15070 - Flight Instructor (Pilot)		46.15
15080 - Graphic Artist		24.69
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 27.46
15095 - Technical Instructor/Course Developer 33.59
15110 - Test Proctor 22.17
15120 - Tutor 22.17
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.73
16030 - Counter Attendant 10.73
16040 - Dry Cleaner 13.74
16070 - Finisher Flatwork Machine 10.73
16090 - Presser Hand 10.73
16110 - Presser Machine Drycleaning 10.73
16130 - Presser Machine Shirts 10.73
16160 - Presser Machine Wearing Apparel Laundry 10.73
16190 - Sewing Machine Operator 14.72
16220 - Tailor 15.80
16250 - Washer Machine 11.74
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 18.19
19040 - Tool And Die Maker 23.04
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 14.74
21030 - Material Coordinator 21.84
21040 - Material Expediter 21.84
21050 - Material Handling Laborer 13.54
21071 - Order Filler 13.62
21080 - Production Line Worker (Food Processing) 14.74
21110 - Shipping Packer 17.17
21130 - Shipping/Receiving Clerk 17.17
21140 - Store Worker I 12.00
21150 - Stock Clerk 18.37
21210 - Tools And Parts Attendant 14.74
21410 - Warehouse Specialist 14.74
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.76
23019 - Aircraft Logs and Records Technician 20.63
23021 - Aircraft Mechanic I 25.12
23022 - Aircraft Mechanic II 26.76
23023 - Aircraft Mechanic III 28.32
23040 - Aircraft Mechanic Helper 17.97
23050 - Aircraft Painter 22.08
23060 - Aircraft Servicer 20.63
23070 - Aircraft Survival Flight Equipment Technician 22.08
23080 - Aircraft Worker 21.95
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.95
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.12
23110 - Appliance Mechanic 19.54

23120 - Bicycle Repairer 15.34
23125 - Cable Splicer 26.06
23130 - Carpenter Maintenance 20.32
23140 - Carpet Layer 21.67
23160 - Electrician Maintenance 22.60
23181 - Electronics Technician Maintenance I 21.00
23182 - Electronics Technician Maintenance II 24.64
23183 - Electronics Technician Maintenance III 26.34
23260 - Fabric Worker 16.76
23290 - Fire Alarm System Mechanic 20.56
23310 - Fire Extinguisher Repairer 15.34
23311 - Fuel Distribution System Mechanic 24.63
23312 - Fuel Distribution System Operator 18.16
23370 - General Maintenance Worker 17.92
23380 - Ground Support Equipment Mechanic 25.15
23381 - Ground Support Equipment Servicer 20.63
23382 - Ground Support Equipment Worker 21.95
23391 - Gunsmith I 18.65
23392 - Gunsmith II 20.94
23393 - Gunsmith III 21.98
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.34
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.54
23430 - Heavy Equipment Mechanic 21.25
23440 - Heavy Equipment Operator 18.92
23460 - Instrument Mechanic 23.76
23465 - Laboratory/Shelter Mechanic 19.47
23470 - Laborer 13.13
23510 - Locksmith 19.47
23530 - Machinery Maintenance Mechanic 23.01
23550 - Machinist Maintenance 21.79
23580 - Maintenance Trades Helper 13.90
23591 - Metrology Technician I 23.76
23592 - Metrology Technician II 25.04
23593 - Metrology Technician III 26.38
23640 - Millwright 22.37
23710 - Office Appliance Repairer 22.07
23760 - Painter Maintenance 19.47
23790 - Pipefitter Maintenance 22.93
23810 - Plumber Maintenance 21.71
23820 - Pneudraulic Systems Mechanic 20.56
23850 - Rigger 21.30
23870 - Scale Mechanic 18.20
23890 - Sheet-Metal Worker Maintenance 21.52
23910 - Small Engine Mechanic 18.20
23931 - Telecommunications Mechanic I 26.53
23932 - Telecommunications Mechanic II 29.28
23950 - Telephone Lineman 20.56
23960 - Welder Combination Maintenance 17.10

23965 - Well Driller	20.56
23970 - Woodcraft Worker	20.56
23980 - Woodworker	15.34
24000 - Personal Needs Occupations	
24550 - Case Manager	14.70
24570 - Child Care Attendant	10.36
24580 - Child Care Center Clerk	12.63
24610 - Chore Aide	11.46
24620 - Family Readiness And Support Services Coordinator	14.70
24630 - Homemaker	16.76
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.71
25040 - Sewage Plant Operator	17.93
25070 - Stationary Engineer	21.71
25190 - Ventilation Equipment Tender	13.91
25210 - Water Treatment Plant Operator	17.93
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.44
27007 - Baggage Inspector	12.47
27008 - Corrections Officer	19.25
27010 - Court Security Officer	20.14
27030 - Detection Dog Handler	16.44
27040 - Detention Officer	19.25
27070 - Firefighter	19.77
27101 - Guard I	12.47
27102 - Guard II	16.44
27131 - Police Officer I	21.76
27132 - Police Officer II	24.17
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.53
28042 - Carnival Equipment Repairer	16.90
28043 - Carnival Worker	10.60
28210 - Gate Attendant/Gate Tender	16.18
28310 - Lifeguard	13.19
28350 - Park Attendant (Aide)	18.10
28510 - Recreation Aide/Health Facility Attendant	12.36
28515 - Recreation Specialist	19.99
28630 - Sports Official	14.42
28690 - Swimming Pool Operator	20.15
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.43
29020 - Hatch Tender	20.43
29030 - Line Handler	20.43
29041 - Stevedore I	18.81
29042 - Stevedore II	21.84
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	42.02
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	28.98
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	31.91

30021 - Archeological Technician I		19.76
30022 - Archeological Technician II		21.45
30023 - Archeological Technician III		27.39
30030 - Cartographic Technician		26.56
30040 - Civil Engineering Technician		24.33
30051 - Cryogenic Technician I		26.95
30052 - Cryogenic Technician II		29.77
30061 - Drafter/CAD Operator I		19.76
30062 - Drafter/CAD Operator II		21.45
30063 - Drafter/CAD Operator III		23.91
30064 - Drafter/CAD Operator IV		29.42
30081 - Engineering Technician I		16.64
30082 - Engineering Technician II		20.00
30083 - Engineering Technician III		20.90
30084 - Engineering Technician IV		26.47
30085 - Engineering Technician V		31.68
30086 - Engineering Technician VI		37.02
30090 - Environmental Technician		24.33
30095 - Evidence Control Specialist		24.33
30210 - Laboratory Technician		21.90
30221 - Latent Fingerprint Technician I		26.95
30222 - Latent Fingerprint Technician II		29.77
30240 - Mathematical Technician		25.03
30361 - Paralegal/Legal Assistant I		20.70
30362 - Paralegal/Legal Assistant II		25.63
30363 - Paralegal/Legal Assistant III		31.36
30364 - Paralegal/Legal Assistant IV		37.94
30375 - Petroleum Supply Specialist		29.77
30390 - Photo-Optics Technician		26.56
30395 - Radiation Control Technician		29.77
30461 - Technical Writer I		26.07
30462 - Technical Writer II		30.07
30463 - Technical Writer III		36.37
30491 - Unexploded Ordnance (UXO) Technician I		26.71
30492 - Unexploded Ordnance (UXO) Technician II		32.31
30493 - Unexploded Ordnance (UXO) Technician III		38.73
30494 - Unexploded (UXO) Safety Escort		26.71
30495 - Unexploded (UXO) Sweep Personnel		26.71
30501 - Weather Forecaster I		26.95
30502 - Weather Forecaster II		32.78
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.91
30621 - Weather Observer Senior	(see 2)	27.39
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		32.31
31020 - Bus Aide		14.12
31030 - Bus Driver		21.44
31043 - Driver Courier		17.15
31260 - Parking and Lot Attendant		12.01
31290 - Shuttle Bus Driver		18.93

31310 - Taxi Driver	11.77
31361 - Truckdriver Light	18.93
31362 - Truckdriver Medium	20.68
31363 - Truckdriver Heavy	23.28
31364 - Truckdriver Tractor-Trailer	23.28
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.75
99030 - Cashier	10.34
99050 - Desk Clerk	10.05
99095 - Embalmer	29.59
99130 - Flight Follower	26.71
99251 - Laboratory Animal Caretaker I	14.29
99252 - Laboratory Animal Caretaker II	15.77
99260 - Marketing Analyst	27.69
99310 - Mortician	29.59
99410 - Pest Controller	17.71
99510 - Photofinishing Worker	16.45
99710 - Recycling Laborer	16.50
99711 - Recycling Specialist	20.76
99730 - Refuse Collector	14.37
99810 - Sales Clerk	13.50
99820 - School Crossing Guard	14.08
99830 - Survey Party Chief	24.97
99831 - Surveying Aide	14.65
99832 - Surveying Technician	20.64
99840 - Vending Machine Attendant	17.13
99841 - Vending Machine Repairer	21.46
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: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for 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.: 2015-4484
Revision No.: 15
Date Of Last Revision: 08/07/2020

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: Georgia

Area: Georgia County of Hall

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.68
01012 - Accounting Clerk II		17.60
01013 - Accounting Clerk III		19.70
01020 - Administrative Assistant		27.18
01035 - Court Reporter		20.93
01041 - Customer Service Representative I		12.45
01042 - Customer Service Representative II		14.00
01043 - Customer Service Representative III		15.28
01051 - Data Entry Operator I		14.04
01052 - Data Entry Operator II		15.70
01060 - Dispatcher Motor Vehicle		19.25
01070 - Document Preparation Clerk		14.35

01090 - Duplicating Machine Operator 14.35
01111 - General Clerk I 13.43
01112 - General Clerk II 14.84
01113 - General Clerk III 16.45
01120 - Housing Referral Assistant 21.85
01141 - Messenger Courier 12.60
01191 - Order Clerk I 15.74
01192 - Order Clerk II 17.79
01261 - Personnel Assistant (Employment) I 16.39
01262 - Personnel Assistant (Employment) II 18.55
01263 - Personnel Assistant (Employment) III 20.90
01270 - Production Control Clerk 23.45
01290 - Rental Clerk 15.21
01300 - Scheduler Maintenance 16.13
01311 - Secretary I 16.13
01312 - Secretary II 18.05
01313 - Secretary III 20.13
01320 - Service Order Dispatcher 17.20
01410 - Supply Technician 27.18
01420 - Survey Worker 18.42
01460 - Switchboard Operator/Receptionist 13.78
01531 - Travel Clerk I 14.56
01532 - Travel Clerk II 15.92
01533 - Travel Clerk III 17.13
01611 - Word Processor I 14.35
01612 - Word Processor II 16.13
01613 - Word Processor III 18.30
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 23.36
05010 - Automotive Electrician 21.55
05040 - Automotive Glass Installer 20.18
05070 - Automotive Worker 20.18
05110 - Mobile Equipment Servicer 17.47
05130 - Motor Equipment Metal Mechanic 23.36
05160 - Motor Equipment Metal Worker 20.18
05190 - Motor Vehicle Mechanic 23.36
05220 - Motor Vehicle Mechanic Helper 17.56
05250 - Motor Vehicle Upholstery Worker 19.05
05280 - Motor Vehicle Wrecker 20.18
05310 - Painter Automotive 21.55
05340 - Radiator Repair Specialist 20.18
05370 - Tire Repairer 13.80
05400 - Transmission Repair Specialist 23.36
07000 - Food Preparation And Service Occupations
07010 - Baker 13.39
07041 - Cook I 13.96
07042 - Cook II 16.56
07070 - Dishwasher 10.24
07130 - Food Service Worker 11.51
07210 - Meat Cutter 14.49

07260 - Waiter/Waitress	9.37
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.47
09040 - Furniture Handler	12.05
09080 - Furniture Refinisher	17.47
09090 - Furniture Refinisher Helper	12.55
09110 - Furniture Repairer Minor	14.76
09130 - Upholsterer	17.47
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.43
11060 - Elevator Operator	12.40
11090 - Gardener	20.28
11122 - Housekeeping Aide	12.40
11150 - Janitor	12.40
11210 - Laborer Grounds Maintenance	14.60
11240 - Maid or Houseman	9.96
11260 - Pruner	13.31
11270 - Tractor Operator	18.37
11330 - Trail Maintenance Worker	14.60
11360 - Window Cleaner	14.50
12000 - Health Occupations	
12010 - Ambulance Driver	16.75
12011 - Breath Alcohol Technician	19.89
12012 - Certified Occupational Therapist Assistant	27.18
12015 - Certified Physical Therapist Assistant	27.90
12020 - Dental Assistant	19.17
12025 - Dental Hygienist	34.42
12030 - EKG Technician	30.03
12035 - Electroneurodiagnostic Technologist	30.03
12040 - Emergency Medical Technician	16.75
12071 - Licensed Practical Nurse I	17.72
12072 - Licensed Practical Nurse II	19.89
12073 - Licensed Practical Nurse III	22.09
12100 - Medical Assistant	15.82
12130 - Medical Laboratory Technician	18.66
12160 - Medical Record Clerk	16.38
12190 - Medical Record Technician	22.00
12195 - Medical Transcriptionist	17.71
12210 - Nuclear Medicine Technologist	43.54
12221 - Nursing Assistant I	12.34
12222 - Nursing Assistant II	13.87
12223 - Nursing Assistant III	15.13
12224 - Nursing Assistant IV	16.99
12235 - Optical Dispenser	19.82
12236 - Optical Technician	17.71
12250 - Pharmacy Technician	15.42
12280 - Phlebotomist	15.78
12305 - Radiologic Technologist	30.03
12311 - Registered Nurse I	24.94
12312 - Registered Nurse II	29.25

12313 - Registered Nurse II Specialist		29.25
12314 - Registered Nurse III		35.38
12315 - Registered Nurse III Anesthetist		35.38
12316 - Registered Nurse IV		42.41
12317 - Scheduler (Drug and Alcohol Testing)		24.54
12320 - Substance Abuse Treatment Counselor		24.06
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.57
13012 - Exhibits Specialist II		25.48
13013 - Exhibits Specialist III		31.17
13041 - Illustrator I		20.89
13042 - Illustrator II		25.48
13043 - Illustrator III		31.17
13047 - Librarian		28.28
13050 - Library Aide/Clerk		16.20
13054 - Library Information Technology Systems Administrator		25.38
13058 - Library Technician		18.66
13061 - Media Specialist I		18.43
13062 - Media Specialist II		20.62
13063 - Media Specialist III		22.98
13071 - Photographer I		17.47
13072 - Photographer II		19.02
13073 - Photographer III		23.56
13074 - Photographer IV		28.81
13075 - Photographer V		34.68
13090 - Technical Order Library Clerk		20.59
13110 - Video Teleconference Technician		18.43
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.20
14042 - Computer Operator II		19.24
14043 - Computer Operator III		21.45
14044 - Computer Operator IV		23.84
14045 - Computer Operator V		26.40
14071 - Computer Programmer I	(see 1)	25.09
14072 - Computer Programmer II	(see 1)	25.31
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - 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		23.84
14170 - System Support Specialist		26.40
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.82
15020 - Aircrew Training Devices Instructor (Rated)		38.50
15030 - Air Crew Training Devices Instructor (Pilot)		46.15
15050 - Computer Based Training Specialist / Instructor		31.82
15060 - Educational Technologist		34.32

15070 - Flight Instructor (Pilot) 46.15
15080 - Graphic Artist 24.69
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 27.46
15095 - Technical Instructor/Course Developer 33.59
15110 - Test Proctor 22.17
15120 - Tutor 22.17
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.73
16030 - Counter Attendant 10.73
16040 - Dry Cleaner 13.74
16070 - Finisher Flatwork Machine 10.73
16090 - Presser Hand 10.73
16110 - Presser Machine Drycleaning 10.73
16130 - Presser Machine Shirts 10.73
16160 - Presser Machine Wearing Apparel Laundry 10.73
16190 - Sewing Machine Operator 14.72
16220 - Tailor 15.80
16250 - Washer Machine 11.74
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 18.19
19040 - Tool And Die Maker 23.04
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 14.74
21030 - Material Coordinator 21.84
21040 - Material Expediter 21.84
21050 - Material Handling Laborer 13.54
21071 - Order Filler 13.62
21080 - Production Line Worker (Food Processing) 14.74
21110 - Shipping Packer 17.17
21130 - Shipping/Receiving Clerk 17.17
21140 - Store Worker I 12.00
21150 - Stock Clerk 18.37
21210 - Tools And Parts Attendant 14.74
21410 - Warehouse Specialist 14.74
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.76
23019 - Aircraft Logs and Records Technician 20.63
23021 - Aircraft Mechanic I 25.12
23022 - Aircraft Mechanic II 26.76
23023 - Aircraft Mechanic III 28.32
23040 - Aircraft Mechanic Helper 17.97
23050 - Aircraft Painter 22.08
23060 - Aircraft Servicer 20.63
23070 - Aircraft Survival Flight Equipment Technician 22.08
23080 - Aircraft Worker 21.95
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.95

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.12
23110 - Appliance Mechanic 19.54
23120 - Bicycle Repairer 15.34
23125 - Cable Splicer 26.06
23130 - Carpenter Maintenance 20.32
23140 - Carpet Layer 21.67
23160 - Electrician Maintenance 22.60
23181 - Electronics Technician Maintenance I 21.00
23182 - Electronics Technician Maintenance II 24.64
23183 - Electronics Technician Maintenance III 26.34
23260 - Fabric Worker 16.76
23290 - Fire Alarm System Mechanic 20.56
23310 - Fire Extinguisher Repairer 15.34
23311 - Fuel Distribution System Mechanic 24.63
23312 - Fuel Distribution System Operator 18.16
23370 - General Maintenance Worker 17.92
23380 - Ground Support Equipment Mechanic 25.15
23381 - Ground Support Equipment Servicer 20.63
23382 - Ground Support Equipment Worker 21.95
23391 - Gunsmith I 18.65
23392 - Gunsmith II 20.94
23393 - Gunsmith III 21.98
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.34
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.54
23430 - Heavy Equipment Mechanic 21.25
23440 - Heavy Equipment Operator 18.92
23460 - Instrument Mechanic 23.76
23465 - Laboratory/Shelter Mechanic 19.47
23470 - Laborer 13.13
23510 - Locksmith 19.47
23530 - Machinery Maintenance Mechanic 23.01
23550 - Machinist Maintenance 21.79
23580 - Maintenance Trades Helper 13.90
23591 - Metrology Technician I 23.76
23592 - Metrology Technician II 25.04
23593 - Metrology Technician III 26.38
23640 - Millwright 22.37
23710 - Office Appliance Repairer 22.07
23760 - Painter Maintenance 19.47
23790 - Pipefitter Maintenance 22.93
23810 - Plumber Maintenance 21.71
23820 - Pneudraulic Systems Mechanic 20.56
23850 - Rigger 21.30
23870 - Scale Mechanic 18.20
23890 - Sheet-Metal Worker Maintenance 21.52
23910 - Small Engine Mechanic 18.20
23931 - Telecommunications Mechanic I 26.53

23932 - Telecommunications Mechanic II 29.28
23950 - Telephone Lineman 20.56
23960 - Welder Combination Maintenance 17.10
23965 - Well Driller 20.56
23970 - Woodcraft Worker 20.56
23980 - Woodworker 15.34
24000 - Personal Needs Occupations
24550 - Case Manager 14.70
24570 - Child Care Attendant 10.36
24580 - Child Care Center Clerk 12.63
24610 - Chore Aide 11.46
24620 - Family Readiness And Support Services Coordinator 14.70
24630 - Homemaker 16.76
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 21.71
25040 - Sewage Plant Operator 17.93
25070 - Stationary Engineer 21.71
25190 - Ventilation Equipment Tender 13.91
25210 - Water Treatment Plant Operator 17.93
27000 - Protective Service Occupations
27004 - Alarm Monitor 16.44
27007 - Baggage Inspector 12.47
27008 - Corrections Officer 19.25
27010 - Court Security Officer 20.14
27030 - Detection Dog Handler 16.44
27040 - Detention Officer 19.25
27070 - Firefighter 19.77
27101 - Guard I 12.47
27102 - Guard II 16.44
27131 - Police Officer I 21.76
27132 - Police Officer II 24.17
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.53
28042 - Carnival Equipment Repairer 16.90
28043 - Carnival Worker 10.60
28210 - Gate Attendant/Gate Tender 16.18
28310 - Lifeguard 13.19
28350 - Park Attendant (Aide) 18.10
28510 - Recreation Aide/Health Facility Attendant 12.36
28515 - Recreation Specialist 19.99
28630 - Sports Official 14.42
28690 - Swimming Pool Operator 20.15
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 20.43
29020 - Hatch Tender 20.43
29030 - Line Handler 20.43
29041 - Stevedore I 18.81
29042 - Stevedore II 21.84
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 42.02
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 28.98
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 31.91
30021 - Archeological Technician I 19.76
30022 - Archeological Technician II 21.45
30023 - Archeological Technician III 27.39
30030 - Cartographic Technician 26.56
30040 - Civil Engineering Technician 24.33
30051 - Cryogenic Technician I 26.95
30052 - Cryogenic Technician II 29.77
30061 - Drafter/CAD Operator I 19.76
30062 - Drafter/CAD Operator II 21.45
30063 - Drafter/CAD Operator III 23.91
30064 - Drafter/CAD Operator IV 29.42
30081 - Engineering Technician I 16.64
30082 - Engineering Technician II 20.00
30083 - Engineering Technician III 20.90
30084 - Engineering Technician IV 26.47
30085 - Engineering Technician V 31.68
30086 - Engineering Technician VI 37.02
30090 - Environmental Technician 24.33
30095 - Evidence Control Specialist 24.33
30210 - Laboratory Technician 21.90
30221 - Latent Fingerprint Technician I 26.95
30222 - Latent Fingerprint Technician II 29.77
30240 - Mathematical Technician 25.03
30361 - Paralegal/Legal Assistant I 20.70
30362 - Paralegal/Legal Assistant II 25.63
30363 - Paralegal/Legal Assistant III 31.36
30364 - Paralegal/Legal Assistant IV 37.94
30375 - Petroleum Supply Specialist 29.77
30390 - Photo-Optics Technician 26.56
30395 - Radiation Control Technician 29.77
30461 - Technical Writer I 26.07
30462 - Technical Writer II 30.07
30463 - Technical Writer III 36.37
30491 - Unexploded Ordnance (UXO) Technician I 26.71
30492 - Unexploded Ordnance (UXO) Technician II 32.31
30493 - Unexploded Ordnance (UXO) Technician III 38.73
30494 - Unexploded (UXO) Safety Escort 26.71
30495 - Unexploded (UXO) Sweep Personnel 26.71
30501 - Weather Forecaster I 26.95
30502 - Weather Forecaster II 32.78
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.91
30621 - Weather Observer Senior (see 2) 27.39
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 32.31
31020 - Bus Aide 14.12
31030 - Bus Driver 21.44

31043 - Driver Courier	17.15
31260 - Parking and Lot Attendant	12.01
31290 - Shuttle Bus Driver	18.93
31310 - Taxi Driver	11.77
31361 - Truckdriver Light	18.93
31362 - Truckdriver Medium	20.68
31363 - Truckdriver Heavy	23.28
31364 - Truckdriver Tractor-Trailer	23.28
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.75
99030 - Cashier	10.34
99050 - Desk Clerk	10.05
99095 - Embalmer	29.59
99130 - Flight Follower	26.71
99251 - Laboratory Animal Caretaker I	14.29
99252 - Laboratory Animal Caretaker II	15.77
99260 - Marketing Analyst	27.69
99310 - Mortician	29.59
99410 - Pest Controller	17.71
99510 - Photofinishing Worker	16.45
99710 - Recycling Laborer	16.50
99711 - Recycling Specialist	20.76
99730 - Refuse Collector	14.37
99810 - Sales Clerk	13.50
99820 - School Crossing Guard	14.08
99830 - Survey Party Chief	24.97
99831 - Surveying Aide	14.65
99832 - Surveying Technician	20.64
99840 - Vending Machine Attendant	17.13
99841 - Vending Machine Repairer	21.46
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; 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.: 2015-4485
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: Georgia

Area: Georgia Counties of Liberty Long

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.90
01012 - Accounting Clerk II		15.60
01013 - Accounting Clerk III		17.46
01020 - Administrative Assistant		24.67
01035 - Court Reporter		17.67
01041 - Customer Service Representative I		12.91
01042 - Customer Service Representative II		14.51
01043 - Customer Service Representative III		15.84
01051 - Data Entry Operator I		13.09
01052 - Data Entry Operator II		14.45
01060 - Dispatcher Motor Vehicle		18.34
01070 - Document Preparation Clerk		14.07
01090 - Duplicating Machine Operator		14.07
01111 - General Clerk I		13.68
01112 - General Clerk II		14.92

01113 - General Clerk III 16.75
01120 - Housing Referral Assistant 19.69
01141 - Messenger Courier 11.78
01191 - Order Clerk I 13.04
01192 - Order Clerk II 14.45
01261 - Personnel Assistant (Employment) I 17.24
01262 - Personnel Assistant (Employment) II 20.67
01263 - Personnel Assistant (Employment) III 24.58
01270 - Production Control Clerk 23.21
01290 - Rental Clerk 13.23
01300 - Scheduler Maintenance 15.80
01311 - Secretary I 15.80
01312 - Secretary II 17.67
01313 - Secretary III 19.69
01320 - Service Order Dispatcher 15.80
01410 - Supply Technician 24.67
01420 - Survey Worker 17.41
01460 - Switchboard Operator/Receptionist 13.37
01531 - Travel Clerk I 12.79
01532 - Travel Clerk II 13.64
01533 - Travel Clerk III 14.71
01611 - Word Processor I 14.14
01612 - Word Processor II 15.88
01613 - Word Processor III 17.78
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.55
05010 - Automotive Electrician 20.82
05040 - Automotive Glass Installer 19.70
05070 - Automotive Worker 19.70
05110 - Mobile Equipment Servicer 16.96
05130 - Motor Equipment Metal Mechanic 22.01
05160 - Motor Equipment Metal Worker 19.70
05190 - Motor Vehicle Mechanic 22.01
05220 - Motor Vehicle Mechanic Helper 15.87
05250 - Motor Vehicle Upholstery Worker 18.26
05280 - Motor Vehicle Wrecker 19.70
05310 - Painter Automotive 20.82
05340 - Radiator Repair Specialist 19.70
05370 - Tire Repairer 16.53
05400 - Transmission Repair Specialist 22.01
07000 - Food Preparation And Service Occupations
07010 - Baker 18.02
07041 - Cook I 13.29
07042 - Cook II 15.17
07070 - Dishwasher 8.40
07130 - Food Service Worker 11.30
07210 - Meat Cutter 13.03
07260 - Waiter/Waitress 9.39
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 23.26

09040 - Furniture Handler	14.71
09080 - Furniture Refinisher	23.26
09090 - Furniture Refinisher Helper	17.74
09110 - Furniture Repairer Minor	20.41
09130 - Upholsterer	23.26
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.99
11060 - Elevator Operator	12.86
11090 - Gardener	16.70
11122 - Housekeeping Aide	12.99
11150 - Janitor	12.99
11210 - Laborer Grounds Maintenance	12.93
11240 - Maid or Houseman	9.92
11260 - Pruner	11.70
11270 - Tractor Operator	15.58
11330 - Trail Maintenance Worker	12.93
11360 - Window Cleaner	14.35
12000 - Health Occupations	
12010 - Ambulance Driver	18.21
12011 - Breath Alcohol Technician	18.21
12012 - Certified Occupational Therapist Assistant	24.98
12015 - Certified Physical Therapist Assistant	26.70
12020 - Dental Assistant	18.47
12025 - Dental Hygienist	49.87
12030 - EKG Technician	27.59
12035 - Electroneurodiagnostic Technologist	27.59
12040 - Emergency Medical Technician	18.21
12071 - Licensed Practical Nurse I	16.27
12072 - Licensed Practical Nurse II	18.21
12073 - Licensed Practical Nurse III	20.29
12100 - Medical Assistant	15.64
12130 - Medical Laboratory Technician	19.34
12160 - Medical Record Clerk	13.31
12190 - Medical Record Technician	22.70
12195 - Medical Transcriptionist	16.94
12210 - Nuclear Medicine Technologist	40.00
12221 - Nursing Assistant I	11.30
12222 - Nursing Assistant II	12.71
12223 - Nursing Assistant III	13.87
12224 - Nursing Assistant IV	15.57
12235 - Optical Dispenser	18.21
12236 - Optical Technician	16.27
12250 - Pharmacy Technician	19.69
12280 - Phlebotomist	16.27
12305 - Radiologic Technologist	27.57
12311 - Registered Nurse I	22.85
12312 - Registered Nurse II	27.94
12313 - Registered Nurse II Specialist	27.94
12314 - Registered Nurse III	33.50
12315 - Registered Nurse III Anesthetist	34.24

12316 - Registered Nurse IV		40.15
12317 - Scheduler (Drug and Alcohol Testing)		22.55
12320 - Substance Abuse Treatment Counselor		22.55
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.60
13012 - Exhibits Specialist II		24.29
13013 - Exhibits Specialist III		29.71
13041 - Illustrator I		19.60
13042 - Illustrator II		24.29
13043 - Illustrator III		29.71
13047 - Librarian		26.89
13050 - Library Aide/Clerk		12.62
13054 - Library Information Technology Systems Administrator		24.29
13058 - Library Technician		17.42
13061 - Media Specialist I		17.52
13062 - Media Specialist II		19.60
13063 - Media Specialist III		21.86
13071 - Photographer I		15.24
13072 - Photographer II		17.12
13073 - Photographer III		21.04
13074 - Photographer IV		25.73
13075 - Photographer V		31.13
13090 - Technical Order Library Clerk		16.00
13110 - Video Teleconference Technician		17.52
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.48
14042 - Computer Operator II		17.25
14043 - Computer Operator III		21.23
14044 - Computer Operator IV		23.62
14045 - Computer Operator V		26.13
14071 - Computer Programmer I	(see 1)	20.15
14072 - Computer Programmer II	(see 1)	26.57
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.48
14160 - Personal Computer Support Technician		23.62
14170 - System Support Specialist		26.13
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.49
15020 - Aircrew Training Devices Instructor (Rated)		36.90
15030 - Air Crew Training Devices Instructor (Pilot)		44.23
15050 - Computer Based Training Specialist / Instructor		30.49
15060 - Educational Technologist		29.33
15070 - Flight Instructor (Pilot)		44.23
15080 - Graphic Artist		26.49
15085 - Maintenance Test Pilot Fixed Jet/Prop		44.23

15086 - Maintenance Test Pilot Rotary Wing 44.23
15088 - Non-Maintenance Test/Co-Pilot 44.23
15090 - Technical Instructor 21.66
15095 - Technical Instructor/Course Developer 26.49
15110 - Test Proctor 17.47
15120 - Tutor 17.47
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.04
16030 - Counter Attendant 10.04
16040 - Dry Cleaner 12.18
16070 - Finisher Flatwork Machine 10.04
16090 - Presser Hand 10.04
16110 - Presser Machine Drycleaning 10.04
16130 - Presser Machine Shirts 10.04
16160 - Presser Machine Wearing Apparel Laundry 10.04
16190 - Sewing Machine Operator 12.94
16220 - Tailor 13.72
16250 - Washer Machine 10.66
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.26
19040 - Tool And Die Maker 28.18
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.83
21030 - Material Coordinator 23.21
21040 - Material Expediter 23.21
21050 - Material Handling Laborer 17.26
21071 - Order Filler 12.65
21080 - Production Line Worker (Food Processing) 16.83
21110 - Shipping Packer 20.43
21130 - Shipping/Receiving Clerk 20.43
21140 - Store Worker I 12.97
21150 - Stock Clerk 17.59
21210 - Tools And Parts Attendant 16.83
21410 - Warehouse Specialist 16.83
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.83
23019 - Aircraft Logs and Records Technician 20.41
23021 - Aircraft Mechanic I 24.59
23022 - Aircraft Mechanic II 25.83
23023 - Aircraft Mechanic III 27.06
23040 - Aircraft Mechanic Helper 17.74
23050 - Aircraft Painter 23.26
23060 - Aircraft Servicer 20.41
23070 - Aircraft Survival Flight Equipment Technician 23.26
23080 - Aircraft Worker 22.01
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.01
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.59
23110 - Appliance Mechanic 23.26

23120 - Bicycle Repairer	18.95
23125 - Cable Splicer	24.59
23130 - Carpenter Maintenance	22.39
23140 - Carpet Layer	22.01
23160 - Electrician Maintenance	26.51
23181 - Electronics Technician Maintenance I	22.01
23182 - Electronics Technician Maintenance II	23.26
23183 - Electronics Technician Maintenance III	24.59
23260 - Fabric Worker	20.41
23290 - Fire Alarm System Mechanic	24.59
23310 - Fire Extinguisher Repairer	18.95
23311 - Fuel Distribution System Mechanic	24.59
23312 - Fuel Distribution System Operator	18.95
23370 - General Maintenance Worker	19.81
23380 - Ground Support Equipment Mechanic	24.59
23381 - Ground Support Equipment Servicer	20.41
23382 - Ground Support Equipment Worker	22.01
23391 - Gunsmith I	18.95
23392 - Gunsmith II	22.01
23393 - Gunsmith III	24.59
23410 - Heating Ventilation And Air-Conditioning Mechanic	23.30
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	24.48
23430 - Heavy Equipment Mechanic	24.59
23440 - Heavy Equipment Operator	25.70
23460 - Instrument Mechanic	24.59
23465 - Laboratory/Shelter Mechanic	23.26
23470 - Laborer	17.26
23510 - Locksmith	23.26
23530 - Machinery Maintenance Mechanic	24.59
23550 - Machinist Maintenance	24.59
23580 - Maintenance Trades Helper	17.74
23591 - Metrology Technician I	24.59
23592 - Metrology Technician II	25.83
23593 - Metrology Technician III	27.06
23640 - Millwright	24.59
23710 - Office Appliance Repairer	23.26
23760 - Painter Maintenance	23.26
23790 - Pipefitter Maintenance	25.98
23810 - Plumber Maintenance	24.58
23820 - Pneudraulic Systems Mechanic	24.59
23850 - Rigger	24.59
23870 - Scale Mechanic	22.01
23890 - Sheet-Metal Worker Maintenance	24.59
23910 - Small Engine Mechanic	22.01
23931 - Telecommunications Mechanic I	24.59
23932 - Telecommunications Mechanic II	25.83
23950 - Telephone Lineman	24.59
23960 - Welder Combination Maintenance	24.59

23965 - Well Driller	24.59
23970 - Woodcraft Worker	24.59
23980 - Woodworker	18.95
24000 - Personal Needs Occupations	
24550 - Case Manager	15.92
24570 - Child Care Attendant	9.31
24580 - Child Care Center Clerk	12.75
24610 - Chore Aide	11.99
24620 - Family Readiness And Support Services Coordinator	15.92
24630 - Homemaker	15.92
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.59
25040 - Sewage Plant Operator	20.34
25070 - Stationary Engineer	24.59
25190 - Ventilation Equipment Tender	17.74
25210 - Water Treatment Plant Operator	20.34
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.25
27007 - Baggage Inspector	14.05
27008 - Corrections Officer	20.52
27010 - Court Security Officer	20.52
27030 - Detection Dog Handler	18.47
27040 - Detention Officer	20.52
27070 - Firefighter	18.82
27101 - Guard I	14.05
27102 - Guard II	18.47
27131 - Police Officer I	19.23
27132 - Police Officer II	21.36
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.84
28042 - Carnival Equipment Repairer	11.56
28043 - Carnival Worker	8.70
28210 - Gate Attendant/Gate Tender	15.40
28310 - Lifeguard	13.32
28350 - Park Attendant (Aide)	17.23
28510 - Recreation Aide/Health Facility Attendant	12.82
28515 - Recreation Specialist	17.17
28630 - Sports Official	13.72
28690 - Swimming Pool Operator	23.12
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.01
29020 - Hatch Tender	22.01
29030 - Line Handler	22.01
29041 - Stevedore I	20.41
29042 - Stevedore II	23.26
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		16.92
30022 - Archeological Technician II		18.93
30023 - Archeological Technician III		23.45
30030 - Cartographic Technician		23.45
30040 - Civil Engineering Technician		23.44
30051 - Cryogenic Technician I		23.88
30052 - Cryogenic Technician II		26.38
30061 - Drafter/CAD Operator I		16.92
30062 - Drafter/CAD Operator II		18.93
30063 - Drafter/CAD Operator III		21.11
30064 - Drafter/CAD Operator IV		25.97
30081 - Engineering Technician I		15.31
30082 - Engineering Technician II		17.18
30083 - Engineering Technician III		19.22
30084 - Engineering Technician IV		23.78
30085 - Engineering Technician V		29.14
30086 - Engineering Technician VI		27.89
30090 - Environmental Technician		23.45
30095 - Evidence Control Specialist		21.56
30210 - Laboratory Technician		21.11
30221 - Latent Fingerprint Technician I		23.88
30222 - Latent Fingerprint Technician II		26.38
30240 - Mathematical Technician		23.45
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		36.35
30375 - Petroleum Supply Specialist		26.38
30390 - Photo-Optics Technician		23.45
30395 - Radiation Control Technician		26.38
30461 - Technical Writer I		23.45
30462 - Technical Writer II		28.68
30463 - Technical Writer III		34.70
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		25.97
30502 - Weather Forecaster II		31.59
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.11
30621 - Weather Observer Senior	(see 2)	23.45
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		12.36
31030 - Bus Driver		16.51
31043 - Driver Courier		13.68
31260 - Parking and Lot Attendant		10.90
31290 - Shuttle Bus Driver		13.72

31310 - Taxi Driver	13.05
31361 - Truckdriver Light	13.72
31362 - Truckdriver Medium	14.78
31363 - Truckdriver Heavy	18.76
31364 - Truckdriver Tractor-Trailer	18.76
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.69
99050 - Desk Clerk	9.50
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	17.95
99252 - Laboratory Animal Caretaker II	18.88
99260 - Marketing Analyst	26.24
99310 - Mortician	25.35
99410 - Pest Controller	21.08
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	16.03
99711 - Recycling Specialist	19.32
99730 - Refuse Collector	14.51
99810 - Sales Clerk	11.19
99820 - School Crossing Guard	14.51
99830 - Survey Party Chief	19.54
99831 - Surveying Aide	12.21
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	18.72
99841 - Vending Machine Repairer	22.45
99842 - Vending Machine Repairer Helper	18.72

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 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.: 2015-4486
Revision No.: 12
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: Georgia

Area: Georgia Counties of Liberty Long

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.90
01012 - Accounting Clerk II		15.60
01013 - Accounting Clerk III		17.46
01020 - Administrative Assistant		24.67
01035 - Court Reporter		17.67
01041 - Customer Service Representative I		12.91
01042 - Customer Service Representative II		14.51
01043 - Customer Service Representative III		15.84
01051 - Data Entry Operator I		13.09
01052 - Data Entry Operator II		14.45
01060 - Dispatcher Motor Vehicle		18.34
01070 - Document Preparation Clerk		14.07

01090 - Duplicating Machine Operator 14.07
01111 - General Clerk I 13.68
01112 - General Clerk II 14.92
01113 - General Clerk III 16.75
01120 - Housing Referral Assistant 19.69
01141 - Messenger Courier 11.78
01191 - Order Clerk I 13.04
01192 - Order Clerk II 14.45
01261 - Personnel Assistant (Employment) I 17.24
01262 - Personnel Assistant (Employment) II 20.67
01263 - Personnel Assistant (Employment) III 24.58
01270 - Production Control Clerk 23.21
01290 - Rental Clerk 13.23
01300 - Scheduler Maintenance 15.80
01311 - Secretary I 15.80
01312 - Secretary II 17.67
01313 - Secretary III 19.69
01320 - Service Order Dispatcher 15.80
01410 - Supply Technician 24.67
01420 - Survey Worker 17.41
01460 - Switchboard Operator/Receptionist 13.37
01531 - Travel Clerk I 12.79
01532 - Travel Clerk II 13.64
01533 - Travel Clerk III 14.71
01611 - Word Processor I 14.14
01612 - Word Processor II 15.88
01613 - Word Processor III 17.78
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.55
05010 - Automotive Electrician 20.82
05040 - Automotive Glass Installer 19.70
05070 - Automotive Worker 19.70
05110 - Mobile Equipment Servicer 16.96
05130 - Motor Equipment Metal Mechanic 22.01
05160 - Motor Equipment Metal Worker 19.70
05190 - Motor Vehicle Mechanic 22.01
05220 - Motor Vehicle Mechanic Helper 15.87
05250 - Motor Vehicle Upholstery Worker 18.26
05280 - Motor Vehicle Wrecker 19.70
05310 - Painter Automotive 20.82
05340 - Radiator Repair Specialist 19.70
05370 - Tire Repairer 16.53
05400 - Transmission Repair Specialist 22.01
07000 - Food Preparation And Service Occupations
07010 - Baker 18.02
07041 - Cook I 13.29
07042 - Cook II 15.17
07070 - Dishwasher 8.40
07130 - Food Service Worker 11.30
07210 - Meat Cutter 13.03

07260 - Waiter/Waitress	9.39
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.26
09040 - Furniture Handler	14.71
09080 - Furniture Refinisher	23.26
09090 - Furniture Refinisher Helper	17.74
09110 - Furniture Repairer Minor	20.41
09130 - Upholsterer	23.26
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.99
11060 - Elevator Operator	12.86
11090 - Gardener	16.70
11122 - Housekeeping Aide	12.99
11150 - Janitor	12.99
11210 - Laborer Grounds Maintenance	12.93
11240 - Maid or Houseman	9.92
11260 - Pruner	11.70
11270 - Tractor Operator	15.58
11330 - Trail Maintenance Worker	12.93
11360 - Window Cleaner	14.35
12000 - Health Occupations	
12010 - Ambulance Driver	18.21
12011 - Breath Alcohol Technician	18.21
12012 - Certified Occupational Therapist Assistant	24.98
12015 - Certified Physical Therapist Assistant	26.70
12020 - Dental Assistant	18.47
12025 - Dental Hygienist	49.87
12030 - EKG Technician	27.59
12035 - Electroneurodiagnostic Technologist	27.59
12040 - Emergency Medical Technician	18.21
12071 - Licensed Practical Nurse I	16.27
12072 - Licensed Practical Nurse II	18.21
12073 - Licensed Practical Nurse III	20.29
12100 - Medical Assistant	15.64
12130 - Medical Laboratory Technician	19.34
12160 - Medical Record Clerk	13.31
12190 - Medical Record Technician	22.70
12195 - Medical Transcriptionist	16.94
12210 - Nuclear Medicine Technologist	40.00
12221 - Nursing Assistant I	11.30
12222 - Nursing Assistant II	12.71
12223 - Nursing Assistant III	13.87
12224 - Nursing Assistant IV	15.57
12235 - Optical Dispenser	18.21
12236 - Optical Technician	16.27
12250 - Pharmacy Technician	19.69
12280 - Phlebotomist	16.27
12305 - Radiologic Technologist	27.57
12311 - Registered Nurse I	22.85
12312 - Registered Nurse II	27.94

12313 - Registered Nurse II Specialist		27.94
12314 - Registered Nurse III		33.50
12315 - Registered Nurse III Anesthetist		34.24
12316 - Registered Nurse IV		40.15
12317 - Scheduler (Drug and Alcohol Testing)		22.55
12320 - Substance Abuse Treatment Counselor		22.55
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.60
13012 - Exhibits Specialist II		24.29
13013 - Exhibits Specialist III		29.71
13041 - Illustrator I		19.60
13042 - Illustrator II		24.29
13043 - Illustrator III		29.71
13047 - Librarian		26.89
13050 - Library Aide/Clerk		12.62
13054 - Library Information Technology Systems Administrator		24.29
13058 - Library Technician		17.42
13061 - Media Specialist I		17.52
13062 - Media Specialist II		19.60
13063 - Media Specialist III		21.86
13071 - Photographer I		15.24
13072 - Photographer II		17.12
13073 - Photographer III		21.04
13074 - Photographer IV		25.73
13075 - Photographer V		31.13
13090 - Technical Order Library Clerk		16.00
13110 - Video Teleconference Technician		17.52
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.48
14042 - Computer Operator II		17.25
14043 - Computer Operator III		21.23
14044 - Computer Operator IV		23.62
14045 - Computer Operator V		26.13
14071 - Computer Programmer I	(see 1)	20.15
14072 - Computer Programmer II	(see 1)	26.57
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.48
14160 - Personal Computer Support Technician		23.62
14170 - System Support Specialist		26.13
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.49
15020 - Aircrew Training Devices Instructor (Rated)		36.90
15030 - Air Crew Training Devices Instructor (Pilot)		44.23
15050 - Computer Based Training Specialist / Instructor		30.49
15060 - Educational Technologist		29.33

15070 - Flight Instructor (Pilot) 44.23
15080 - Graphic Artist 26.49
15085 - Maintenance Test Pilot Fixed Jet/Prop 44.23
15086 - Maintenance Test Pilot Rotary Wing 44.23
15088 - Non-Maintenance Test/Co-Pilot 44.23
15090 - Technical Instructor 21.66
15095 - Technical Instructor/Course Developer 26.49
15110 - Test Proctor 17.47
15120 - Tutor 17.47
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.04
16030 - Counter Attendant 10.04
16040 - Dry Cleaner 12.18
16070 - Finisher Flatwork Machine 10.04
16090 - Presser Hand 10.04
16110 - Presser Machine Drycleaning 10.04
16130 - Presser Machine Shirts 10.04
16160 - Presser Machine Wearing Apparel Laundry 10.04
16190 - Sewing Machine Operator 12.94
16220 - Tailor 13.72
16250 - Washer Machine 10.66
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.26
19040 - Tool And Die Maker 28.18
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.83
21030 - Material Coordinator 23.21
21040 - Material Expediter 23.21
21050 - Material Handling Laborer 17.26
21071 - Order Filler 12.65
21080 - Production Line Worker (Food Processing) 16.83
21110 - Shipping Packer 20.43
21130 - Shipping/Receiving Clerk 20.43
21140 - Store Worker I 12.97
21150 - Stock Clerk 17.59
21210 - Tools And Parts Attendant 16.83
21410 - Warehouse Specialist 16.83
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.83
23019 - Aircraft Logs and Records Technician 20.41
23021 - Aircraft Mechanic I 24.59
23022 - Aircraft Mechanic II 25.83
23023 - Aircraft Mechanic III 27.06
23040 - Aircraft Mechanic Helper 17.74
23050 - Aircraft Painter 23.26
23060 - Aircraft Servicer 20.41
23070 - Aircraft Survival Flight Equipment Technician 23.26
23080 - Aircraft Worker 22.01
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.01

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.59
23110 - Appliance Mechanic 23.26
23120 - Bicycle Repairer 18.95
23125 - Cable Splicer 24.59
23130 - Carpenter Maintenance 22.39
23140 - Carpet Layer 22.01
23160 - Electrician Maintenance 26.51
23181 - Electronics Technician Maintenance I 22.01
23182 - Electronics Technician Maintenance II 23.26
23183 - Electronics Technician Maintenance III 24.59
23260 - Fabric Worker 20.41
23290 - Fire Alarm System Mechanic 24.59
23310 - Fire Extinguisher Repairer 18.95
23311 - Fuel Distribution System Mechanic 24.59
23312 - Fuel Distribution System Operator 18.95
23370 - General Maintenance Worker 19.81
23380 - Ground Support Equipment Mechanic 24.59
23381 - Ground Support Equipment Servicer 20.41
23382 - Ground Support Equipment Worker 22.01
23391 - Gunsmith I 18.95
23392 - Gunsmith II 22.01
23393 - Gunsmith III 24.59
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.30
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.48
23430 - Heavy Equipment Mechanic 24.59
23440 - Heavy Equipment Operator 25.70
23460 - Instrument Mechanic 24.59
23465 - Laboratory/Shelter Mechanic 23.26
23470 - Laborer 17.26
23510 - Locksmith 23.26
23530 - Machinery Maintenance Mechanic 24.59
23550 - Machinist Maintenance 24.59
23580 - Maintenance Trades Helper 17.74
23591 - Metrology Technician I 24.59
23592 - Metrology Technician II 25.83
23593 - Metrology Technician III 27.06
23640 - Millwright 24.59
23710 - Office Appliance Repairer 23.26
23760 - Painter Maintenance 23.26
23790 - Pipefitter Maintenance 25.98
23810 - Plumber Maintenance 24.58
23820 - Pneudraulic Systems Mechanic 24.59
23850 - Rigger 24.59
23870 - Scale Mechanic 22.01
23890 - Sheet-Metal Worker Maintenance 24.59
23910 - Small Engine Mechanic 22.01
23931 - Telecommunications Mechanic I 24.59

23932 - Telecommunications Mechanic II 25.83
23950 - Telephone Lineman 24.59
23960 - Welder Combination Maintenance 24.59
23965 - Well Driller 24.59
23970 - Woodcraft Worker 24.59
23980 - Woodworker 18.95
24000 - Personal Needs Occupations
24550 - Case Manager 15.92
24570 - Child Care Attendant 9.31
24580 - Child Care Center Clerk 12.75
24610 - Chore Aide 11.99
24620 - Family Readiness And Support Services Coordinator 15.92
24630 - Homemaker 15.92
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 24.59
25040 - Sewage Plant Operator 20.34
25070 - Stationary Engineer 24.59
25190 - Ventilation Equipment Tender 17.74
25210 - Water Treatment Plant Operator 20.34
27000 - Protective Service Occupations
27004 - Alarm Monitor 14.25
27007 - Baggage Inspector 14.05
27008 - Corrections Officer 20.52
27010 - Court Security Officer 20.52
27030 - Detection Dog Handler 18.47
27040 - Detention Officer 20.52
27070 - Firefighter 18.82
27101 - Guard I 14.05
27102 - Guard II 18.47
27131 - Police Officer I 19.23
27132 - Police Officer II 21.36
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 10.84
28042 - Carnival Equipment Repairer 11.56
28043 - Carnival Worker 8.70
28210 - Gate Attendant/Gate Tender 15.40
28310 - Lifeguard 13.32
28350 - Park Attendant (Aide) 17.23
28510 - Recreation Aide/Health Facility Attendant 12.82
28515 - Recreation Specialist 17.17
28630 - Sports Official 13.72
28690 - Swimming Pool Operator 23.12
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 22.01
29020 - Hatch Tender 22.01
29030 - Line Handler 22.01
29041 - Stevedore I 20.41
29042 - Stevedore II 23.26
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 16.92
30022 - Archeological Technician II 18.93
30023 - Archeological Technician III 23.45
30030 - Cartographic Technician 23.45
30040 - Civil Engineering Technician 23.44
30051 - Cryogenic Technician I 23.88
30052 - Cryogenic Technician II 26.38
30061 - Drafter/CAD Operator I 16.92
30062 - Drafter/CAD Operator II 18.93
30063 - Drafter/CAD Operator III 21.11
30064 - Drafter/CAD Operator IV 25.97
30081 - Engineering Technician I 15.31
30082 - Engineering Technician II 17.18
30083 - Engineering Technician III 19.22
30084 - Engineering Technician IV 23.78
30085 - Engineering Technician V 29.14
30086 - Engineering Technician VI 27.89
30090 - Environmental Technician 23.45
30095 - Evidence Control Specialist 21.56
30210 - Laboratory Technician 21.11
30221 - Latent Fingerprint Technician I 23.88
30222 - Latent Fingerprint Technician II 26.38
30240 - Mathematical Technician 23.45
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 36.35
30375 - Petroleum Supply Specialist 26.38
30390 - Photo-Optics Technician 23.45
30395 - Radiation Control Technician 26.38
30461 - Technical Writer I 23.45
30462 - Technical Writer II 28.68
30463 - Technical Writer III 34.70
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 25.97
30502 - Weather Forecaster II 31.59
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.11
30621 - Weather Observer Senior (see 2) 23.45
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.36
31030 - Bus Driver 16.51

31043 - Driver Courier	13.68
31260 - Parking and Lot Attendant	10.90
31290 - Shuttle Bus Driver	13.72
31310 - Taxi Driver	13.05
31361 - Truckdriver Light	13.72
31362 - Truckdriver Medium	14.78
31363 - Truckdriver Heavy	18.76
31364 - Truckdriver Tractor-Trailer	18.76
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.69
99050 - Desk Clerk	9.50
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	17.95
99252 - Laboratory Animal Caretaker II	18.88
99260 - Marketing Analyst	26.24
99310 - Mortician	25.35
99410 - Pest Controller	21.08
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	16.03
99711 - Recycling Specialist	19.32
99730 - Refuse Collector	14.51
99810 - Sales Clerk	11.19
99820 - School Crossing Guard	14.51
99830 - Survey Party Chief	19.54
99831 - Surveying Aide	12.21
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	18.72
99841 - Vending Machine Repairer	22.45
99842 - Vending Machine Repairer Helper	18.72

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 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

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Revision No.: 12
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Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Georgia

Area: Georgia Counties of Bibb Crawford Jones Monroe Twiggs

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.73
01012 - Accounting Clerk II		16.53
01013 - Accounting Clerk III		18.50
01020 - Administrative Assistant		25.93
01035 - Court Reporter		16.47
01041 - Customer Service Representative I		14.51
01042 - Customer Service Representative II		16.32
01043 - Customer Service Representative III		17.80
01051 - Data Entry Operator I		14.53
01052 - Data Entry Operator II		15.86
01060 - Dispatcher Motor Vehicle		16.46
01070 - Document Preparation Clerk		13.11
01090 - Duplicating Machine Operator		13.11
01111 - General Clerk I		12.90
01112 - General Clerk II		14.07

01113 - General Clerk III 15.79
01120 - Housing Referral Assistant 18.46
01141 - Messenger Courier 11.25
01191 - Order Clerk I 17.94
01192 - Order Clerk II 19.57
01261 - Personnel Assistant (Employment) I 15.60
01262 - Personnel Assistant (Employment) II 17.45
01263 - Personnel Assistant (Employment) III 19.46
01270 - Production Control Clerk 26.67
01290 - Rental Clerk 13.30
01300 - Scheduler Maintenance 14.72
01311 - Secretary I 14.72
01312 - Secretary II 16.46
01313 - Secretary III 18.46
01320 - Service Order Dispatcher 14.71
01410 - Supply Technician 25.93
01420 - Survey Worker 15.43
01460 - Switchboard Operator/Receptionist 13.33
01531 - Travel Clerk I 11.72
01532 - Travel Clerk II 12.81
01533 - Travel Clerk III 13.77
01611 - Word Processor I 13.19
01612 - Word Processor II 14.81
01613 - Word Processor III 16.57
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.67
05010 - Automotive Electrician 17.65
05040 - Automotive Glass Installer 16.98
05070 - Automotive Worker 16.98
05110 - Mobile Equipment Servicer 15.63
05130 - Motor Equipment Metal Mechanic 18.36
05160 - Motor Equipment Metal Worker 16.98
05190 - Motor Vehicle Mechanic 17.40
05220 - Motor Vehicle Mechanic Helper 14.95
05250 - Motor Vehicle Upholstery Worker 16.30
05280 - Motor Vehicle Wrecker 16.98
05310 - Painter Automotive 17.65
05340 - Radiator Repair Specialist 16.98
05370 - Tire Repairer 14.01
05400 - Transmission Repair Specialist 18.36
07000 - Food Preparation And Service Occupations
07010 - Baker 11.28
07041 - Cook I 10.99
07042 - Cook II 12.07
07070 - Dishwasher 9.38
07130 - Food Service Worker 10.43
07210 - Meat Cutter 15.24
07260 - Waiter/Waitress 8.79
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 20.03

09040 - Furniture Handler 14.42
09080 - Furniture Refinisher 20.03
09090 - Furniture Refinisher Helper 16.46
09110 - Furniture Repairer Minor 18.29
09130 - Upholsterer 20.03
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 10.15
11060 - Elevator Operator 10.15
11090 - Gardener 15.11
11122 - Housekeeping Aide 9.50
11150 - Janitor 9.50
11210 - Laborer Grounds Maintenance 12.49
11240 - Maid or Houseman 9.19
11260 - Pruner 11.51
11270 - Tractor Operator 14.26
11330 - Trail Maintenance Worker 12.49
11360 - Window Cleaner 10.31
12000 - Health Occupations
12010 - Ambulance Driver 18.20
12011 - Breath Alcohol Technician 18.20
12012 - Certified Occupational Therapist Assistant 27.47
12015 - Certified Physical Therapist Assistant 29.33
12020 - Dental Assistant 17.54
12025 - Dental Hygienist 27.46
12030 - EKG Technician 30.33
12035 - Electroneurodiagnostic Technologist 30.33
12040 - Emergency Medical Technician 18.20
12071 - Licensed Practical Nurse I 16.88
12072 - Licensed Practical Nurse II 18.89
12073 - Licensed Practical Nurse III 21.06
12100 - Medical Assistant 14.79
12130 - Medical Laboratory Technician 17.89
12160 - Medical Record Clerk 15.93
12190 - Medical Record Technician 17.83
12195 - Medical Transcriptionist 17.22
12210 - Nuclear Medicine Technologist 41.51
12221 - Nursing Assistant I 12.19
12222 - Nursing Assistant II 13.71
12223 - Nursing Assistant III 14.95
12224 - Nursing Assistant IV 16.78
12235 - Optical Dispenser 21.66
12236 - Optical Technician 16.88
12250 - Pharmacy Technician 13.63
12280 - Phlebotomist 15.68
12305 - Radiologic Technologist 27.54
12311 - Registered Nurse I 23.44
12312 - Registered Nurse II 28.67
12313 - Registered Nurse II Specialist 28.67
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)		23.40
12320 - Substance Abuse Treatment Counselor		18.90
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.64
13012 - Exhibits Specialist II		26.80
13013 - Exhibits Specialist III		32.78
13041 - Illustrator I		21.64
13042 - Illustrator II		26.80
13043 - Illustrator III		32.78
13047 - Librarian		29.68
13050 - Library Aide/Clerk		14.49
13054 - Library Information Technology Systems Administrator		26.80
13058 - Library Technician		19.73
13061 - Media Specialist I		19.33
13062 - Media Specialist II		21.64
13063 - Media Specialist III		24.12
13071 - Photographer I		18.13
13072 - Photographer II		21.64
13073 - Photographer III		26.64
13074 - Photographer IV		32.62
13075 - Photographer V		39.48
13090 - Technical Order Library Clerk		18.19
13110 - Video Teleconference Technician		19.33
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.95
14042 - Computer Operator II		16.70
14043 - Computer Operator III		18.71
14044 - Computer Operator IV		22.40
14045 - Computer Operator V		24.78
14071 - Computer Programmer I	(see 1)	21.48
14072 - Computer Programmer II	(see 1)	26.62
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.95
14160 - Personal Computer Support Technician		22.40
14170 - System Support Specialist		33.28
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.90
15020 - Aircrew Training Devices Instructor (Rated)		34.97
15030 - Air Crew Training Devices Instructor (Pilot)		41.92
15050 - Computer Based Training Specialist / Instructor		29.61
15060 - Educational Technologist		29.91
15070 - Flight Instructor (Pilot)		41.92
15080 - Graphic Artist		20.52
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.92

15086 - Maintenance Test Pilot Rotary Wing 41.92
15088 - Non-Maintenance Test/Co-Pilot 41.92
15090 - Technical Instructor 20.96
15095 - Technical Instructor/Course Developer 25.64
15110 - Test Proctor 16.92
15120 - Tutor 16.92
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.24
16030 - Counter Attendant 9.24
16040 - Dry Cleaner 10.81
16070 - Finisher Flatwork Machine 9.24
16090 - Presser Hand 9.24
16110 - Presser Machine Drycleaning 9.24
16130 - Presser Machine Shirts 9.24
16160 - Presser Machine Wearing Apparel Laundry 9.24
16190 - Sewing Machine Operator 11.33
16220 - Tailor 11.86
16250 - Washer Machine 9.78
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.54
19040 - Tool And Die Maker 24.92
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.82
21030 - Material Coordinator 26.67
21040 - Material Expediter 26.67
21050 - Material Handling Laborer 13.65
21071 - Order Filler 10.84
21080 - Production Line Worker (Food Processing) 15.82
21110 - Shipping Packer 14.48
21130 - Shipping/Receiving Clerk 14.48
21140 - Store Worker I 14.93
21150 - Stock Clerk 18.73
21210 - Tools And Parts Attendant 15.99
21410 - Warehouse Specialist 15.99
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.55
23019 - Aircraft Logs and Records Technician 20.12
23021 - Aircraft Mechanic I 22.65
23022 - Aircraft Mechanic II 23.55
23023 - Aircraft Mechanic III 24.52
23040 - Aircraft Mechanic Helper 18.45
23050 - Aircraft Painter 21.45
23060 - Aircraft Servicer 20.12
23070 - Aircraft Survival Flight Equipment Technician 21.45
23080 - Aircraft Worker 20.94
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.94
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.65
23110 - Appliance Mechanic 21.17

23120 - Bicycle Repairer 18.44
23125 - Cable Splicer 33.80
23130 - Carpenter Maintenance 18.34
23140 - Carpet Layer 20.24
23160 - Electrician Maintenance 22.81
23181 - Electronics Technician Maintenance I 21.40
23182 - Electronics Technician Maintenance II 22.46
23183 - Electronics Technician Maintenance III 23.33
23260 - Fabric Worker 19.33
23290 - Fire Alarm System Mechanic 21.51
23310 - Fire Extinguisher Repairer 18.44
23311 - Fuel Distribution System Mechanic 23.24
23312 - Fuel Distribution System Operator 19.50
23370 - General Maintenance Worker 16.96
23380 - Ground Support Equipment Mechanic 22.65
23381 - Ground Support Equipment Servicer 20.12
23382 - Ground Support Equipment Worker 20.94
23391 - Gunsmith I 18.44
23392 - Gunsmith II 20.24
23393 - Gunsmith III 22.08
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.40
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.89
23430 - Heavy Equipment Mechanic 22.15
23440 - Heavy Equipment Operator 19.10
23460 - Instrument Mechanic 22.08
23465 - Laboratory/Shelter Mechanic 21.17
23470 - Laborer 13.65
23510 - Locksmith 21.17
23530 - Machinery Maintenance Mechanic 25.23
23550 - Machinist Maintenance 20.61
23580 - Maintenance Trades Helper 14.64
23591 - Metrology Technician I 22.08
23592 - Metrology Technician II 22.94
23593 - Metrology Technician III 23.88
23640 - Millwright 22.52
23710 - Office Appliance Repairer 16.53
23760 - Painter Maintenance 17.76
23790 - Pipefitter Maintenance 22.07
23810 - Plumber Maintenance 21.16
23820 - Pneudraulic Systems Mechanic 22.08
23850 - Rigger 22.08
23870 - Scale Mechanic 20.24
23890 - Sheet-Metal Worker Maintenance 22.36
23910 - Small Engine Mechanic 20.24
23931 - Telecommunications Mechanic I 29.91
23932 - Telecommunications Mechanic II 31.02
23950 - Telephone Lineman 21.63
23960 - Welder Combination Maintenance 18.83

23965 - Well Driller	22.08
23970 - Woodcraft Worker	22.08
23980 - Woodworker	18.44
24000 - Personal Needs Occupations	
24550 - Case Manager	13.40
24570 - Child Care Attendant	10.29
24580 - Child Care Center Clerk	12.83
24610 - Chore Aide	9.03
24620 - Family Readiness And Support Services Coordinator	13.37
24630 - Homemaker	13.66
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.48
25040 - Sewage Plant Operator	19.17
25070 - Stationary Engineer	22.48
25190 - Ventilation Equipment Tender	17.34
25210 - Water Treatment Plant Operator	19.17
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.45
27007 - Baggage Inspector	12.53
27008 - Corrections Officer	16.62
27010 - Court Security Officer	17.44
27030 - Detection Dog Handler	14.01
27040 - Detention Officer	16.62
27070 - Firefighter	17.74
27101 - Guard I	12.53
27102 - Guard II	14.01
27131 - Police Officer I	18.40
27132 - Police Officer II	20.45
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.46
28042 - Carnival Equipment Repairer	12.07
28043 - Carnival Worker	9.32
28210 - Gate Attendant/Gate Tender	14.09
28310 - Lifeguard	12.43
28350 - Park Attendant (Aide)	16.77
28510 - Recreation Aide/Health Facility Attendant	12.23
28515 - Recreation Specialist	19.53
28630 - Sports Official	13.35
28690 - Swimming Pool Operator	14.20
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.24
29020 - Hatch Tender	20.24
29030 - Line Handler	20.24
29041 - Stevedore I	19.51
29042 - Stevedore II	21.17
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		18.00
30022 - Archeological Technician II		20.72
30023 - Archeological Technician III		23.42
30030 - Cartographic Technician		23.42
30040 - Civil Engineering Technician		25.80
30051 - Cryogenic Technician I		25.94
30052 - Cryogenic Technician II		28.65
30061 - Drafter/CAD Operator I		18.00
30062 - Drafter/CAD Operator II		20.72
30063 - Drafter/CAD Operator III		21.07
30064 - Drafter/CAD Operator IV		25.94
30081 - Engineering Technician I		16.76
30082 - Engineering Technician II		18.81
30083 - Engineering Technician III		21.05
30084 - Engineering Technician IV		26.07
30085 - Engineering Technician V		31.90
30086 - Engineering Technician VI		38.59
30090 - Environmental Technician		23.42
30095 - Evidence Control Specialist		23.42
30210 - Laboratory Technician		21.07
30221 - Latent Fingerprint Technician I		25.94
30222 - Latent Fingerprint Technician II		28.65
30240 - Mathematical Technician		23.42
30361 - Paralegal/Legal Assistant I		20.52
30362 - Paralegal/Legal Assistant II		25.41
30363 - Paralegal/Legal Assistant III		31.09
30364 - Paralegal/Legal Assistant IV		37.62
30375 - Petroleum Supply Specialist		28.65
30390 - Photo-Optics Technician		23.42
30395 - Radiation Control Technician		28.65
30461 - Technical Writer I		23.42
30462 - Technical Writer II		28.65
30463 - Technical Writer III		34.66
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		25.94
30502 - Weather Forecaster II		31.55
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.07
30621 - Weather Observer Senior	(see 2)	23.42
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		12.71
31030 - Bus Driver		15.95
31043 - Driver Courier		14.11
31260 - Parking and Lot Attendant		12.43
31290 - Shuttle Bus Driver		14.95

31310 - Taxi Driver	12.07
31361 - Truckdriver Light	14.95
31362 - Truckdriver Medium	15.67
31363 - Truckdriver Heavy	17.97
31364 - Truckdriver Tractor-Trailer	17.97
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.44
99050 - Desk Clerk	9.70
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	18.06
99252 - Laboratory Animal Caretaker II	19.01
99260 - Marketing Analyst	25.58
99310 - Mortician	25.35
99410 - Pest Controller	16.11
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	16.64
99711 - Recycling Specialist	20.53
99730 - Refuse Collector	15.27
99810 - Sales Clerk	11.45
99820 - School Crossing Guard	12.85
99830 - Survey Party Chief	20.23
99831 - Surveying Aide	14.20
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	20.06
99841 - Vending Machine Repairer	23.42
99842 - Vending Machine Repairer Helper	20.06

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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.: 2015-4488
Revision No.: 12
Date Of Last Revision: 06/22/2020

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: Georgia

Area: Georgia Counties of Bibb Crawford Jones Monroe Twiggs

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.73
01012 - Accounting Clerk II		16.53
01013 - Accounting Clerk III		18.50
01020 - Administrative Assistant		25.93
01035 - Court Reporter		16.47
01041 - Customer Service Representative I		14.51
01042 - Customer Service Representative II		16.32
01043 - Customer Service Representative III		17.80
01051 - Data Entry Operator I		14.53
01052 - Data Entry Operator II		15.86
01060 - Dispatcher Motor Vehicle		16.46
01070 - Document Preparation Clerk		13.11

01090 - Duplicating Machine Operator 13.11
01111 - General Clerk I 12.90
01112 - General Clerk II 14.07
01113 - General Clerk III 15.79
01120 - Housing Referral Assistant 18.46
01141 - Messenger Courier 11.25
01191 - Order Clerk I 17.94
01192 - Order Clerk II 19.57
01261 - Personnel Assistant (Employment) I 15.60
01262 - Personnel Assistant (Employment) II 17.45
01263 - Personnel Assistant (Employment) III 19.46
01270 - Production Control Clerk 26.67
01290 - Rental Clerk 13.30
01300 - Scheduler Maintenance 14.72
01311 - Secretary I 14.72
01312 - Secretary II 16.46
01313 - Secretary III 18.46
01320 - Service Order Dispatcher 14.71
01410 - Supply Technician 25.93
01420 - Survey Worker 15.43
01460 - Switchboard Operator/Receptionist 13.33
01531 - Travel Clerk I 11.72
01532 - Travel Clerk II 12.81
01533 - Travel Clerk III 13.77
01611 - Word Processor I 13.19
01612 - Word Processor II 14.81
01613 - Word Processor III 16.57
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.67
05010 - Automotive Electrician 17.65
05040 - Automotive Glass Installer 16.98
05070 - Automotive Worker 16.98
05110 - Mobile Equipment Servicer 15.63
05130 - Motor Equipment Metal Mechanic 18.36
05160 - Motor Equipment Metal Worker 16.98
05190 - Motor Vehicle Mechanic 17.40
05220 - Motor Vehicle Mechanic Helper 14.95
05250 - Motor Vehicle Upholstery Worker 16.30
05280 - Motor Vehicle Wrecker 16.98
05310 - Painter Automotive 17.65
05340 - Radiator Repair Specialist 16.98
05370 - Tire Repairer 14.01
05400 - Transmission Repair Specialist 18.36
07000 - Food Preparation And Service Occupations
07010 - Baker 11.28
07041 - Cook I 10.99
07042 - Cook II 12.07
07070 - Dishwasher 9.38
07130 - Food Service Worker 10.43
07210 - Meat Cutter 15.24

07260 - Waiter/Waitress	8.79
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.03
09040 - Furniture Handler	14.42
09080 - Furniture Refinisher	20.03
09090 - Furniture Refinisher Helper	16.46
09110 - Furniture Repairer Minor	18.29
09130 - Upholsterer	20.03
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.15
11060 - Elevator Operator	10.15
11090 - Gardener	15.11
11122 - Housekeeping Aide	9.50
11150 - Janitor	9.50
11210 - Laborer Grounds Maintenance	12.49
11240 - Maid or Houseman	9.19
11260 - Pruner	11.51
11270 - Tractor Operator	14.26
11330 - Trail Maintenance Worker	12.49
11360 - Window Cleaner	10.31
12000 - Health Occupations	
12010 - Ambulance Driver	18.20
12011 - Breath Alcohol Technician	18.20
12012 - Certified Occupational Therapist Assistant	27.47
12015 - Certified Physical Therapist Assistant	29.33
12020 - Dental Assistant	17.54
12025 - Dental Hygienist	27.46
12030 - EKG Technician	30.33
12035 - Electroneurodiagnostic Technologist	30.33
12040 - Emergency Medical Technician	18.20
12071 - Licensed Practical Nurse I	16.88
12072 - Licensed Practical Nurse II	18.89
12073 - Licensed Practical Nurse III	21.06
12100 - Medical Assistant	14.79
12130 - Medical Laboratory Technician	17.89
12160 - Medical Record Clerk	15.93
12190 - Medical Record Technician	17.83
12195 - Medical Transcriptionist	17.22
12210 - Nuclear Medicine Technologist	41.51
12221 - Nursing Assistant I	12.19
12222 - Nursing Assistant II	13.71
12223 - Nursing Assistant III	14.95
12224 - Nursing Assistant IV	16.78
12235 - Optical Dispenser	21.66
12236 - Optical Technician	16.88
12250 - Pharmacy Technician	13.63
12280 - Phlebotomist	15.68
12305 - Radiologic Technologist	27.54
12311 - Registered Nurse I	23.44
12312 - Registered Nurse II	28.67

12313 - Registered Nurse II Specialist		28.67
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)		23.40
12320 - Substance Abuse Treatment Counselor		18.90
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.64
13012 - Exhibits Specialist II		26.80
13013 - Exhibits Specialist III		32.78
13041 - Illustrator I		21.64
13042 - Illustrator II		26.80
13043 - Illustrator III		32.78
13047 - Librarian		29.68
13050 - Library Aide/Clerk		14.49
13054 - Library Information Technology Systems Administrator		26.80
13058 - Library Technician		19.73
13061 - Media Specialist I		19.33
13062 - Media Specialist II		21.64
13063 - Media Specialist III		24.12
13071 - Photographer I		18.13
13072 - Photographer II		21.64
13073 - Photographer III		26.64
13074 - Photographer IV		32.62
13075 - Photographer V		39.48
13090 - Technical Order Library Clerk		18.19
13110 - Video Teleconference Technician		19.33
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.95
14042 - Computer Operator II		16.70
14043 - Computer Operator III		18.71
14044 - Computer Operator IV		22.40
14045 - Computer Operator V		24.78
14071 - Computer Programmer I	(see 1)	21.48
14072 - Computer Programmer II	(see 1)	26.62
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.95
14160 - Personal Computer Support Technician		22.40
14170 - System Support Specialist		33.28
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.90
15020 - Aircrew Training Devices Instructor (Rated)		34.97
15030 - Air Crew Training Devices Instructor (Pilot)		41.92
15050 - Computer Based Training Specialist / Instructor		29.61
15060 - Educational Technologist		29.91

15070 - Flight Instructor (Pilot) 41.92
15080 - Graphic Artist 20.52
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.92
15086 - Maintenance Test Pilot Rotary Wing 41.92
15088 - Non-Maintenance Test/Co-Pilot 41.92
15090 - Technical Instructor 20.96
15095 - Technical Instructor/Course Developer 25.64
15110 - Test Proctor 16.92
15120 - Tutor 16.92
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.24
16030 - Counter Attendant 9.24
16040 - Dry Cleaner 10.81
16070 - Finisher Flatwork Machine 9.24
16090 - Presser Hand 9.24
16110 - Presser Machine Drycleaning 9.24
16130 - Presser Machine Shirts 9.24
16160 - Presser Machine Wearing Apparel Laundry 9.24
16190 - Sewing Machine Operator 11.33
16220 - Tailor 11.86
16250 - Washer Machine 9.78
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.54
19040 - Tool And Die Maker 24.92
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.82
21030 - Material Coordinator 26.67
21040 - Material Expediter 26.67
21050 - Material Handling Laborer 13.65
21071 - Order Filler 10.84
21080 - Production Line Worker (Food Processing) 15.82
21110 - Shipping Packer 14.48
21130 - Shipping/Receiving Clerk 14.48
21140 - Store Worker I 14.93
21150 - Stock Clerk 18.73
21210 - Tools And Parts Attendant 15.99
21410 - Warehouse Specialist 15.99
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.55
23019 - Aircraft Logs and Records Technician 20.12
23021 - Aircraft Mechanic I 22.65
23022 - Aircraft Mechanic II 23.55
23023 - Aircraft Mechanic III 24.52
23040 - Aircraft Mechanic Helper 18.45
23050 - Aircraft Painter 21.45
23060 - Aircraft Servicer 20.12
23070 - Aircraft Survival Flight Equipment Technician 21.45
23080 - Aircraft Worker 20.94
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.94

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.65
23110 - Appliance Mechanic 21.17
23120 - Bicycle Repairer 18.44
23125 - Cable Splicer 33.80
23130 - Carpenter Maintenance 18.34
23140 - Carpet Layer 20.24
23160 - Electrician Maintenance 22.81
23181 - Electronics Technician Maintenance I 21.40
23182 - Electronics Technician Maintenance II 22.46
23183 - Electronics Technician Maintenance III 23.33
23260 - Fabric Worker 19.33
23290 - Fire Alarm System Mechanic 21.51
23310 - Fire Extinguisher Repairer 18.44
23311 - Fuel Distribution System Mechanic 23.24
23312 - Fuel Distribution System Operator 19.50
23370 - General Maintenance Worker 16.96
23380 - Ground Support Equipment Mechanic 22.65
23381 - Ground Support Equipment Servicer 20.12
23382 - Ground Support Equipment Worker 20.94
23391 - Gunsmith I 18.44
23392 - Gunsmith II 20.24
23393 - Gunsmith III 22.08
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.40
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.89
23430 - Heavy Equipment Mechanic 22.15
23440 - Heavy Equipment Operator 19.10
23460 - Instrument Mechanic 22.08
23465 - Laboratory/Shelter Mechanic 21.17
23470 - Laborer 13.65
23510 - Locksmith 21.17
23530 - Machinery Maintenance Mechanic 25.23
23550 - Machinist Maintenance 20.61
23580 - Maintenance Trades Helper 14.64
23591 - Metrology Technician I 22.08
23592 - Metrology Technician II 22.94
23593 - Metrology Technician III 23.88
23640 - Millwright 22.52
23710 - Office Appliance Repairer 16.53
23760 - Painter Maintenance 17.76
23790 - Pipefitter Maintenance 22.07
23810 - Plumber Maintenance 21.16
23820 - Pneudraulic Systems Mechanic 22.08
23850 - Rigger 22.08
23870 - Scale Mechanic 20.24
23890 - Sheet-Metal Worker Maintenance 22.36
23910 - Small Engine Mechanic 20.24
23931 - Telecommunications Mechanic I 29.91

23932 - Telecommunications Mechanic II 31.02
23950 - Telephone Lineman 21.63
23960 - Welder Combination Maintenance 18.83
23965 - Well Driller 22.08
23970 - Woodcraft Worker 22.08
23980 - Woodworker 18.44
24000 - Personal Needs Occupations
24550 - Case Manager 13.40
24570 - Child Care Attendant 10.29
24580 - Child Care Center Clerk 12.83
24610 - Chore Aide 9.03
24620 - Family Readiness And Support Services Coordinator 13.37
24630 - Homemaker 13.66
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 22.48
25040 - Sewage Plant Operator 19.17
25070 - Stationary Engineer 22.48
25190 - Ventilation Equipment Tender 17.34
25210 - Water Treatment Plant Operator 19.17
27000 - Protective Service Occupations
27004 - Alarm Monitor 14.45
27007 - Baggage Inspector 12.53
27008 - Corrections Officer 16.62
27010 - Court Security Officer 17.44
27030 - Detection Dog Handler 14.01
27040 - Detention Officer 16.62
27070 - Firefighter 17.74
27101 - Guard I 12.53
27102 - Guard II 14.01
27131 - Police Officer I 18.40
27132 - Police Officer II 20.45
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 11.46
28042 - Carnival Equipment Repairer 12.07
28043 - Carnival Worker 9.32
28210 - Gate Attendant/Gate Tender 14.09
28310 - Lifeguard 12.43
28350 - Park Attendant (Aide) 16.77
28510 - Recreation Aide/Health Facility Attendant 12.23
28515 - Recreation Specialist 19.53
28630 - Sports Official 13.35
28690 - Swimming Pool Operator 14.20
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 20.24
29020 - Hatch Tender 20.24
29030 - Line Handler 20.24
29041 - Stevedore I 19.51
29042 - Stevedore II 21.17
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 18.00
30022 - Archeological Technician II 20.72
30023 - Archeological Technician III 23.42
30030 - Cartographic Technician 23.42
30040 - Civil Engineering Technician 25.80
30051 - Cryogenic Technician I 25.94
30052 - Cryogenic Technician II 28.65
30061 - Drafter/CAD Operator I 18.00
30062 - Drafter/CAD Operator II 20.72
30063 - Drafter/CAD Operator III 21.07
30064 - Drafter/CAD Operator IV 25.94
30081 - Engineering Technician I 16.76
30082 - Engineering Technician II 18.81
30083 - Engineering Technician III 21.05
30084 - Engineering Technician IV 26.07
30085 - Engineering Technician V 31.90
30086 - Engineering Technician VI 38.59
30090 - Environmental Technician 23.42
30095 - Evidence Control Specialist 23.42
30210 - Laboratory Technician 21.07
30221 - Latent Fingerprint Technician I 25.94
30222 - Latent Fingerprint Technician II 28.65
30240 - Mathematical Technician 23.42
30361 - Paralegal/Legal Assistant I 20.52
30362 - Paralegal/Legal Assistant II 25.41
30363 - Paralegal/Legal Assistant III 31.09
30364 - Paralegal/Legal Assistant IV 37.62
30375 - Petroleum Supply Specialist 28.65
30390 - Photo-Optics Technician 23.42
30395 - Radiation Control Technician 28.65
30461 - Technical Writer I 23.42
30462 - Technical Writer II 28.65
30463 - Technical Writer III 34.66
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 25.94
30502 - Weather Forecaster II 31.55
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.07
30621 - Weather Observer Senior (see 2) 23.42
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.71
31030 - Bus Driver 15.95

31043 - Driver Courier	14.11
31260 - Parking and Lot Attendant	12.43
31290 - Shuttle Bus Driver	14.95
31310 - Taxi Driver	12.07
31361 - Truckdriver Light	14.95
31362 - Truckdriver Medium	15.67
31363 - Truckdriver Heavy	17.97
31364 - Truckdriver Tractor-Trailer	17.97
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.44
99050 - Desk Clerk	9.70
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	18.06
99252 - Laboratory Animal Caretaker II	19.01
99260 - Marketing Analyst	25.58
99310 - Mortician	25.35
99410 - Pest Controller	16.11
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	16.64
99711 - Recycling Specialist	20.53
99730 - Refuse Collector	15.27
99810 - Sales Clerk	11.45
99820 - School Crossing Guard	12.85
99830 - Survey Party Chief	20.23
99831 - Surveying Aide	14.20
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	20.06
99841 - Vending Machine Repairer	23.42
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 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.: 2015-4489
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: Georgia

Area: Georgia County of Floyd

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		29.33
01035 - Court Reporter		20.93
01041 - Customer Service Representative I		13.43
01042 - Customer Service Representative II		15.10
01043 - Customer Service Representative III		16.48
01051 - Data Entry Operator I		13.84
01052 - Data Entry Operator II		15.70
01060 - Dispatcher Motor Vehicle		19.15
01070 - Document Preparation Clerk		13.67
01090 - Duplicating Machine Operator		13.67
01111 - General Clerk I		13.43
01112 - General Clerk II		14.84

01113 - General Clerk III 16.45
01120 - Housing Referral Assistant 21.85
01141 - Messenger Courier 12.70
01191 - Order Clerk I 14.16
01192 - Order Clerk II 15.44
01261 - Personnel Assistant (Employment) I 15.35
01262 - Personnel Assistant (Employment) II 18.55
01263 - Personnel Assistant (Employment) III 20.90
01270 - Production Control Clerk 23.45
01290 - Rental Clerk 15.71
01300 - Scheduler Maintenance 16.13
01311 - Secretary I 16.13
01312 - Secretary II 18.05
01313 - Secretary III 20.13
01320 - Service Order Dispatcher 16.13
01410 - Supply Technician 29.33
01420 - Survey Worker 18.40
01460 - Switchboard Operator/Receptionist 13.61
01531 - Travel Clerk I 14.52
01532 - Travel Clerk II 15.85
01533 - Travel Clerk III 17.08
01611 - Word Processor I 13.67
01612 - Word Processor II 15.21
01613 - Word Processor III 18.30
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 23.36
05010 - Automotive Electrician 21.55
05040 - Automotive Glass Installer 20.18
05070 - Automotive Worker 20.18
05110 - Mobile Equipment Servicer 17.47
05130 - Motor Equipment Metal Mechanic 23.36
05160 - Motor Equipment Metal Worker 20.18
05190 - Motor Vehicle Mechanic 23.36
05220 - Motor Vehicle Mechanic Helper 17.56
05250 - Motor Vehicle Upholstery Worker 19.05
05280 - Motor Vehicle Wrecker 20.18
05310 - Painter Automotive 21.55
05340 - Radiator Repair Specialist 20.18
05370 - Tire Repairer 13.80
05400 - Transmission Repair Specialist 23.36
07000 - Food Preparation And Service Occupations
07010 - Baker 12.82
07041 - Cook I 12.75
07042 - Cook II 15.00
07070 - Dishwasher 10.24
07130 - Food Service Worker 11.10
07210 - Meat Cutter 14.34
07260 - Waiter/Waitress 9.09
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 17.47

09040 - Furniture Handler 12.05
09080 - Furniture Refinisher 17.47
09090 - Furniture Refinisher Helper 12.87
09110 - Furniture Repairer Minor 15.52
09130 - Upholsterer 17.47
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.18
11060 - Elevator Operator 13.18
11090 - Gardener 18.49
11122 - Housekeeping Aide 11.29
11150 - Janitor 11.29
11210 - Laborer Grounds Maintenance 13.31
11240 - Maid or Houseman 9.54
11260 - Pruner 13.31
11270 - Tractor Operator 16.75
11330 - Trail Maintenance Worker 13.31
11360 - Window Cleaner 13.54
12000 - Health Occupations
12010 - Ambulance Driver 18.43
12011 - Breath Alcohol Technician 19.89
12012 - Certified Occupational Therapist Assistant 25.55
12015 - Certified Physical Therapist Assistant 27.27
12020 - Dental Assistant 18.02
12025 - Dental Hygienist 33.43
12030 - EKG Technician 28.22
12035 - Electroneurodiagnostic Technologist 28.22
12040 - Emergency Medical Technician 18.43
12071 - Licensed Practical Nurse I 17.72
12072 - Licensed Practical Nurse II 19.89
12073 - Licensed Practical Nurse III 21.97
12100 - Medical Assistant 16.18
12130 - Medical Laboratory Technician 22.53
12160 - Medical Record Clerk 16.69
12190 - Medical Record Technician 18.68
12195 - Medical Transcriptionist 16.64
12210 - Nuclear Medicine Technologist 40.92
12221 - Nursing Assistant I 11.46
12222 - Nursing Assistant II 12.89
12223 - Nursing Assistant III 14.06
12224 - Nursing Assistant IV 15.78
12235 - Optical Dispenser 18.62
12236 - Optical Technician 16.64
12250 - Pharmacy Technician 15.44
12280 - Phlebotomist 15.20
12305 - Radiologic Technologist 27.37
12311 - Registered Nurse I 24.94
12312 - Registered Nurse II 29.25
12313 - Registered Nurse II Specialist 29.25
12314 - Registered Nurse III 35.38
12315 - Registered Nurse III Anesthetist 35.38

12316 - Registered Nurse IV		42.41
12317 - Scheduler (Drug and Alcohol Testing)		23.60
12320 - Substance Abuse Treatment Counselor		23.06
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.79
13012 - Exhibits Specialist II		25.87
13013 - Exhibits Specialist III		31.17
13041 - Illustrator I		21.79
13042 - Illustrator II		25.87
13043 - Illustrator III		31.17
13047 - Librarian		29.89
13050 - Library Aide/Clerk		14.73
13054 - Library Information Technology Systems Administrator		26.98
13058 - Library Technician		16.96
13061 - Media Specialist I		19.48
13062 - Media Specialist II		21.79
13063 - Media Specialist III		24.28
13071 - Photographer I		15.88
13072 - Photographer II		16.73
13073 - Photographer III		20.72
13074 - Photographer IV		25.35
13075 - Photographer V		30.67
13090 - Technical Order Library Clerk		16.73
13110 - Video Teleconference Technician		19.25
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.20
14042 - Computer Operator II		19.24
14043 - Computer Operator III		21.45
14044 - Computer Operator IV		23.84
14045 - Computer Operator V		26.40
14071 - Computer Programmer I	(see 1)	25.09
14072 - Computer Programmer II	(see 1)	25.31
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - 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		23.84
14170 - System Support Specialist		26.40
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.97
15020 - Aircrew Training Devices Instructor (Rated)		35.05
15030 - Air Crew Training Devices Instructor (Pilot)		42.02
15050 - Computer Based Training Specialist / Instructor		28.97
15060 - Educational Technologist		33.91
15070 - Flight Instructor (Pilot)		42.02
15080 - Graphic Artist		29.15
15085 - Maintenance Test Pilot Fixed Jet/Prop		40.98

15086 - Maintenance Test Pilot Rotary Wing 40.98
15088 - Non-Maintenance Test/Co-Pilot 40.98
15090 - Technical Instructor 23.83
15095 - Technical Instructor/Course Developer 29.15
15110 - Test Proctor 19.24
15120 - Tutor 19.24
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.34
16030 - Counter Attendant 10.34
16040 - Dry Cleaner 13.61
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 14.72
16220 - Tailor 15.80
16250 - Washer Machine 11.55
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.50
19040 - Tool And Die Maker 24.69
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 14.74
21030 - Material Coordinator 21.64
21040 - Material Expediter 21.64
21050 - Material Handling Laborer 13.33
21071 - Order Filler 13.62
21080 - Production Line Worker (Food Processing) 14.74
21110 - Shipping Packer 16.61
21130 - Shipping/Receiving Clerk 16.61
21140 - Store Worker I 11.73
21150 - Stock Clerk 18.17
21210 - Tools And Parts Attendant 14.74
21410 - Warehouse Specialist 14.74
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.76
23019 - Aircraft Logs and Records Technician 20.63
23021 - Aircraft Mechanic I 25.12
23022 - Aircraft Mechanic II 26.76
23023 - Aircraft Mechanic III 28.32
23040 - Aircraft Mechanic Helper 17.97
23050 - Aircraft Painter 22.08
23060 - Aircraft Servicer 20.63
23070 - Aircraft Survival Flight Equipment Technician 22.08
23080 - Aircraft Worker 21.95
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.95
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.12
23110 - Appliance Mechanic 19.50

23120 - Bicycle Repairer 15.37
23125 - Cable Splicer 23.69
23130 - Carpenter Maintenance 20.20
23140 - Carpet Layer 18.24
23160 - Electrician Maintenance 22.60
23181 - Electronics Technician Maintenance I 21.00
23182 - Electronics Technician Maintenance II 24.64
23183 - Electronics Technician Maintenance III 26.34
23260 - Fabric Worker 16.80
23290 - Fire Alarm System Mechanic 20.86
23310 - Fire Extinguisher Repairer 15.37
23311 - Fuel Distribution System Mechanic 22.06
23312 - Fuel Distribution System Operator 16.26
23370 - General Maintenance Worker 17.92
23380 - Ground Support Equipment Mechanic 25.12
23381 - Ground Support Equipment Servicer 20.63
23382 - Ground Support Equipment Worker 21.95
23391 - Gunsmith I 18.65
23392 - Gunsmith II 20.94
23393 - Gunsmith III 21.98
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.57
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.97
23430 - Heavy Equipment Mechanic 21.25
23440 - Heavy Equipment Operator 18.92
23460 - Instrument Mechanic 23.76
23465 - Laboratory/Shelter Mechanic 19.50
23470 - Laborer 13.33
23510 - Locksmith 19.50
23530 - Machinery Maintenance Mechanic 23.33
23550 - Machinist Maintenance 23.32
23580 - Maintenance Trades Helper 14.44
23591 - Metrology Technician I 23.76
23592 - Metrology Technician II 23.91
23593 - Metrology Technician III 25.31
23640 - Millwright 22.37
23710 - Office Appliance Repairer 20.06
23760 - Painter Maintenance 18.96
23790 - Pipefitter Maintenance 24.88
23810 - Plumber Maintenance 23.26
23820 - Pneudraulic Systems Mechanic 20.86
23850 - Rigger 21.30
23870 - Scale Mechanic 18.24
23890 - Sheet-Metal Worker Maintenance 20.86
23910 - Small Engine Mechanic 18.24
23931 - Telecommunications Mechanic I 29.18
23932 - Telecommunications Mechanic II 32.21
23950 - Telephone Lineman 20.86
23960 - Welder Combination Maintenance 18.13

23965 - Well Driller	20.86
23970 - Woodcraft Worker	20.86
23980 - Woodworker	15.37
24000 - Personal Needs Occupations	
24550 - Case Manager	15.90
24570 - Child Care Attendant	10.43
24580 - Child Care Center Clerk	13.00
24610 - Chore Aide	10.93
24620 - Family Readiness And Support Services Coordinator	15.90
24630 - Homemaker	16.76
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.71
25040 - Sewage Plant Operator	18.96
25070 - Stationary Engineer	21.71
25190 - Ventilation Equipment Tender	13.93
25210 - Water Treatment Plant Operator	18.96
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.44
27007 - Baggage Inspector	13.72
27008 - Corrections Officer	17.83
27010 - Court Security Officer	17.83
27030 - Detection Dog Handler	16.44
27040 - Detention Officer	17.83
27070 - Firefighter	17.97
27101 - Guard I	13.72
27102 - Guard II	16.44
27131 - Police Officer I	19.70
27132 - Police Officer II	21.89
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.23
28042 - Carnival Equipment Repairer	14.60
28043 - Carnival Worker	9.10
28210 - Gate Attendant/Gate Tender	15.26
28310 - Lifeguard	11.33
28350 - Park Attendant (Aide)	17.08
28510 - Recreation Aide/Health Facility Attendant	10.14
28515 - Recreation Specialist	15.71
28630 - Sports Official	12.93
28690 - Swimming Pool Operator	22.98
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	19.62
29020 - Hatch Tender	19.62
29030 - Line Handler	19.62
29041 - Stevedore I	18.07
29042 - Stevedore II	20.99
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I 19.76
30022 - Archeological Technician II 21.45
30023 - Archeological Technician III 27.39
30030 - Cartographic Technician 26.56
30040 - Civil Engineering Technician 19.26
30051 - Cryogenic Technician I 21.59
30052 - Cryogenic Technician II 23.85
30061 - Drafter/CAD Operator I 19.76
30062 - Drafter/CAD Operator II 21.45
30063 - Drafter/CAD Operator III 23.91
30064 - Drafter/CAD Operator IV 29.42
30081 - Engineering Technician I 16.64
30082 - Engineering Technician II 20.00
30083 - Engineering Technician III 20.90
30084 - Engineering Technician IV 26.47
30085 - Engineering Technician V 31.68
30086 - Engineering Technician VI 37.02
30090 - Environmental Technician 22.75
30095 - Evidence Control Specialist 19.49
30210 - Laboratory Technician 17.80
30221 - Latent Fingerprint Technician I 21.59
30222 - Latent Fingerprint Technician II 23.85
30240 - Mathematical Technician 25.03
30361 - Paralegal/Legal Assistant I 19.41
30362 - Paralegal/Legal Assistant II 24.05
30363 - Paralegal/Legal Assistant III 29.41
30364 - Paralegal/Legal Assistant IV 35.56
30375 - Petroleum Supply Specialist 23.85
30390 - Photo-Optics Technician 26.56
30395 - Radiation Control Technician 23.85
30461 - Technical Writer I 26.07
30462 - Technical Writer II 30.07
30463 - Technical Writer III 36.37
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 29.42
30502 - Weather Forecaster II 35.78
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.91
30621 - Weather Observer Senior (see 2) 27.39
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 11.49
31030 - Bus Driver 17.43
31043 - Driver Courier 13.94
31260 - Parking and Lot Attendant 9.93
31290 - Shuttle Bus Driver 15.38

31310 - Taxi Driver	12.01
31361 - Truckdriver Light	15.38
31362 - Truckdriver Medium	16.81
31363 - Truckdriver Heavy	20.87
31364 - Truckdriver Tractor-Trailer	20.87
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.52
99050 - Desk Clerk	10.05
99095 - Embalmer	29.59
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	16.14
99252 - Laboratory Animal Caretaker II	17.75
99260 - Marketing Analyst	28.02
99310 - Mortician	29.59
99410 - Pest Controller	23.51
99510 - Photofinishing Worker	16.45
99710 - Recycling Laborer	16.09
99711 - Recycling Specialist	20.25
99730 - Refuse Collector	13.93
99810 - Sales Clerk	13.50
99820 - School Crossing Guard	13.93
99830 - Survey Party Chief	20.64
99831 - Surveying Aide	12.11
99832 - Surveying Technician	17.05
99840 - Vending Machine Attendant	18.84
99841 - Vending Machine Repairer	22.99
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; 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.: 2015-4490
Revision No.: 12
Date Of Last Revision: 06/22/2020

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: Georgia

Area: Georgia County of Floyd

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		29.33
01035 - Court Reporter		20.93
01041 - Customer Service Representative I		13.43
01042 - Customer Service Representative II		15.10
01043 - Customer Service Representative III		16.48
01051 - Data Entry Operator I		13.84
01052 - Data Entry Operator II		15.70
01060 - Dispatcher Motor Vehicle		19.15
01070 - Document Preparation Clerk		13.67

01090 - Duplicating Machine Operator 13.67
01111 - General Clerk I 13.43
01112 - General Clerk II 14.84
01113 - General Clerk III 16.45
01120 - Housing Referral Assistant 21.85
01141 - Messenger Courier 12.70
01191 - Order Clerk I 14.16
01192 - Order Clerk II 15.44
01261 - Personnel Assistant (Employment) I 15.35
01262 - Personnel Assistant (Employment) II 18.55
01263 - Personnel Assistant (Employment) III 20.90
01270 - Production Control Clerk 23.45
01290 - Rental Clerk 15.71
01300 - Scheduler Maintenance 16.13
01311 - Secretary I 16.13
01312 - Secretary II 18.05
01313 - Secretary III 20.13
01320 - Service Order Dispatcher 16.13
01410 - Supply Technician 29.33
01420 - Survey Worker 18.40
01460 - Switchboard Operator/Receptionist 13.61
01531 - Travel Clerk I 14.52
01532 - Travel Clerk II 15.85
01533 - Travel Clerk III 17.08
01611 - Word Processor I 13.67
01612 - Word Processor II 15.21
01613 - Word Processor III 18.30
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 23.36
05010 - Automotive Electrician 21.55
05040 - Automotive Glass Installer 20.18
05070 - Automotive Worker 20.18
05110 - Mobile Equipment Servicer 17.47
05130 - Motor Equipment Metal Mechanic 23.36
05160 - Motor Equipment Metal Worker 20.18
05190 - Motor Vehicle Mechanic 23.36
05220 - Motor Vehicle Mechanic Helper 17.56
05250 - Motor Vehicle Upholstery Worker 19.05
05280 - Motor Vehicle Wrecker 20.18
05310 - Painter Automotive 21.55
05340 - Radiator Repair Specialist 20.18
05370 - Tire Repairer 13.80
05400 - Transmission Repair Specialist 23.36
07000 - Food Preparation And Service Occupations
07010 - Baker 12.82
07041 - Cook I 12.75
07042 - Cook II 15.00
07070 - Dishwasher 10.24
07130 - Food Service Worker 11.10
07210 - Meat Cutter 14.34

07260 - Waiter/Waitress	9.09
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.47
09040 - Furniture Handler	12.05
09080 - Furniture Refinisher	17.47
09090 - Furniture Refinisher Helper	12.87
09110 - Furniture Repairer Minor	15.52
09130 - Upholsterer	17.47
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.18
11060 - Elevator Operator	13.18
11090 - Gardener	18.49
11122 - Housekeeping Aide	11.29
11150 - Janitor	11.29
11210 - Laborer Grounds Maintenance	13.31
11240 - Maid or Houseman	9.54
11260 - Pruner	13.31
11270 - Tractor Operator	16.75
11330 - Trail Maintenance Worker	13.31
11360 - Window Cleaner	13.54
12000 - Health Occupations	
12010 - Ambulance Driver	18.43
12011 - Breath Alcohol Technician	19.89
12012 - Certified Occupational Therapist Assistant	25.55
12015 - Certified Physical Therapist Assistant	27.27
12020 - Dental Assistant	18.02
12025 - Dental Hygienist	33.43
12030 - EKG Technician	28.22
12035 - Electroneurodiagnostic Technologist	28.22
12040 - Emergency Medical Technician	18.43
12071 - Licensed Practical Nurse I	17.72
12072 - Licensed Practical Nurse II	19.89
12073 - Licensed Practical Nurse III	21.97
12100 - Medical Assistant	16.18
12130 - Medical Laboratory Technician	22.53
12160 - Medical Record Clerk	16.69
12190 - Medical Record Technician	18.68
12195 - Medical Transcriptionist	16.64
12210 - Nuclear Medicine Technologist	40.92
12221 - Nursing Assistant I	11.46
12222 - Nursing Assistant II	12.89
12223 - Nursing Assistant III	14.06
12224 - Nursing Assistant IV	15.78
12235 - Optical Dispenser	18.62
12236 - Optical Technician	16.64
12250 - Pharmacy Technician	15.44
12280 - Phlebotomist	15.20
12305 - Radiologic Technologist	27.37
12311 - Registered Nurse I	24.94
12312 - Registered Nurse II	29.25

12313 - Registered Nurse II Specialist		29.25
12314 - Registered Nurse III		35.38
12315 - Registered Nurse III Anesthetist		35.38
12316 - Registered Nurse IV		42.41
12317 - Scheduler (Drug and Alcohol Testing)		23.60
12320 - Substance Abuse Treatment Counselor		23.06
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.79
13012 - Exhibits Specialist II		25.87
13013 - Exhibits Specialist III		31.17
13041 - Illustrator I		21.79
13042 - Illustrator II		25.87
13043 - Illustrator III		31.17
13047 - Librarian		29.89
13050 - Library Aide/Clerk		14.73
13054 - Library Information Technology Systems Administrator		26.98
13058 - Library Technician		16.96
13061 - Media Specialist I		19.48
13062 - Media Specialist II		21.79
13063 - Media Specialist III		24.28
13071 - Photographer I		15.88
13072 - Photographer II		16.73
13073 - Photographer III		20.72
13074 - Photographer IV		25.35
13075 - Photographer V		30.67
13090 - Technical Order Library Clerk		16.73
13110 - Video Teleconference Technician		19.25
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.20
14042 - Computer Operator II		19.24
14043 - Computer Operator III		21.45
14044 - Computer Operator IV		23.84
14045 - Computer Operator V		26.40
14071 - Computer Programmer I	(see 1)	25.09
14072 - Computer Programmer II	(see 1)	25.31
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - 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		23.84
14170 - System Support Specialist		26.40
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.97
15020 - Aircrew Training Devices Instructor (Rated)		35.05
15030 - Air Crew Training Devices Instructor (Pilot)		42.02
15050 - Computer Based Training Specialist / Instructor		28.97
15060 - Educational Technologist		33.91

15070 - Flight Instructor (Pilot) 42.02
15080 - Graphic Artist 29.15
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.98
15086 - Maintenance Test Pilot Rotary Wing 40.98
15088 - Non-Maintenance Test/Co-Pilot 40.98
15090 - Technical Instructor 23.83
15095 - Technical Instructor/Course Developer 29.15
15110 - Test Proctor 19.24
15120 - Tutor 19.24
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.34
16030 - Counter Attendant 10.34
16040 - Dry Cleaner 13.61
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 14.72
16220 - Tailor 15.80
16250 - Washer Machine 11.55
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.50
19040 - Tool And Die Maker 24.69
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 14.74
21030 - Material Coordinator 21.64
21040 - Material Expediter 21.64
21050 - Material Handling Laborer 13.33
21071 - Order Filler 13.62
21080 - Production Line Worker (Food Processing) 14.74
21110 - Shipping Packer 16.61
21130 - Shipping/Receiving Clerk 16.61
21140 - Store Worker I 11.73
21150 - Stock Clerk 18.17
21210 - Tools And Parts Attendant 14.74
21410 - Warehouse Specialist 14.74
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.76
23019 - Aircraft Logs and Records Technician 20.63
23021 - Aircraft Mechanic I 25.12
23022 - Aircraft Mechanic II 26.76
23023 - Aircraft Mechanic III 28.32
23040 - Aircraft Mechanic Helper 17.97
23050 - Aircraft Painter 22.08
23060 - Aircraft Servicer 20.63
23070 - Aircraft Survival Flight Equipment Technician 22.08
23080 - Aircraft Worker 21.95
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.95

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.12
23110 - Appliance Mechanic 19.50
23120 - Bicycle Repairer 15.37
23125 - Cable Splicer 23.69
23130 - Carpenter Maintenance 20.20
23140 - Carpet Layer 18.24
23160 - Electrician Maintenance 22.60
23181 - Electronics Technician Maintenance I 21.00
23182 - Electronics Technician Maintenance II 24.64
23183 - Electronics Technician Maintenance III 26.34
23260 - Fabric Worker 16.80
23290 - Fire Alarm System Mechanic 20.86
23310 - Fire Extinguisher Repairer 15.37
23311 - Fuel Distribution System Mechanic 22.06
23312 - Fuel Distribution System Operator 16.26
23370 - General Maintenance Worker 17.92
23380 - Ground Support Equipment Mechanic 25.12
23381 - Ground Support Equipment Servicer 20.63
23382 - Ground Support Equipment Worker 21.95
23391 - Gunsmith I 18.65
23392 - Gunsmith II 20.94
23393 - Gunsmith III 21.98
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.57
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.97
23430 - Heavy Equipment Mechanic 21.25
23440 - Heavy Equipment Operator 18.92
23460 - Instrument Mechanic 23.76
23465 - Laboratory/Shelter Mechanic 19.50
23470 - Laborer 13.33
23510 - Locksmith 19.50
23530 - Machinery Maintenance Mechanic 23.33
23550 - Machinist Maintenance 23.32
23580 - Maintenance Trades Helper 14.44
23591 - Metrology Technician I 23.76
23592 - Metrology Technician II 23.91
23593 - Metrology Technician III 25.31
23640 - Millwright 22.37
23710 - Office Appliance Repairer 20.06
23760 - Painter Maintenance 18.96
23790 - Pipefitter Maintenance 24.88
23810 - Plumber Maintenance 23.26
23820 - Pneudraulic Systems Mechanic 20.86
23850 - Rigger 21.30
23870 - Scale Mechanic 18.24
23890 - Sheet-Metal Worker Maintenance 20.86
23910 - Small Engine Mechanic 18.24
23931 - Telecommunications Mechanic I 29.18

23932 - Telecommunications Mechanic II 32.21
23950 - Telephone Lineman 20.86
23960 - Welder Combination Maintenance 18.13
23965 - Well Driller 20.86
23970 - Woodcraft Worker 20.86
23980 - Woodworker 15.37
24000 - Personal Needs Occupations
24550 - Case Manager 15.90
24570 - Child Care Attendant 10.43
24580 - Child Care Center Clerk 13.00
24610 - Chore Aide 10.93
24620 - Family Readiness And Support Services Coordinator 15.90
24630 - Homemaker 16.76
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 21.71
25040 - Sewage Plant Operator 18.96
25070 - Stationary Engineer 21.71
25190 - Ventilation Equipment Tender 13.93
25210 - Water Treatment Plant Operator 18.96
27000 - Protective Service Occupations
27004 - Alarm Monitor 16.44
27007 - Baggage Inspector 13.72
27008 - Corrections Officer 17.83
27010 - Court Security Officer 17.83
27030 - Detection Dog Handler 16.44
27040 - Detention Officer 17.83
27070 - Firefighter 17.97
27101 - Guard I 13.72
27102 - Guard II 16.44
27131 - Police Officer I 19.70
27132 - Police Officer II 21.89
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.23
28042 - Carnival Equipment Repairer 14.60
28043 - Carnival Worker 9.10
28210 - Gate Attendant/Gate Tender 15.26
28310 - Lifeguard 11.33
28350 - Park Attendant (Aide) 17.08
28510 - Recreation Aide/Health Facility Attendant 10.14
28515 - Recreation Specialist 15.71
28630 - Sports Official 12.93
28690 - Swimming Pool Operator 22.98
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 19.62
29020 - Hatch Tender 19.62
29030 - Line Handler 19.62
29041 - Stevedore I 18.07
29042 - Stevedore II 20.99
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 19.76
30022 - Archeological Technician II 21.45
30023 - Archeological Technician III 27.39
30030 - Cartographic Technician 26.56
30040 - Civil Engineering Technician 19.26
30051 - Cryogenic Technician I 21.59
30052 - Cryogenic Technician II 23.85
30061 - Drafter/CAD Operator I 19.76
30062 - Drafter/CAD Operator II 21.45
30063 - Drafter/CAD Operator III 23.91
30064 - Drafter/CAD Operator IV 29.42
30081 - Engineering Technician I 16.64
30082 - Engineering Technician II 20.00
30083 - Engineering Technician III 20.90
30084 - Engineering Technician IV 26.47
30085 - Engineering Technician V 31.68
30086 - Engineering Technician VI 37.02
30090 - Environmental Technician 22.75
30095 - Evidence Control Specialist 19.49
30210 - Laboratory Technician 17.80
30221 - Latent Fingerprint Technician I 21.59
30222 - Latent Fingerprint Technician II 23.85
30240 - Mathematical Technician 25.03
30361 - Paralegal/Legal Assistant I 19.41
30362 - Paralegal/Legal Assistant II 24.05
30363 - Paralegal/Legal Assistant III 29.41
30364 - Paralegal/Legal Assistant IV 35.56
30375 - Petroleum Supply Specialist 23.85
30390 - Photo-Optics Technician 26.56
30395 - Radiation Control Technician 23.85
30461 - Technical Writer I 26.07
30462 - Technical Writer II 30.07
30463 - Technical Writer III 36.37
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 29.42
30502 - Weather Forecaster II 35.78
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.91
30621 - Weather Observer Senior (see 2) 27.39
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 11.49
31030 - Bus Driver 17.43

31043 - Driver Courier	13.94
31260 - Parking and Lot Attendant	9.93
31290 - Shuttle Bus Driver	15.38
31310 - Taxi Driver	12.01
31361 - Truckdriver Light	15.38
31362 - Truckdriver Medium	16.81
31363 - Truckdriver Heavy	20.87
31364 - Truckdriver Tractor-Trailer	20.87
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.52
99050 - Desk Clerk	10.05
99095 - Embalmer	29.59
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	16.14
99252 - Laboratory Animal Caretaker II	17.75
99260 - Marketing Analyst	28.02
99310 - Mortician	29.59
99410 - Pest Controller	23.51
99510 - Photofinishing Worker	16.45
99710 - Recycling Laborer	16.09
99711 - Recycling Specialist	20.25
99730 - Refuse Collector	13.93
99810 - Sales Clerk	13.50
99820 - School Crossing Guard	13.93
99830 - Survey Party Chief	20.64
99831 - Surveying Aide	12.11
99832 - Surveying Technician	17.05
99840 - Vending Machine Attendant	18.84
99841 - Vending Machine Repairer	22.99
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: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for 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.: 2015-4491
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: Georgia

Area: Georgia Counties of Bryan Chatham Effingham

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.04
01012 - Accounting Clerk II		16.88
01013 - Accounting Clerk III		18.89
01020 - Administrative Assistant		26.36
01035 - Court Reporter		19.08
01041 - Customer Service Representative I		11.88
01042 - Customer Service Representative II		13.37
01043 - Customer Service Representative III		14.58
01051 - Data Entry Operator I		14.33
01052 - Data Entry Operator II		15.63
01060 - Dispatcher Motor Vehicle		20.90
01070 - Document Preparation Clerk		14.33
01090 - Duplicating Machine Operator		14.33
01111 - General Clerk I		13.25
01112 - General Clerk II		14.46

01113 - General Clerk III 16.24
01120 - Housing Referral Assistant 20.06
01141 - Messenger Courier 14.39
01191 - Order Clerk I 13.94
01192 - Order Clerk II 15.21
01261 - Personnel Assistant (Employment) I 17.24
01262 - Personnel Assistant (Employment) II 20.67
01263 - Personnel Assistant (Employment) III 24.58
01270 - Production Control Clerk 25.42
01290 - Rental Clerk 13.12
01300 - Scheduler Maintenance 16.08
01311 - Secretary I 16.08
01312 - Secretary II 17.99
01313 - Secretary III 20.06
01320 - Service Order Dispatcher 18.68
01410 - Supply Technician 26.36
01420 - Survey Worker 16.46
01460 - Switchboard Operator/Receptionist 14.00
01531 - Travel Clerk I 16.34
01532 - Travel Clerk II 17.45
01533 - Travel Clerk III 18.84
01611 - Word Processor I 14.33
01612 - Word Processor II 16.08
01613 - Word Processor III 17.99
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 25.46
05010 - Automotive Electrician 22.22
05040 - Automotive Glass Installer 21.03
05070 - Automotive Worker 21.03
05110 - Mobile Equipment Servicer 18.10
05130 - Motor Equipment Metal Mechanic 23.49
05160 - Motor Equipment Metal Worker 21.03
05190 - Motor Vehicle Mechanic 23.49
05220 - Motor Vehicle Mechanic Helper 16.88
05250 - Motor Vehicle Upholstery Worker 19.50
05280 - Motor Vehicle Wrecker 21.03
05310 - Painter Automotive 22.22
05340 - Radiator Repair Specialist 21.03
05370 - Tire Repairer 15.32
05400 - Transmission Repair Specialist 23.49
07000 - Food Preparation And Service Occupations
07010 - Baker 13.83
07041 - Cook I 10.98
07042 - Cook II 12.75
07070 - Dishwasher 9.82
07130 - Food Service Worker 10.21
07210 - Meat Cutter 13.50
07260 - Waiter/Waitress 9.39
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 20.01

09040 - Furniture Handler	14.87
09080 - Furniture Refinisher	23.25
09090 - Furniture Refinisher Helper	17.72
09110 - Furniture Repairer Minor	20.39
09130 - Upholsterer	26.26
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.98
11060 - Elevator Operator	10.96
11090 - Gardener	16.07
11122 - Housekeeping Aide	10.96
11150 - Janitor	10.96
11210 - Laborer Grounds Maintenance	12.75
11240 - Maid or Houseman	9.73
11260 - Pruner	11.54
11270 - Tractor Operator	15.08
11330 - Trail Maintenance Worker	12.75
11360 - Window Cleaner	12.11
12000 - Health Occupations	
12010 - Ambulance Driver	17.05
12011 - Breath Alcohol Technician	17.63
12012 - Certified Occupational Therapist Assistant	28.72
12015 - Certified Physical Therapist Assistant	27.61
12020 - Dental Assistant	17.08
12025 - Dental Hygienist	33.96
12030 - EKG Technician	27.51
12035 - Electroneurodiagnostic Technologist	27.51
12040 - Emergency Medical Technician	17.05
12071 - Licensed Practical Nurse I	16.74
12072 - Licensed Practical Nurse II	18.73
12073 - Licensed Practical Nurse III	20.88
12100 - Medical Assistant	14.77
12130 - Medical Laboratory Technician	19.71
12160 - Medical Record Clerk	16.01
12190 - Medical Record Technician	17.91
12195 - Medical Transcriptionist	17.35
12210 - Nuclear Medicine Technologist	41.16
12221 - Nursing Assistant I	11.69
12222 - Nursing Assistant II	13.14
12223 - Nursing Assistant III	14.34
12224 - Nursing Assistant IV	16.10
12235 - Optical Dispenser	17.75
12236 - Optical Technician	16.74
12250 - Pharmacy Technician	15.16
12280 - Phlebotomist	15.66
12305 - Radiologic Technologist	25.16
12311 - Registered Nurse I	24.34
12312 - Registered Nurse II	29.78
12313 - Registered Nurse II Specialist	29.78
12314 - Registered Nurse III	36.03
12315 - Registered Nurse III Anesthetist	36.82

12316 - Registered Nurse IV		43.18
12317 - Scheduler (Drug and Alcohol Testing)		23.20
12320 - Substance Abuse Treatment Counselor		20.85
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.70
13012 - Exhibits Specialist II		25.63
13013 - Exhibits Specialist III		31.36
13041 - Illustrator I		20.70
13042 - Illustrator II		25.63
13043 - Illustrator III		31.36
13047 - Librarian		28.39
13050 - Library Aide/Clerk		12.62
13054 - Library Information Technology Systems Administrator		25.63
13058 - Library Technician		23.98
13061 - Media Specialist I		18.50
13062 - Media Specialist II		20.70
13063 - Media Specialist III		23.06
13071 - Photographer I		15.81
13072 - Photographer II		17.69
13073 - Photographer III		21.91
13074 - Photographer IV		26.80
13075 - Photographer V		32.43
13090 - Technical Order Library Clerk		15.74
13110 - Video Teleconference Technician		20.35
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.63
14042 - Computer Operator II		18.61
14043 - Computer Operator III		21.23
14044 - Computer Operator IV		23.62
14045 - Computer Operator V		26.13
14071 - Computer Programmer I	(see 1)	22.17
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.63
14160 - Personal Computer Support Technician		23.62
14170 - System Support Specialist		31.70
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.11
15020 - Aircrew Training Devices Instructor (Rated)		36.43
15030 - Air Crew Training Devices Instructor (Pilot)		43.66
15050 - Computer Based Training Specialist / Instructor		30.11
15060 - Educational Technologist		30.58
15070 - Flight Instructor (Pilot)		43.66
15080 - Graphic Artist		27.53
15085 - Maintenance Test Pilot Fixed Jet/Prop		42.08

15086 - Maintenance Test Pilot Rotary Wing 42.08
15088 - Non-Maintenance Test/Co-Pilot 42.08
15090 - Technical Instructor 22.17
15095 - Technical Instructor/Course Developer 27.13
15110 - Test Proctor 17.90
15120 - Tutor 17.90
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.04
16030 - Counter Attendant 10.04
16040 - Dry Cleaner 12.18
16070 - Finisher Flatwork Machine 10.04
16090 - Presser Hand 10.04
16110 - Presser Machine Drycleaning 10.04
16130 - Presser Machine Shirts 10.04
16160 - Presser Machine Wearing Apparel Laundry 10.04
16190 - Sewing Machine Operator 12.94
16220 - Tailor 13.72
16250 - Washer Machine 10.66
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.58
19040 - Tool And Die Maker 26.14
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.94
21030 - Material Coordinator 25.42
21040 - Material Expediter 25.42
21050 - Material Handling Laborer 15.69
21071 - Order Filler 12.65
21080 - Production Line Worker (Food Processing) 17.94
21110 - Shipping Packer 16.61
21130 - Shipping/Receiving Clerk 16.61
21140 - Store Worker I 12.97
21150 - Stock Clerk 17.59
21210 - Tools And Parts Attendant 17.94
21410 - Warehouse Specialist 17.94
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.48
23019 - Aircraft Logs and Records Technician 21.40
23021 - Aircraft Mechanic I 25.21
23022 - Aircraft Mechanic II 26.48
23023 - Aircraft Mechanic III 27.80
23040 - Aircraft Mechanic Helper 18.88
23050 - Aircraft Painter 23.93
23060 - Aircraft Servicer 21.40
23070 - Aircraft Survival Flight Equipment Technician 23.93
23080 - Aircraft Worker 22.62
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.62
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.21
23110 - Appliance Mechanic 21.58

23120 - Bicycle Repairer	17.26
23125 - Cable Splicer	23.02
23130 - Carpenter Maintenance	20.22
23140 - Carpet Layer	20.41
23160 - Electrician Maintenance	22.94
23181 - Electronics Technician Maintenance I	27.60
23182 - Electronics Technician Maintenance II	29.17
23183 - Electronics Technician Maintenance III	30.83
23260 - Fabric Worker	18.93
23290 - Fire Alarm System Mechanic	22.80
23310 - Fire Extinguisher Repairer	17.57
23311 - Fuel Distribution System Mechanic	27.02
23312 - Fuel Distribution System Operator	21.53
23370 - General Maintenance Worker	16.68
23380 - Ground Support Equipment Mechanic	25.21
23381 - Ground Support Equipment Servicer	21.40
23382 - Ground Support Equipment Worker	22.62
23391 - Gunsmith I	17.57
23392 - Gunsmith II	20.41
23393 - Gunsmith III	22.80
23410 - Heating Ventilation And Air-Conditioning Mechanic	21.44
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	22.52
23430 - Heavy Equipment Mechanic	22.98
23440 - Heavy Equipment Operator	19.62
23460 - Instrument Mechanic	23.01
23465 - Laboratory/Shelter Mechanic	21.58
23470 - Laborer	15.69
23510 - Locksmith	21.58
23530 - Machinery Maintenance Mechanic	28.33
23550 - Machinist Maintenance	26.05
23580 - Maintenance Trades Helper	14.61
23591 - Metrology Technician I	23.01
23592 - Metrology Technician II	24.17
23593 - Metrology Technician III	25.32
23640 - Millwright	25.19
23710 - Office Appliance Repairer	21.38
23760 - Painter Maintenance	21.47
23790 - Pipefitter Maintenance	23.10
23810 - Plumber Maintenance	21.85
23820 - Pneudraulic Systems Mechanic	22.80
23850 - Rigger	22.80
23870 - Scale Mechanic	20.41
23890 - Sheet-Metal Worker Maintenance	21.82
23910 - Small Engine Mechanic	19.34
23931 - Telecommunications Mechanic I	26.21
23932 - Telecommunications Mechanic II	27.56
23950 - Telephone Lineman	22.80
23960 - Welder Combination Maintenance	23.88

23965 - Well Driller	22.80
23970 - Woodcraft Worker	22.80
23980 - Woodworker	17.57
24000 - Personal Needs Occupations	
24550 - Case Manager	14.14
24570 - Child Care Attendant	9.31
24580 - Child Care Center Clerk	12.75
24610 - Chore Aide	10.25
24620 - Family Readiness And Support Services Coordinator	14.14
24630 - Homemaker	14.19
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.01
25040 - Sewage Plant Operator	17.04
25070 - Stationary Engineer	23.01
25190 - Ventilation Equipment Tender	16.45
25210 - Water Treatment Plant Operator	17.04
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.40
27007 - Baggage Inspector	13.19
27008 - Corrections Officer	17.28
27010 - Court Security Officer	17.41
27030 - Detection Dog Handler	14.76
27040 - Detention Officer	17.28
27070 - Firefighter	17.28
27101 - Guard I	13.19
27102 - Guard II	14.76
27131 - Police Officer I	19.38
27132 - Police Officer II	21.53
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.27
28042 - Carnival Equipment Repairer	13.11
28043 - Carnival Worker	9.32
28210 - Gate Attendant/Gate Tender	15.40
28310 - Lifeguard	12.85
28350 - Park Attendant (Aide)	17.23
28510 - Recreation Aide/Health Facility Attendant	12.82
28515 - Recreation Specialist	21.11
28630 - Sports Official	13.72
28690 - Swimming Pool Operator	15.23
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.60
29020 - Hatch Tender	20.60
29030 - Line Handler	20.60
29041 - Stevedore I	19.10
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		16.69
30022 - Archeological Technician II		18.67
30023 - Archeological Technician III		23.13
30030 - Cartographic Technician		22.77
30040 - Civil Engineering Technician		26.63
30051 - Cryogenic Technician I		25.01
30052 - Cryogenic Technician II		27.63
30061 - Drafter/CAD Operator I		16.69
30062 - Drafter/CAD Operator II		18.67
30063 - Drafter/CAD Operator III		20.82
30064 - Drafter/CAD Operator IV		25.61
30081 - Engineering Technician I		15.78
30082 - Engineering Technician II		17.71
30083 - Engineering Technician III		19.82
30084 - Engineering Technician IV		24.55
30085 - Engineering Technician V		30.04
30086 - Engineering Technician VI		30.68
30090 - Environmental Technician		22.79
30095 - Evidence Control Specialist		22.58
30210 - Laboratory Technician		25.24
30221 - Latent Fingerprint Technician I		23.93
30222 - Latent Fingerprint Technician II		26.43
30240 - Mathematical Technician		23.13
30361 - Paralegal/Legal Assistant I		19.44
30362 - Paralegal/Legal Assistant II		24.08
30363 - Paralegal/Legal Assistant III		29.46
30364 - Paralegal/Legal Assistant IV		35.64
30375 - Petroleum Supply Specialist		27.63
30390 - Photo-Optics Technician		23.14
30395 - Radiation Control Technician		27.63
30461 - Technical Writer I		27.55
30462 - Technical Writer II		33.69
30463 - Technical Writer III		40.77
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		25.61
30502 - Weather Forecaster II		31.15
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	20.82
30621 - Weather Observer Senior	(see 2)	23.13
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		13.37
31030 - Bus Driver		17.51
31043 - Driver Courier		14.81
31260 - Parking and Lot Attendant		13.97
31290 - Shuttle Bus Driver		15.30

31310 - Taxi Driver	14.40
31361 - Truckdriver Light	15.30
31362 - Truckdriver Medium	16.48
31363 - Truckdriver Heavy	21.26
31364 - Truckdriver Tractor-Trailer	21.26
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.48
99050 - Desk Clerk	9.69
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.43
99252 - Laboratory Animal Caretaker II	14.18
99260 - Marketing Analyst	26.47
99310 - Mortician	25.35
99410 - Pest Controller	18.72
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	17.19
99711 - Recycling Specialist	20.72
99730 - Refuse Collector	15.56
99810 - Sales Clerk	11.19
99820 - School Crossing Guard	14.27
99830 - Survey Party Chief	24.62
99831 - Surveying Aide	15.39
99832 - Surveying Technician	21.10
99840 - Vending Machine Attendant	18.41
99841 - Vending Machine Repairer	22.45
99842 - Vending Machine Repairer Helper	18.41

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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.: 2015-4492
Revision No.: 15
Date Of Last Revision: 08/21/2020

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: Georgia

Area: Georgia Counties of Bryan Chatham Effingham

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.04
01012 - Accounting Clerk II		16.88
01013 - Accounting Clerk III		18.89
01020 - Administrative Assistant		26.36
01035 - Court Reporter		19.08
01041 - Customer Service Representative I		11.88
01042 - Customer Service Representative II		13.37
01043 - Customer Service Representative III		14.58
01051 - Data Entry Operator I		14.33
01052 - Data Entry Operator II		15.63
01060 - Dispatcher Motor Vehicle		20.90
01070 - Document Preparation Clerk		14.33

01090 - Duplicating Machine Operator	14.33
01111 - General Clerk I	13.25
01112 - General Clerk II	14.46
01113 - General Clerk III	16.24
01120 - Housing Referral Assistant	20.06
01141 - Messenger Courier	14.39
01191 - Order Clerk I	13.94
01192 - Order Clerk II	15.21
01261 - Personnel Assistant (Employment) I	17.24
01262 - Personnel Assistant (Employment) II	20.67
01263 - Personnel Assistant (Employment) III	24.58
01270 - Production Control Clerk	25.42
01290 - Rental Clerk	13.12
01300 - Scheduler Maintenance	16.08
01311 - Secretary I	16.08
01312 - Secretary II	17.99
01313 - Secretary III	20.06
01320 - Service Order Dispatcher	18.68
01410 - Supply Technician	26.36
01420 - Survey Worker	16.46
01460 - Switchboard Operator/Receptionist	14.00
01531 - Travel Clerk I	16.34
01532 - Travel Clerk II	17.45
01533 - Travel Clerk III	18.84
01611 - Word Processor I	14.33
01612 - Word Processor II	16.08
01613 - Word Processor III	17.99
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	25.46
05010 - Automotive Electrician	22.22
05040 - Automotive Glass Installer	21.03
05070 - Automotive Worker	21.03
05110 - Mobile Equipment Servicer	18.10
05130 - Motor Equipment Metal Mechanic	23.49
05160 - Motor Equipment Metal Worker	21.03
05190 - Motor Vehicle Mechanic	23.49
05220 - Motor Vehicle Mechanic Helper	16.88
05250 - Motor Vehicle Upholstery Worker	19.50
05280 - Motor Vehicle Wrecker	21.03
05310 - Painter Automotive	22.22
05340 - Radiator Repair Specialist	21.03
05370 - Tire Repairer	15.32
05400 - Transmission Repair Specialist	23.49
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.83
07041 - Cook I	10.98
07042 - Cook II	12.75
07070 - Dishwasher	9.82
07130 - Food Service Worker	10.21
07210 - Meat Cutter	13.50

07260 - Waiter/Waitress	9.39
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.01
09040 - Furniture Handler	14.87
09080 - Furniture Refinisher	23.25
09090 - Furniture Refinisher Helper	17.72
09110 - Furniture Repairer Minor	20.39
09130 - Upholsterer	26.26
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.98
11060 - Elevator Operator	10.96
11090 - Gardener	16.07
11122 - Housekeeping Aide	10.96
11150 - Janitor	10.96
11210 - Laborer Grounds Maintenance	12.75
11240 - Maid or Houseman	9.73
11260 - Pruner	11.54
11270 - Tractor Operator	15.08
11330 - Trail Maintenance Worker	12.75
11360 - Window Cleaner	12.11
12000 - Health Occupations	
12010 - Ambulance Driver	17.05
12011 - Breath Alcohol Technician	17.63
12012 - Certified Occupational Therapist Assistant	28.72
12015 - Certified Physical Therapist Assistant	27.61
12020 - Dental Assistant	17.08
12025 - Dental Hygienist	33.96
12030 - EKG Technician	27.51
12035 - Electroneurodiagnostic Technologist	27.51
12040 - Emergency Medical Technician	17.05
12071 - Licensed Practical Nurse I	16.74
12072 - Licensed Practical Nurse II	18.73
12073 - Licensed Practical Nurse III	20.88
12100 - Medical Assistant	14.77
12130 - Medical Laboratory Technician	19.71
12160 - Medical Record Clerk	16.01
12190 - Medical Record Technician	17.91
12195 - Medical Transcriptionist	17.35
12210 - Nuclear Medicine Technologist	41.16
12221 - Nursing Assistant I	11.69
12222 - Nursing Assistant II	13.14
12223 - Nursing Assistant III	14.34
12224 - Nursing Assistant IV	16.10
12235 - Optical Dispenser	17.75
12236 - Optical Technician	16.74
12250 - Pharmacy Technician	15.16
12280 - Phlebotomist	15.66
12305 - Radiologic Technologist	25.16
12311 - Registered Nurse I	24.34
12312 - Registered Nurse II	29.78

12313 - Registered Nurse II Specialist		29.78
12314 - Registered Nurse III		36.03
12315 - Registered Nurse III Anesthetist		36.82
12316 - Registered Nurse IV		43.18
12317 - Scheduler (Drug and Alcohol Testing)		23.20
12320 - Substance Abuse Treatment Counselor		20.85
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.70
13012 - Exhibits Specialist II		25.63
13013 - Exhibits Specialist III		31.36
13041 - Illustrator I		20.70
13042 - Illustrator II		25.63
13043 - Illustrator III		31.36
13047 - Librarian		28.39
13050 - Library Aide/Clerk		12.62
13054 - Library Information Technology Systems Administrator		25.63
13058 - Library Technician		23.98
13061 - Media Specialist I		18.50
13062 - Media Specialist II		20.70
13063 - Media Specialist III		23.06
13071 - Photographer I		15.81
13072 - Photographer II		17.69
13073 - Photographer III		21.91
13074 - Photographer IV		26.80
13075 - Photographer V		32.43
13090 - Technical Order Library Clerk		15.74
13110 - Video Teleconference Technician		20.35
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.63
14042 - Computer Operator II		18.61
14043 - Computer Operator III		21.23
14044 - Computer Operator IV		23.62
14045 - Computer Operator V		26.13
14071 - Computer Programmer I	(see 1)	22.17
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.63
14160 - Personal Computer Support Technician		23.62
14170 - System Support Specialist		31.70
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.11
15020 - Aircrew Training Devices Instructor (Rated)		36.43
15030 - Air Crew Training Devices Instructor (Pilot)		43.66
15050 - Computer Based Training Specialist / Instructor		30.11
15060 - Educational Technologist		30.58

15070 - Flight Instructor (Pilot) 43.66
15080 - Graphic Artist 27.53
15085 - Maintenance Test Pilot Fixed Jet/Prop 42.08
15086 - Maintenance Test Pilot Rotary Wing 42.08
15088 - Non-Maintenance Test/Co-Pilot 42.08
15090 - Technical Instructor 22.17
15095 - Technical Instructor/Course Developer 27.13
15110 - Test Proctor 17.90
15120 - Tutor 17.90
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.04
16030 - Counter Attendant 10.04
16040 - Dry Cleaner 12.18
16070 - Finisher Flatwork Machine 10.04
16090 - Presser Hand 10.04
16110 - Presser Machine Drycleaning 10.04
16130 - Presser Machine Shirts 10.04
16160 - Presser Machine Wearing Apparel Laundry 10.04
16190 - Sewing Machine Operator 12.94
16220 - Tailor 13.72
16250 - Washer Machine 10.66
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.58
19040 - Tool And Die Maker 26.14
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.94
21030 - Material Coordinator 25.42
21040 - Material Expediter 25.42
21050 - Material Handling Laborer 15.69
21071 - Order Filler 12.65
21080 - Production Line Worker (Food Processing) 17.94
21110 - Shipping Packer 16.61
21130 - Shipping/Receiving Clerk 16.61
21140 - Store Worker I 12.97
21150 - Stock Clerk 17.59
21210 - Tools And Parts Attendant 17.94
21410 - Warehouse Specialist 17.94
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.48
23019 - Aircraft Logs and Records Technician 21.40
23021 - Aircraft Mechanic I 25.21
23022 - Aircraft Mechanic II 26.48
23023 - Aircraft Mechanic III 27.80
23040 - Aircraft Mechanic Helper 18.88
23050 - Aircraft Painter 23.93
23060 - Aircraft Servicer 21.40
23070 - Aircraft Survival Flight Equipment Technician 23.93
23080 - Aircraft Worker 22.62
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.62

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.21
23110 - Appliance Mechanic 21.58
23120 - Bicycle Repairer 17.26
23125 - Cable Splicer 23.02
23130 - Carpenter Maintenance 20.22
23140 - Carpet Layer 20.41
23160 - Electrician Maintenance 22.94
23181 - Electronics Technician Maintenance I 27.60
23182 - Electronics Technician Maintenance II 29.17
23183 - Electronics Technician Maintenance III 30.83
23260 - Fabric Worker 18.93
23290 - Fire Alarm System Mechanic 22.80
23310 - Fire Extinguisher Repairer 17.57
23311 - Fuel Distribution System Mechanic 27.02
23312 - Fuel Distribution System Operator 21.53
23370 - General Maintenance Worker 16.68
23380 - Ground Support Equipment Mechanic 25.21
23381 - Ground Support Equipment Servicer 21.40
23382 - Ground Support Equipment Worker 22.62
23391 - Gunsmith I 17.57
23392 - Gunsmith II 20.41
23393 - Gunsmith III 22.80
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.44
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.52
23430 - Heavy Equipment Mechanic 22.98
23440 - Heavy Equipment Operator 19.62
23460 - Instrument Mechanic 23.01
23465 - Laboratory/Shelter Mechanic 21.58
23470 - Laborer 15.69
23510 - Locksmith 21.58
23530 - Machinery Maintenance Mechanic 28.33
23550 - Machinist Maintenance 26.05
23580 - Maintenance Trades Helper 14.61
23591 - Metrology Technician I 23.01
23592 - Metrology Technician II 24.17
23593 - Metrology Technician III 25.32
23640 - Millwright 25.19
23710 - Office Appliance Repairer 21.38
23760 - Painter Maintenance 21.47
23790 - Pipefitter Maintenance 23.10
23810 - Plumber Maintenance 21.85
23820 - Pneudraulic Systems Mechanic 22.80
23850 - Rigger 22.80
23870 - Scale Mechanic 20.41
23890 - Sheet-Metal Worker Maintenance 21.82
23910 - Small Engine Mechanic 19.34
23931 - Telecommunications Mechanic I 26.21

23932 - Telecommunications Mechanic II	27.56
23950 - Telephone Lineman	22.80
23960 - Welder Combination Maintenance	23.88
23965 - Well Driller	22.80
23970 - Woodcraft Worker	22.80
23980 - Woodworker	17.57
24000 - Personal Needs Occupations	
24550 - Case Manager	14.14
24570 - Child Care Attendant	9.31
24580 - Child Care Center Clerk	12.75
24610 - Chore Aide	10.25
24620 - Family Readiness And Support Services Coordinator	14.14
24630 - Homemaker	14.19
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.01
25040 - Sewage Plant Operator	17.04
25070 - Stationary Engineer	23.01
25190 - Ventilation Equipment Tender	16.45
25210 - Water Treatment Plant Operator	17.04
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.40
27007 - Baggage Inspector	13.19
27008 - Corrections Officer	17.28
27010 - Court Security Officer	17.41
27030 - Detection Dog Handler	14.76
27040 - Detention Officer	17.28
27070 - Firefighter	17.28
27101 - Guard I	13.19
27102 - Guard II	14.76
27131 - Police Officer I	19.38
27132 - Police Officer II	21.53
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.27
28042 - Carnival Equipment Repairer	13.11
28043 - Carnival Worker	9.32
28210 - Gate Attendant/Gate Tender	15.40
28310 - Lifeguard	12.85
28350 - Park Attendant (Aide)	17.23
28510 - Recreation Aide/Health Facility Attendant	12.82
28515 - Recreation Specialist	21.11
28630 - Sports Official	13.72
28690 - Swimming Pool Operator	15.23
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.60
29020 - Hatch Tender	20.60
29030 - Line Handler	20.60
29041 - Stevedore I	19.10
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 16.69
30022 - Archeological Technician II 18.67
30023 - Archeological Technician III 23.13
30030 - Cartographic Technician 22.77
30040 - Civil Engineering Technician 26.63
30051 - Cryogenic Technician I 25.01
30052 - Cryogenic Technician II 27.63
30061 - Drafter/CAD Operator I 16.69
30062 - Drafter/CAD Operator II 18.67
30063 - Drafter/CAD Operator III 20.82
30064 - Drafter/CAD Operator IV 25.61
30081 - Engineering Technician I 15.78
30082 - Engineering Technician II 17.71
30083 - Engineering Technician III 19.82
30084 - Engineering Technician IV 24.55
30085 - Engineering Technician V 30.04
30086 - Engineering Technician VI 30.68
30090 - Environmental Technician 22.79
30095 - Evidence Control Specialist 22.58
30210 - Laboratory Technician 25.24
30221 - Latent Fingerprint Technician I 23.93
30222 - Latent Fingerprint Technician II 26.43
30240 - Mathematical Technician 23.13
30361 - Paralegal/Legal Assistant I 19.44
30362 - Paralegal/Legal Assistant II 24.08
30363 - Paralegal/Legal Assistant III 29.46
30364 - Paralegal/Legal Assistant IV 35.64
30375 - Petroleum Supply Specialist 27.63
30390 - Photo-Optics Technician 23.14
30395 - Radiation Control Technician 27.63
30461 - Technical Writer I 27.55
30462 - Technical Writer II 33.69
30463 - Technical Writer III 40.77
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 25.61
30502 - Weather Forecaster II 31.15
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.82
30621 - Weather Observer Senior (see 2) 23.13
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 13.37
31030 - Bus Driver 17.51

31043 - Driver Courier	14.81
31260 - Parking and Lot Attendant	13.97
31290 - Shuttle Bus Driver	15.30
31310 - Taxi Driver	14.40
31361 - Truckdriver Light	15.30
31362 - Truckdriver Medium	16.48
31363 - Truckdriver Heavy	21.26
31364 - Truckdriver Tractor-Trailer	21.26
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.48
99050 - Desk Clerk	9.69
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.43
99252 - Laboratory Animal Caretaker II	14.18
99260 - Marketing Analyst	26.47
99310 - Mortician	25.35
99410 - Pest Controller	18.72
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	17.19
99711 - Recycling Specialist	20.72
99730 - Refuse Collector	15.56
99810 - Sales Clerk	11.19
99820 - School Crossing Guard	14.27
99830 - Survey Party Chief	24.62
99831 - Surveying Aide	15.39
99832 - Surveying Technician	21.10
99840 - Vending Machine Attendant	18.41
99841 - Vending Machine Repairer	22.45
99842 - Vending Machine Repairer Helper	18.41

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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.: 2015-4493
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: Georgia

Area: Georgia Counties of Brooks Echols Lanier Lowndes

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.14
01012 - Accounting Clerk II		15.87
01013 - Accounting Clerk III		19.10
01020 - Administrative Assistant		23.46
01035 - Court Reporter		15.53
01041 - Customer Service Representative I		11.07
01042 - Customer Service Representative II		12.45
01043 - Customer Service Representative III		13.58
01051 - Data Entry Operator I		12.51
01052 - Data Entry Operator II		13.65
01060 - Dispatcher Motor Vehicle		22.54
01070 - Document Preparation Clerk		12.37
01090 - Duplicating Machine Operator		12.37
01111 - General Clerk I		12.49
01112 - General Clerk II		13.63

01113 - General Clerk III 15.29
01120 - Housing Referral Assistant 17.32
01141 - Messenger Courier 10.75
01191 - Order Clerk I 12.57
01192 - Order Clerk II 14.83
01261 - Personnel Assistant (Employment) I 14.54
01262 - Personnel Assistant (Employment) II 16.24
01263 - Personnel Assistant (Employment) III 18.08
01270 - Production Control Clerk 22.50
01290 - Rental Clerk 11.32
01300 - Scheduler Maintenance 13.88
01311 - Secretary I 13.88
01312 - Secretary II 15.53
01313 - Secretary III 17.32
01320 - Service Order Dispatcher 20.17
01410 - Supply Technician 23.46
01420 - Survey Worker 15.02
01460 - Switchboard Operator/Receptionist 12.50
01531 - Travel Clerk I 11.94
01532 - Travel Clerk II 12.54
01533 - Travel Clerk III 13.26
01611 - Word Processor I 12.37
01612 - Word Processor II 14.15
01613 - Word Processor III 15.83
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.65
05010 - Automotive Electrician 16.57
05040 - Automotive Glass Installer 15.89
05070 - Automotive Worker 15.89
05110 - Mobile Equipment Servicer 13.94
05130 - Motor Equipment Metal Mechanic 17.27
05160 - Motor Equipment Metal Worker 15.89
05190 - Motor Vehicle Mechanic 17.27
05220 - Motor Vehicle Mechanic Helper 13.81
05250 - Motor Vehicle Upholstery Worker 15.36
05280 - Motor Vehicle Wrecker 15.89
05310 - Painter Automotive 16.57
05340 - Radiator Repair Specialist 15.89
05370 - Tire Repairer 13.35
05400 - Transmission Repair Specialist 17.27
07000 - Food Preparation And Service Occupations
07010 - Baker 11.85
07041 - Cook I 13.46
07042 - Cook II 14.83
07070 - Dishwasher 9.17
07130 - Food Service Worker 9.76
07210 - Meat Cutter 14.89
07260 - Waiter/Waitress 9.09
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.48

09040 - Furniture Handler 13.44
09080 - Furniture Refinisher 19.48
09090 - Furniture Refinisher Helper 15.67
09110 - Furniture Repairer Minor 17.62
09130 - Upholsterer 19.48
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 10.06
11060 - Elevator Operator 10.06
11090 - Gardener 14.87
11122 - Housekeeping Aide 10.49
11150 - Janitor 10.49
11210 - Laborer Grounds Maintenance 12.00
11240 - Maid or Houseman 8.88
11260 - Pruner 10.98
11270 - Tractor Operator 14.00
11330 - Trail Maintenance Worker 12.00
11360 - Window Cleaner 11.47
12000 - Health Occupations
12010 - Ambulance Driver 15.72
12011 - Breath Alcohol Technician 16.41
12012 - Certified Occupational Therapist Assistant 24.06
12015 - Certified Physical Therapist Assistant 26.71
12020 - Dental Assistant 17.47
12025 - Dental Hygienist 27.10
12030 - EKG Technician 26.57
12035 - Electroneurodiagnostic Technologist 26.57
12040 - Emergency Medical Technician 15.72
12071 - Licensed Practical Nurse I 15.68
12072 - Licensed Practical Nurse II 17.54
12073 - Licensed Practical Nurse III 19.56
12100 - Medical Assistant 14.65
12130 - Medical Laboratory Technician 21.32
12160 - Medical Record Clerk 16.63
12190 - Medical Record Technician 18.61
12195 - Medical Transcriptionist 15.68
12210 - Nuclear Medicine Technologist 38.54
12221 - Nursing Assistant I 11.73
12222 - Nursing Assistant II 13.19
12223 - Nursing Assistant III 14.39
12224 - Nursing Assistant IV 16.15
12235 - Optical Dispenser 17.54
12236 - Optical Technician 15.68
12250 - Pharmacy Technician 13.87
12280 - Phlebotomist 14.06
12305 - Radiologic Technologist 22.60
12311 - Registered Nurse I 24.26
12312 - Registered Nurse II 29.68
12313 - Registered Nurse II Specialist 29.68
12314 - Registered Nurse III 35.91
12315 - Registered Nurse III Anesthetist 35.91

12316 - Registered Nurse IV		43.04
12317 - Scheduler (Drug and Alcohol Testing)		21.73
12320 - Substance Abuse Treatment Counselor		20.01
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.14
13012 - Exhibits Specialist II		25.66
13013 - Exhibits Specialist III		32.03
13041 - Illustrator I		21.14
13042 - Illustrator II		25.66
13043 - Illustrator III		32.03
13047 - Librarian		29.00
13050 - Library Aide/Clerk		15.32
13054 - Library Information Technology Systems Administrator		26.18
13058 - Library Technician		19.58
13061 - Media Specialist I		18.63
13062 - Media Specialist II		20.84
13063 - Media Specialist III		23.24
13071 - Photographer I		18.89
13072 - Photographer II		21.14
13073 - Photographer III		26.18
13074 - Photographer IV		32.03
13075 - Photographer V		38.76
13090 - Technical Order Library Clerk		19.04
13110 - Video Teleconference Technician		18.89
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.42
14042 - Computer Operator II		17.25
14043 - Computer Operator III		19.24
14044 - Computer Operator IV		21.37
14045 - Computer Operator V		23.67
14071 - Computer Programmer I	(see 1)	18.23
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		15.42
14160 - Personal Computer Support Technician		21.37
14170 - System Support Specialist		34.44
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.51
15020 - Aircrew Training Devices Instructor (Rated)		34.49
15030 - Air Crew Training Devices Instructor (Pilot)		41.21
15050 - Computer Based Training Specialist / Instructor		28.51
15060 - Educational Technologist		28.09
15070 - Flight Instructor (Pilot)		41.21
15080 - Graphic Artist		27.04
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.34

15086 - Maintenance Test Pilot Rotary Wing 41.34
15088 - Non-Maintenance Test/Co-Pilot 41.34
15090 - Technical Instructor 22.09
15095 - Technical Instructor/Course Developer 27.02
15110 - Test Proctor 17.82
15120 - Tutor 17.82
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.74
16030 - Counter Attendant 9.74
16040 - Dry Cleaner 11.13
16070 - Finisher Flatwork Machine 9.74
16090 - Presser Hand 9.74
16110 - Presser Machine Drycleaning 9.74
16130 - Presser Machine Shirts 9.74
16160 - Presser Machine Wearing Apparel Laundry 9.74
16190 - Sewing Machine Operator 11.59
16220 - Tailor 12.08
16250 - Washer Machine 10.20
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.48
19040 - Tool And Die Maker 22.83
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 14.48
21030 - Material Coordinator 22.50
21040 - Material Expediter 22.50
21050 - Material Handling Laborer 11.96
21071 - Order Filler 11.43
21080 - Production Line Worker (Food Processing) 14.48
21110 - Shipping Packer 15.74
21130 - Shipping/Receiving Clerk 15.74
21140 - Store Worker I 14.43
21150 - Stock Clerk 18.83
21210 - Tools And Parts Attendant 14.48
21410 - Warehouse Specialist 14.48
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 21.22
23019 - Aircraft Logs and Records Technician 17.62
23021 - Aircraft Mechanic I 20.30
23022 - Aircraft Mechanic II 21.22
23023 - Aircraft Mechanic III 21.98
23040 - Aircraft Mechanic Helper 15.67
23050 - Aircraft Painter 19.48
23060 - Aircraft Servicer 17.62
23070 - Aircraft Survival Flight Equipment Technician 19.48
23080 - Aircraft Worker 18.49
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 18.49
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 20.30
23110 - Appliance Mechanic 19.48

23120 - Bicycle Repairer 16.65
23125 - Cable Splicer 27.17
23130 - Carpenter Maintenance 19.76
23140 - Carpet Layer 18.49
23160 - Electrician Maintenance 25.09
23181 - Electronics Technician Maintenance I 21.04
23182 - Electronics Technician Maintenance II 21.92
23183 - Electronics Technician Maintenance III 22.83
23260 - Fabric Worker 17.62
23290 - Fire Alarm System Mechanic 20.30
23310 - Fire Extinguisher Repairer 16.65
23311 - Fuel Distribution System Mechanic 20.30
23312 - Fuel Distribution System Operator 16.68
23370 - General Maintenance Worker 16.69
23380 - Ground Support Equipment Mechanic 20.30
23381 - Ground Support Equipment Servicer 17.62
23382 - Ground Support Equipment Worker 18.49
23391 - Gunsmith I 16.65
23392 - Gunsmith II 18.49
23393 - Gunsmith III 20.30
23410 - Heating Ventilation And Air-Conditioning Mechanic 19.76
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 20.65
23430 - Heavy Equipment Mechanic 22.26
23440 - Heavy Equipment Operator 16.61
23460 - Instrument Mechanic 21.32
23465 - Laboratory/Shelter Mechanic 19.48
23470 - Laborer 11.96
23510 - Locksmith 19.48
23530 - Machinery Maintenance Mechanic 25.17
23550 - Machinist Maintenance 20.65
23580 - Maintenance Trades Helper 15.47
23591 - Metrology Technician I 21.32
23592 - Metrology Technician II 22.17
23593 - Metrology Technician III 23.02
23640 - Millwright 20.30
23710 - Office Appliance Repairer 19.48
23760 - Painter Maintenance 19.12
23790 - Pipefitter Maintenance 22.66
23810 - Plumber Maintenance 21.74
23820 - Pneudraulic Systems Mechanic 20.30
23850 - Rigger 20.30
23870 - Scale Mechanic 18.49
23890 - Sheet-Metal Worker Maintenance 20.23
23910 - Small Engine Mechanic 18.48
23931 - Telecommunications Mechanic I 22.99
23932 - Telecommunications Mechanic II 24.09
23950 - Telephone Lineman 22.99
23960 - Welder Combination Maintenance 22.08

23965 - Well Driller	20.30
23970 - Woodcraft Worker	20.30
23980 - Woodworker	16.65
24000 - Personal Needs Occupations	
24550 - Case Manager	13.58
24570 - Child Care Attendant	9.45
24580 - Child Care Center Clerk	14.51
24610 - Chore Aide	9.46
24620 - Family Readiness And Support Services Coordinator	13.58
24630 - Homemaker	16.13
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.71
25040 - Sewage Plant Operator	18.66
25070 - Stationary Engineer	20.90
25190 - Ventilation Equipment Tender	15.67
25210 - Water Treatment Plant Operator	18.66
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.99
27007 - Baggage Inspector	11.83
27008 - Corrections Officer	17.05
27010 - Court Security Officer	16.98
27030 - Detection Dog Handler	14.37
27040 - Detention Officer	17.05
27070 - Firefighter	16.04
27101 - Guard I	11.83
27102 - Guard II	14.37
27131 - Police Officer I	17.85
27132 - Police Officer II	19.83
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.04
28042 - Carnival Equipment Repairer	12.74
28043 - Carnival Worker	9.44
28210 - Gate Attendant/Gate Tender	14.27
28310 - Lifeguard	12.71
28350 - Park Attendant (Aide)	15.96
28510 - Recreation Aide/Health Facility Attendant	11.77
28515 - Recreation Specialist	19.77
28630 - Sports Official	12.71
28690 - Swimming Pool Operator	14.18
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.49
29020 - Hatch Tender	18.49
29030 - Line Handler	18.49
29041 - Stevedore I	17.62
29042 - Stevedore II	19.48
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		16.93
30022 - Archeological Technician II		19.38
30023 - Archeological Technician III		23.82
30030 - Cartographic Technician		23.82
30040 - Civil Engineering Technician		23.82
30051 - Cryogenic Technician I		23.97
30052 - Cryogenic Technician II		26.48
30061 - Drafter/CAD Operator I		16.93
30062 - Drafter/CAD Operator II		19.38
30063 - Drafter/CAD Operator III		21.60
30064 - Drafter/CAD Operator IV		25.56
30081 - Engineering Technician I		14.83
30082 - Engineering Technician II		16.93
30083 - Engineering Technician III		19.38
30084 - Engineering Technician IV		24.04
30085 - Engineering Technician V		29.33
30086 - Engineering Technician VI		35.57
30090 - Environmental Technician		24.04
30095 - Evidence Control Specialist		21.64
30210 - Laboratory Technician		21.60
30221 - Latent Fingerprint Technician I		23.97
30222 - Latent Fingerprint Technician II		26.48
30240 - Mathematical Technician		24.04
30361 - Paralegal/Legal Assistant I		18.84
30362 - Paralegal/Legal Assistant II		23.33
30363 - Paralegal/Legal Assistant III		27.82
30364 - Paralegal/Legal Assistant IV		33.67
30375 - Petroleum Supply Specialist		26.48
30390 - Photo-Optics Technician		24.04
30395 - Radiation Control Technician		26.48
30461 - Technical Writer I		24.04
30462 - Technical Writer II		29.33
30463 - Technical Writer III		35.57
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		25.56
30502 - Weather Forecaster II		31.09
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.60
30621 - Weather Observer Senior	(see 2)	24.04
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		15.71
31030 - Bus Driver		20.60
31043 - Driver Courier		13.95
31260 - Parking and Lot Attendant		14.37
31290 - Shuttle Bus Driver		14.82

31310 - Taxi Driver	16.98
31361 - Truckdriver Light	14.82
31362 - Truckdriver Medium	15.68
31363 - Truckdriver Heavy	21.61
31364 - Truckdriver Tractor-Trailer	21.61
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.25
99050 - Desk Clerk	9.61
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.66
99252 - Laboratory Animal Caretaker II	14.36
99260 - Marketing Analyst	25.04
99310 - Mortician	25.35
99410 - Pest Controller	14.08
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	17.32
99711 - Recycling Specialist	20.22
99730 - Refuse Collector	15.85
99810 - Sales Clerk	10.78
99820 - School Crossing Guard	15.89
99830 - Survey Party Chief	20.70
99831 - Surveying Aide	12.21
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	20.26
99841 - Vending Machine Repairer	23.90
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; 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.: 2015-4495
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: Georgia

Area: Georgia Counties of Houston Peach Pulaski

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		16.28
01013 - Accounting Clerk III		18.22
01020 - Administrative Assistant		24.45
01035 - Court Reporter		17.69
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		15.14
01052 - Data Entry Operator II		16.51
01060 - Dispatcher Motor Vehicle		19.67
01070 - Document Preparation Clerk		14.09
01090 - Duplicating Machine Operator		14.09
01111 - General Clerk I		12.40
01112 - General Clerk II		13.53

01113 - General Clerk III 15.19
01120 - Housing Referral Assistant 19.72
01141 - Messenger Courier 11.48
01191 - Order Clerk I 13.18
01192 - Order Clerk II 15.06
01261 - Personnel Assistant (Employment) I 16.57
01262 - Personnel Assistant (Employment) II 18.54
01263 - Personnel Assistant (Employment) III 20.67
01270 - Production Control Clerk 28.39
01290 - Rental Clerk 12.33
01300 - Scheduler Maintenance 15.81
01311 - Secretary I 15.81
01312 - Secretary II 17.69
01313 - Secretary III 19.72
01320 - Service Order Dispatcher 17.04
01410 - Supply Technician 24.45
01420 - Survey Worker 15.86
01460 - Switchboard Operator/Receptionist 12.83
01531 - Travel Clerk I 12.23
01532 - Travel Clerk II 13.26
01533 - Travel Clerk III 14.29
01611 - Word Processor I 14.09
01612 - Word Processor II 15.81
01613 - Word Processor III 17.69
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.70
05010 - Automotive Electrician 17.65
05040 - Automotive Glass Installer 16.98
05070 - Automotive Worker 16.98
05110 - Mobile Equipment Servicer 15.63
05130 - Motor Equipment Metal Mechanic 18.36
05160 - Motor Equipment Metal Worker 16.98
05190 - Motor Vehicle Mechanic 17.86
05220 - Motor Vehicle Mechanic Helper 14.95
05250 - Motor Vehicle Upholstery Worker 16.30
05280 - Motor Vehicle Wrecker 16.98
05310 - Painter Automotive 17.65
05340 - Radiator Repair Specialist 16.98
05370 - Tire Repairer 14.01
05400 - Transmission Repair Specialist 18.36
07000 - Food Preparation And Service Occupations
07010 - Baker 12.41
07041 - Cook I 10.83
07042 - Cook II 11.89
07070 - Dishwasher 8.99
07130 - Food Service Worker 10.45
07210 - Meat Cutter 15.24
07260 - Waiter/Waitress 8.84
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 22.36

09040 - Furniture Handler	16.09
09080 - Furniture Refinisher	22.36
09090 - Furniture Refinisher Helper	18.37
09110 - Furniture Repairer Minor	20.41
09130 - Upholsterer	22.36
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.26
11060 - Elevator Operator	11.44
11090 - Gardener	13.56
11122 - Housekeeping Aide	11.44
11150 - Janitor	11.44
11210 - Laborer Grounds Maintenance	11.01
11240 - Maid or Houseman	9.00
11260 - Pruner	10.15
11270 - Tractor Operator	12.43
11330 - Trail Maintenance Worker	11.01
11360 - Window Cleaner	12.41
12000 - Health Occupations	
12010 - Ambulance Driver	15.41
12011 - Breath Alcohol Technician	17.41
12012 - Certified Occupational Therapist Assistant	25.53
12015 - Certified Physical Therapist Assistant	29.68
12020 - Dental Assistant	19.08
12025 - Dental Hygienist	28.93
12030 - EKG Technician	28.20
12035 - Electroneurodiagnostic Technologist	28.20
12040 - Emergency Medical Technician	15.41
12071 - Licensed Practical Nurse I	16.63
12072 - Licensed Practical Nurse II	18.61
12073 - Licensed Practical Nurse III	20.74
12100 - Medical Assistant	14.21
12130 - Medical Laboratory Technician	23.61
12160 - Medical Record Clerk	14.16
12190 - Medical Record Technician	15.93
12195 - Medical Transcriptionist	16.14
12210 - Nuclear Medicine Technologist	40.89
12221 - Nursing Assistant I	11.35
12222 - Nursing Assistant II	12.76
12223 - Nursing Assistant III	13.92
12224 - Nursing Assistant IV	15.62
12235 - Optical Dispenser	21.66
12236 - Optical Technician	16.63
12250 - Pharmacy Technician	13.63
12280 - Phlebotomist	13.96
12305 - Radiologic Technologist	23.48
12311 - Registered Nurse I	24.92
12312 - Registered Nurse II	30.49
12313 - Registered Nurse II Specialist	30.49
12314 - Registered Nurse III	36.89
12315 - Registered Nurse III Anesthetist	36.89

12316 - Registered Nurse IV		44.21
12317 - Scheduler (Drug and Alcohol Testing)		23.05
12320 - Substance Abuse Treatment Counselor		25.64
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		23.71
13012 - Exhibits Specialist II		29.39
13013 - Exhibits Specialist III		35.95
13041 - Illustrator I		23.71
13042 - Illustrator II		29.39
13043 - Illustrator III		35.95
13047 - Librarian		32.76
13050 - Library Aide/Clerk		15.94
13054 - Library Information Technology Systems Administrator		29.57
13058 - Library Technician		17.94
13061 - Media Specialist I		21.20
13062 - Media Specialist II		23.71
13063 - Media Specialist III		26.46
13071 - Photographer I		17.93
13072 - Photographer II		22.75
13073 - Photographer III		26.64
13074 - Photographer IV		32.61
13075 - Photographer V		39.48
13090 - Technical Order Library Clerk		17.90
13110 - Video Teleconference Technician		21.34
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.12
14042 - Computer Operator II		17.88
14043 - Computer Operator III		20.58
14044 - Computer Operator IV		24.21
14045 - Computer Operator V		27.26
14071 - Computer Programmer I	(see 1)	21.48
14072 - Computer Programmer II	(see 1)	26.62
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.12
14160 - Personal Computer Support Technician		24.21
14170 - System Support Specialist		30.83
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.13
15020 - Aircrew Training Devices Instructor (Rated)		35.24
15030 - Air Crew Training Devices Instructor (Pilot)		42.24
15050 - Computer Based Training Specialist / Instructor		29.61
15060 - Educational Technologist		39.81
15070 - Flight Instructor (Pilot)		42.24
15080 - Graphic Artist		27.24
15085 - Maintenance Test Pilot Fixed Jet/Prop		42.24

15086 - Maintenance Test Pilot Rotary Wing 42.24
15088 - Non-Maintenance Test/Co-Pilot 42.24
15090 - Technical Instructor 30.57
15095 - Technical Instructor/Course Developer 37.38
15110 - Test Proctor 24.65
15120 - Tutor 24.65
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.54
16030 - Counter Attendant 9.54
16040 - Dry Cleaner 11.07
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 11.69
16220 - Tailor 12.24
16250 - Washer Machine 10.09
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.61
19040 - Tool And Die Maker 28.62
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.36
21030 - Material Coordinator 28.39
21040 - Material Expediter 28.39
21050 - Material Handling Laborer 15.14
21071 - Order Filler 12.68
21080 - Production Line Worker (Food Processing) 18.36
21110 - Shipping Packer 18.24
21130 - Shipping/Receiving Clerk 18.24
21140 - Store Worker I 14.93
21150 - Stock Clerk 18.73
21210 - Tools And Parts Attendant 18.36
21410 - Warehouse Specialist 18.36
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.22
23019 - Aircraft Logs and Records Technician 24.63
23021 - Aircraft Mechanic I 28.13
23022 - Aircraft Mechanic II 29.22
23023 - Aircraft Mechanic III 30.42
23040 - Aircraft Mechanic Helper 22.09
23050 - Aircraft Painter 26.97
23060 - Aircraft Servicer 24.63
23070 - Aircraft Survival Flight Equipment Technician 26.97
23080 - Aircraft Worker 25.78
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.78
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.13
23110 - Appliance Mechanic 22.36

23120 - Bicycle Repairer	19.47
23125 - Cable Splicer	27.63
23130 - Carpenter Maintenance	21.82
23140 - Carpet Layer	21.68
23160 - Electrician Maintenance	28.13
23181 - Electronics Technician Maintenance I	26.33
23182 - Electronics Technician Maintenance II	27.55
23183 - Electronics Technician Maintenance III	28.73
23260 - Fabric Worker	20.41
23290 - Fire Alarm System Mechanic	23.31
23310 - Fire Extinguisher Repairer	19.47
23311 - Fuel Distribution System Mechanic	27.20
23312 - Fuel Distribution System Operator	22.72
23370 - General Maintenance Worker	17.29
23380 - Ground Support Equipment Mechanic	28.13
23381 - Ground Support Equipment Servicer	24.63
23382 - Ground Support Equipment Worker	25.78
23391 - Gunsmith I	19.47
23392 - Gunsmith II	21.37
23393 - Gunsmith III	23.31
23410 - Heating Ventilation And Air-Conditioning Mechanic	18.95
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	19.90
23430 - Heavy Equipment Mechanic	23.30
23440 - Heavy Equipment Operator	17.69
23460 - Instrument Mechanic	23.31
23465 - Laboratory/Shelter Mechanic	22.36
23470 - Laborer	15.14
23510 - Locksmith	22.36
23530 - Machinery Maintenance Mechanic	28.14
23550 - Machinist Maintenance	28.14
23580 - Maintenance Trades Helper	18.37
23591 - Metrology Technician I	23.31
23592 - Metrology Technician II	24.22
23593 - Metrology Technician III	25.21
23640 - Millwright	23.65
23710 - Office Appliance Repairer	22.36
23760 - Painter Maintenance	26.96
23790 - Pipefitter Maintenance	26.00
23810 - Plumber Maintenance	24.93
23820 - Pneudraulic Systems Mechanic	23.31
23850 - Rigger	23.31
23870 - Scale Mechanic	21.37
23890 - Sheet-Metal Worker Maintenance	27.55
23910 - Small Engine Mechanic	21.37
23931 - Telecommunications Mechanic I	25.88
23932 - Telecommunications Mechanic II	26.88
23950 - Telephone Lineman	23.65
23960 - Welder Combination Maintenance	23.67

23965 - Well Driller	23.31
23970 - Woodcraft Worker	23.31
23980 - Woodworker	19.47
24000 - Personal Needs Occupations	
24550 - Case Manager	15.70
24570 - Child Care Attendant	9.10
24580 - Child Care Center Clerk	12.58
24610 - Chore Aide	9.91
24620 - Family Readiness And Support Services Coordinator	15.70
24630 - Homemaker	15.70
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.65
25040 - Sewage Plant Operator	22.41
25070 - Stationary Engineer	23.65
25190 - Ventilation Equipment Tender	18.37
25210 - Water Treatment Plant Operator	22.41
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.03
27007 - Baggage Inspector	13.52
27008 - Corrections Officer	17.22
27010 - Court Security Officer	18.06
27030 - Detection Dog Handler	15.11
27040 - Detention Officer	17.22
27070 - Firefighter	18.01
27101 - Guard I	13.52
27102 - Guard II	15.11
27131 - Police Officer I	18.97
27132 - Police Officer II	21.08
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.87
28042 - Carnival Equipment Repairer	11.57
28043 - Carnival Worker	8.78
28210 - Gate Attendant/Gate Tender	13.99
28310 - Lifeguard	11.91
28350 - Park Attendant (Aide)	15.64
28510 - Recreation Aide/Health Facility Attendant	11.42
28515 - Recreation Specialist	18.18
28630 - Sports Official	12.46
28690 - Swimming Pool Operator	14.20
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.68
29020 - Hatch Tender	21.68
29030 - Line Handler	21.68
29041 - Stevedore I	20.71
29042 - Stevedore II	22.68
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		18.00
30022 - Archeological Technician II		20.72
30023 - Archeological Technician III		22.22
30030 - Cartographic Technician		23.13
30040 - Civil Engineering Technician		26.88
30051 - Cryogenic Technician I		24.61
30052 - Cryogenic Technician II		27.17
30061 - Drafter/CAD Operator I		18.00
30062 - Drafter/CAD Operator II		20.72
30063 - Drafter/CAD Operator III		20.95
30064 - Drafter/CAD Operator IV		24.44
30081 - Engineering Technician I		14.47
30082 - Engineering Technician II		16.46
30083 - Engineering Technician III		18.42
30084 - Engineering Technician IV		22.50
30085 - Engineering Technician V		27.52
30086 - Engineering Technician VI		33.31
30090 - Environmental Technician		22.26
30095 - Evidence Control Specialist		22.22
30210 - Laboratory Technician		20.95
30221 - Latent Fingerprint Technician I		24.61
30222 - Latent Fingerprint Technician II		27.17
30240 - Mathematical Technician		22.22
30361 - Paralegal/Legal Assistant I		19.01
30362 - Paralegal/Legal Assistant II		23.54
30363 - Paralegal/Legal Assistant III		28.80
30364 - Paralegal/Legal Assistant IV		34.84
30375 - Petroleum Supply Specialist		27.17
30390 - Photo-Optics Technician		22.22
30395 - Radiation Control Technician		27.17
30461 - Technical Writer I		21.37
30462 - Technical Writer II		26.14
30463 - Technical Writer III		31.63
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		24.61
30502 - Weather Forecaster II		29.93
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	20.95
30621 - Weather Observer Senior	(see 2)	22.22
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		14.31
31030 - Bus Driver		18.15
31043 - Driver Courier		13.52
31260 - Parking and Lot Attendant		13.19
31290 - Shuttle Bus Driver		14.31

31310 - Taxi Driver	13.99
31361 - Truckdriver Light	14.31
31362 - Truckdriver Medium	15.10
31363 - Truckdriver Heavy	19.01
31364 - Truckdriver Tractor-Trailer	19.01
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.91
99050 - Desk Clerk	9.17
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.57
99252 - Laboratory Animal Caretaker II	14.28
99260 - Marketing Analyst	30.30
99310 - Mortician	25.35
99410 - Pest Controller	16.65
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	16.64
99711 - Recycling Specialist	20.77
99730 - Refuse Collector	15.28
99810 - Sales Clerk	11.45
99820 - School Crossing Guard	15.55
99830 - Survey Party Chief	18.61
99831 - Surveying Aide	14.37
99832 - Surveying Technician	16.93
99840 - Vending Machine Attendant	20.06
99841 - Vending Machine Repairer	23.42
99842 - Vending Machine Repairer Helper	20.06

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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

Wage Determination No.: 2015-4496
Revision No.: 13
Date Of Last Revision: 08/21/2020

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: Georgia

Area: Georgia Counties of Houston Peach Pulaski

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		16.28
01013 - Accounting Clerk III		18.22
01020 - Administrative Assistant		24.45
01035 - Court Reporter		17.69
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		15.14
01052 - Data Entry Operator II		16.51
01060 - Dispatcher Motor Vehicle		19.67
01070 - Document Preparation Clerk		14.09

01090 - Duplicating Machine Operator 14.09
01111 - General Clerk I 12.40
01112 - General Clerk II 13.53
01113 - General Clerk III 15.19
01120 - Housing Referral Assistant 19.72
01141 - Messenger Courier 11.48
01191 - Order Clerk I 13.18
01192 - Order Clerk II 15.06
01261 - Personnel Assistant (Employment) I 16.57
01262 - Personnel Assistant (Employment) II 18.54
01263 - Personnel Assistant (Employment) III 20.67
01270 - Production Control Clerk 28.39
01290 - Rental Clerk 12.33
01300 - Scheduler Maintenance 15.81
01311 - Secretary I 15.81
01312 - Secretary II 17.69
01313 - Secretary III 19.72
01320 - Service Order Dispatcher 17.04
01410 - Supply Technician 24.45
01420 - Survey Worker 15.86
01460 - Switchboard Operator/Receptionist 12.83
01531 - Travel Clerk I 12.23
01532 - Travel Clerk II 13.26
01533 - Travel Clerk III 14.29
01611 - Word Processor I 14.09
01612 - Word Processor II 15.81
01613 - Word Processor III 17.69
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.70
05010 - Automotive Electrician 17.65
05040 - Automotive Glass Installer 16.98
05070 - Automotive Worker 16.98
05110 - Mobile Equipment Servicer 15.63
05130 - Motor Equipment Metal Mechanic 18.36
05160 - Motor Equipment Metal Worker 16.98
05190 - Motor Vehicle Mechanic 17.86
05220 - Motor Vehicle Mechanic Helper 14.95
05250 - Motor Vehicle Upholstery Worker 16.30
05280 - Motor Vehicle Wrecker 16.98
05310 - Painter Automotive 17.65
05340 - Radiator Repair Specialist 16.98
05370 - Tire Repairer 14.01
05400 - Transmission Repair Specialist 18.36
07000 - Food Preparation And Service Occupations
07010 - Baker 12.41
07041 - Cook I 10.83
07042 - Cook II 11.89
07070 - Dishwasher 8.99
07130 - Food Service Worker 10.45
07210 - Meat Cutter 15.24

07260 - Waiter/Waitress	8.84
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.36
09040 - Furniture Handler	16.09
09080 - Furniture Refinisher	22.36
09090 - Furniture Refinisher Helper	18.37
09110 - Furniture Repairer Minor	20.41
09130 - Upholsterer	22.36
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.26
11060 - Elevator Operator	11.44
11090 - Gardener	13.56
11122 - Housekeeping Aide	11.44
11150 - Janitor	11.44
11210 - Laborer Grounds Maintenance	11.01
11240 - Maid or Houseman	9.00
11260 - Pruner	10.15
11270 - Tractor Operator	12.43
11330 - Trail Maintenance Worker	11.01
11360 - Window Cleaner	12.41
12000 - Health Occupations	
12010 - Ambulance Driver	15.41
12011 - Breath Alcohol Technician	17.41
12012 - Certified Occupational Therapist Assistant	25.53
12015 - Certified Physical Therapist Assistant	29.68
12020 - Dental Assistant	19.08
12025 - Dental Hygienist	28.93
12030 - EKG Technician	28.20
12035 - Electroneurodiagnostic Technologist	28.20
12040 - Emergency Medical Technician	15.41
12071 - Licensed Practical Nurse I	16.63
12072 - Licensed Practical Nurse II	18.61
12073 - Licensed Practical Nurse III	20.74
12100 - Medical Assistant	14.21
12130 - Medical Laboratory Technician	23.61
12160 - Medical Record Clerk	14.16
12190 - Medical Record Technician	15.93
12195 - Medical Transcriptionist	16.14
12210 - Nuclear Medicine Technologist	40.89
12221 - Nursing Assistant I	11.35
12222 - Nursing Assistant II	12.76
12223 - Nursing Assistant III	13.92
12224 - Nursing Assistant IV	15.62
12235 - Optical Dispenser	21.66
12236 - Optical Technician	16.63
12250 - Pharmacy Technician	13.63
12280 - Phlebotomist	13.96
12305 - Radiologic Technologist	23.48
12311 - Registered Nurse I	24.92
12312 - Registered Nurse II	30.49

12313 - Registered Nurse II Specialist		30.49
12314 - Registered Nurse III		36.89
12315 - Registered Nurse III Anesthetist		36.89
12316 - Registered Nurse IV		44.21
12317 - Scheduler (Drug and Alcohol Testing)		23.05
12320 - Substance Abuse Treatment Counselor		25.64
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		23.71
13012 - Exhibits Specialist II		29.39
13013 - Exhibits Specialist III		35.95
13041 - Illustrator I		23.71
13042 - Illustrator II		29.39
13043 - Illustrator III		35.95
13047 - Librarian		32.76
13050 - Library Aide/Clerk		15.94
13054 - Library Information Technology Systems Administrator		29.57
13058 - Library Technician		17.94
13061 - Media Specialist I		21.20
13062 - Media Specialist II		23.71
13063 - Media Specialist III		26.46
13071 - Photographer I		17.93
13072 - Photographer II		22.75
13073 - Photographer III		26.64
13074 - Photographer IV		32.61
13075 - Photographer V		39.48
13090 - Technical Order Library Clerk		17.90
13110 - Video Teleconference Technician		21.34
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.12
14042 - Computer Operator II		17.88
14043 - Computer Operator III		20.58
14044 - Computer Operator IV		24.21
14045 - Computer Operator V		27.26
14071 - Computer Programmer I	(see 1)	21.48
14072 - Computer Programmer II	(see 1)	26.62
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.12
14160 - Personal Computer Support Technician		24.21
14170 - System Support Specialist		30.83
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.13
15020 - Aircrew Training Devices Instructor (Rated)		35.24
15030 - Air Crew Training Devices Instructor (Pilot)		42.24
15050 - Computer Based Training Specialist / Instructor		29.61
15060 - Educational Technologist		39.81

15070 - Flight Instructor (Pilot) 42.24
15080 - Graphic Artist 27.24
15085 - Maintenance Test Pilot Fixed Jet/Prop 42.24
15086 - Maintenance Test Pilot Rotary Wing 42.24
15088 - Non-Maintenance Test/Co-Pilot 42.24
15090 - Technical Instructor 30.57
15095 - Technical Instructor/Course Developer 37.38
15110 - Test Proctor 24.65
15120 - Tutor 24.65
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.54
16030 - Counter Attendant 9.54
16040 - Dry Cleaner 11.07
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 11.69
16220 - Tailor 12.24
16250 - Washer Machine 10.09
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.61
19040 - Tool And Die Maker 28.62
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.36
21030 - Material Coordinator 28.39
21040 - Material Expediter 28.39
21050 - Material Handling Laborer 15.14
21071 - Order Filler 12.68
21080 - Production Line Worker (Food Processing) 18.36
21110 - Shipping Packer 18.24
21130 - Shipping/Receiving Clerk 18.24
21140 - Store Worker I 14.93
21150 - Stock Clerk 18.73
21210 - Tools And Parts Attendant 18.36
21410 - Warehouse Specialist 18.36
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.22
23019 - Aircraft Logs and Records Technician 24.63
23021 - Aircraft Mechanic I 28.13
23022 - Aircraft Mechanic II 29.22
23023 - Aircraft Mechanic III 30.42
23040 - Aircraft Mechanic Helper 22.09
23050 - Aircraft Painter 26.97
23060 - Aircraft Servicer 24.63
23070 - Aircraft Survival Flight Equipment Technician 26.97
23080 - Aircraft Worker 25.78
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.78

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.13
23110 - Appliance Mechanic 22.36
23120 - Bicycle Repairer 19.47
23125 - Cable Splicer 27.63
23130 - Carpenter Maintenance 21.82
23140 - Carpet Layer 21.68
23160 - Electrician Maintenance 28.13
23181 - Electronics Technician Maintenance I 26.33
23182 - Electronics Technician Maintenance II 27.55
23183 - Electronics Technician Maintenance III 28.73
23260 - Fabric Worker 20.41
23290 - Fire Alarm System Mechanic 23.31
23310 - Fire Extinguisher Repairer 19.47
23311 - Fuel Distribution System Mechanic 27.20
23312 - Fuel Distribution System Operator 22.72
23370 - General Maintenance Worker 17.29
23380 - Ground Support Equipment Mechanic 28.13
23381 - Ground Support Equipment Servicer 24.63
23382 - Ground Support Equipment Worker 25.78
23391 - Gunsmith I 19.47
23392 - Gunsmith II 21.37
23393 - Gunsmith III 23.31
23410 - Heating Ventilation And Air-Conditioning Mechanic 18.95
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 19.90
23430 - Heavy Equipment Mechanic 23.30
23440 - Heavy Equipment Operator 17.69
23460 - Instrument Mechanic 23.31
23465 - Laboratory/Shelter Mechanic 22.36
23470 - Laborer 15.14
23510 - Locksmith 22.36
23530 - Machinery Maintenance Mechanic 28.14
23550 - Machinist Maintenance 28.14
23580 - Maintenance Trades Helper 18.37
23591 - Metrology Technician I 23.31
23592 - Metrology Technician II 24.22
23593 - Metrology Technician III 25.21
23640 - Millwright 23.65
23710 - Office Appliance Repairer 22.36
23760 - Painter Maintenance 26.96
23790 - Pipefitter Maintenance 26.00
23810 - Plumber Maintenance 24.93
23820 - Pneudraulic Systems Mechanic 23.31
23850 - Rigger 23.31
23870 - Scale Mechanic 21.37
23890 - Sheet-Metal Worker Maintenance 27.55
23910 - Small Engine Mechanic 21.37
23931 - Telecommunications Mechanic I 25.88

23932 - Telecommunications Mechanic II 26.88
23950 - Telephone Lineman 23.65
23960 - Welder Combination Maintenance 23.67
23965 - Well Driller 23.31
23970 - Woodcraft Worker 23.31
23980 - Woodworker 19.47
24000 - Personal Needs Occupations
24550 - Case Manager 15.70
24570 - Child Care Attendant 9.10
24580 - Child Care Center Clerk 12.58
24610 - Chore Aide 9.91
24620 - Family Readiness And Support Services Coordinator 15.70
24630 - Homemaker 15.70
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 23.65
25040 - Sewage Plant Operator 22.41
25070 - Stationary Engineer 23.65
25190 - Ventilation Equipment Tender 18.37
25210 - Water Treatment Plant Operator 22.41
27000 - Protective Service Occupations
27004 - Alarm Monitor 17.03
27007 - Baggage Inspector 13.52
27008 - Corrections Officer 17.22
27010 - Court Security Officer 18.06
27030 - Detection Dog Handler 15.11
27040 - Detention Officer 17.22
27070 - Firefighter 18.01
27101 - Guard I 13.52
27102 - Guard II 15.11
27131 - Police Officer I 18.97
27132 - Police Officer II 21.08
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 10.87
28042 - Carnival Equipment Repairer 11.57
28043 - Carnival Worker 8.78
28210 - Gate Attendant/Gate Tender 13.99
28310 - Lifeguard 11.91
28350 - Park Attendant (Aide) 15.64
28510 - Recreation Aide/Health Facility Attendant 11.42
28515 - Recreation Specialist 18.18
28630 - Sports Official 12.46
28690 - Swimming Pool Operator 14.20
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 21.68
29020 - Hatch Tender 21.68
29030 - Line Handler 21.68
29041 - Stevedore I 20.71
29042 - Stevedore II 22.68
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 18.00
30022 - Archeological Technician II 20.72
30023 - Archeological Technician III 22.22
30030 - Cartographic Technician 23.13
30040 - Civil Engineering Technician 26.88
30051 - Cryogenic Technician I 24.61
30052 - Cryogenic Technician II 27.17
30061 - Drafter/CAD Operator I 18.00
30062 - Drafter/CAD Operator II 20.72
30063 - Drafter/CAD Operator III 20.95
30064 - Drafter/CAD Operator IV 24.44
30081 - Engineering Technician I 14.47
30082 - Engineering Technician II 16.46
30083 - Engineering Technician III 18.42
30084 - Engineering Technician IV 22.50
30085 - Engineering Technician V 27.52
30086 - Engineering Technician VI 33.31
30090 - Environmental Technician 22.26
30095 - Evidence Control Specialist 22.22
30210 - Laboratory Technician 20.95
30221 - Latent Fingerprint Technician I 24.61
30222 - Latent Fingerprint Technician II 27.17
30240 - Mathematical Technician 22.22
30361 - Paralegal/Legal Assistant I 19.01
30362 - Paralegal/Legal Assistant II 23.54
30363 - Paralegal/Legal Assistant III 28.80
30364 - Paralegal/Legal Assistant IV 34.84
30375 - Petroleum Supply Specialist 27.17
30390 - Photo-Optics Technician 22.22
30395 - Radiation Control Technician 27.17
30461 - Technical Writer I 21.37
30462 - Technical Writer II 26.14
30463 - Technical Writer III 31.63
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 24.61
30502 - Weather Forecaster II 29.93
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.95
30621 - Weather Observer Senior (see 2) 22.22
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.31
31030 - Bus Driver 18.15

31043 - Driver Courier	13.52
31260 - Parking and Lot Attendant	13.19
31290 - Shuttle Bus Driver	14.31
31310 - Taxi Driver	13.99
31361 - Truckdriver Light	14.31
31362 - Truckdriver Medium	15.10
31363 - Truckdriver Heavy	19.01
31364 - Truckdriver Tractor-Trailer	19.01
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.91
99050 - Desk Clerk	9.17
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.57
99252 - Laboratory Animal Caretaker II	14.28
99260 - Marketing Analyst	30.30
99310 - Mortician	25.35
99410 - Pest Controller	16.65
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	16.64
99711 - Recycling Specialist	20.77
99730 - Refuse Collector	15.28
99810 - Sales Clerk	11.45
99820 - School Crossing Guard	15.55
99830 - Survey Party Chief	18.61
99831 - Surveying Aide	14.37
99832 - Surveying Technician	16.93
99840 - Vending Machine Attendant	20.06
99841 - Vending Machine Repairer	23.42
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 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.: 2015-4497
Revision No.: 14
Date Of Last Revision: 04/21/2021

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: Georgia

Area: Georgia Counties of Banks Chattooga Fannin Franklin Gilmer Gordon Greene Habersham Jackson Lumpkin Polk Rabun Stephens Towns Union White

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.14
01012 - Accounting Clerk II		17.01
01013 - Accounting Clerk III		19.02
01020 - Administrative Assistant		27.54
01035 - Court Reporter		20.93
01041 - Customer Service Representative I		12.13
01042 - Customer Service Representative II		13.65
01043 - Customer Service Representative III		14.89
01051 - Data Entry Operator I		14.26
01052 - Data Entry Operator II		15.70
01060 - Dispatcher Motor Vehicle		22.26
01070 - Document Preparation Clerk		13.53
01090 - Duplicating Machine Operator		13.53
01111 - General Clerk I		13.43

01112 - General Clerk II 14.84
01113 - General Clerk III 16.45
01120 - Housing Referral Assistant 21.85
01141 - Messenger Courier 13.40
01191 - Order Clerk I 14.20
01192 - Order Clerk II 15.50
01261 - Personnel Assistant (Employment) I 15.98
01262 - Personnel Assistant (Employment) II 18.55
01263 - Personnel Assistant (Employment) III 20.90
01270 - Production Control Clerk 21.32
01290 - Rental Clerk 15.21
01300 - Scheduler Maintenance 16.13
01311 - Secretary I 16.13
01312 - Secretary II 18.05
01313 - Secretary III 20.13
01320 - Service Order Dispatcher 19.90
01410 - Supply Technician 27.54
01420 - Survey Worker 18.40
01460 - Switchboard Operator/Receptionist 13.41
01531 - Travel Clerk I 14.22
01532 - Travel Clerk II 15.53
01533 - Travel Clerk III 16.73
01611 - Word Processor I 13.53
01612 - Word Processor II 16.13
01613 - Word Processor III 18.30
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 23.36
05010 - Automotive Electrician 21.55
05040 - Automotive Glass Installer 20.18
05070 - Automotive Worker 20.18
05110 - Mobile Equipment Servicer 17.47
05130 - Motor Equipment Metal Mechanic 23.36
05160 - Motor Equipment Metal Worker 20.18
05190 - Motor Vehicle Mechanic 23.36
05220 - Motor Vehicle Mechanic Helper 17.56
05250 - Motor Vehicle Upholstery Worker 19.05
05280 - Motor Vehicle Wrecker 20.18
05310 - Painter Automotive 21.55
05340 - Radiator Repair Specialist 20.18
05370 - Tire Repairer 14.09
05400 - Transmission Repair Specialist 23.36
07000 - Food Preparation And Service Occupations
07010 - Baker 12.35
07041 - Cook I 11.95
07042 - Cook II 13.58
07070 - Dishwasher 10.92
07130 - Food Service Worker 10.35
07210 - Meat Cutter 14.20
07260 - Waiter/Waitress 9.71
09000 - Furniture Maintenance And Repair Occupations

09010 - Electrostatic Spray Painter 17.47
09040 - Furniture Handler 12.05
09080 - Furniture Refinisher 17.07
09090 - Furniture Refinisher Helper 12.55
09110 - Furniture Repairer Minor 14.80
09130 - Upholsterer 16.63
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.98
11060 - Elevator Operator 11.78
11090 - Gardener 20.22
11122 - Housekeeping Aide 11.78
11150 - Janitor 11.78
11210 - Laborer Grounds Maintenance 14.71
11240 - Maid or Houseman 9.81
11260 - Pruner 13.31
11270 - Tractor Operator 18.41
11330 - Trail Maintenance Worker 14.71
11360 - Window Cleaner 13.54
12000 - Health Occupations
12010 - Ambulance Driver 18.43
12011 - Breath Alcohol Technician 19.89
12012 - Certified Occupational Therapist Assistant 25.78
12015 - Certified Physical Therapist Assistant 32.85
12020 - Dental Assistant 18.65
12025 - Dental Hygienist 39.55
12030 - EKG Technician 28.47
12035 - Electroneurodiagnostic Technologist 28.47
12040 - Emergency Medical Technician 18.43
12071 - Licensed Practical Nurse I 17.72
12072 - Licensed Practical Nurse II 19.89
12073 - Licensed Practical Nurse III 21.97
12100 - Medical Assistant 14.71
12130 - Medical Laboratory Technician 22.58
12160 - Medical Record Clerk 15.08
12190 - Medical Record Technician 18.18
12195 - Medical Transcriptionist 17.61
12210 - Nuclear Medicine Technologist 41.29
12221 - Nursing Assistant I 11.71
12222 - Nursing Assistant II 13.16
12223 - Nursing Assistant III 14.36
12224 - Nursing Assistant IV 16.13
12235 - Optical Dispenser 19.01
12236 - Optical Technician 16.80
12250 - Pharmacy Technician 14.87
12280 - Phlebotomist 13.47
12305 - Radiologic Technologist 26.41
12311 - Registered Nurse I 24.94
12312 - Registered Nurse II 30.49
12313 - Registered Nurse II Specialist 30.49
12314 - Registered Nurse III 36.90

12315 - Registered Nurse III Anesthetist		36.90
12316 - Registered Nurse IV		44.22
12317 - Scheduler (Drug and Alcohol Testing)		23.28
12320 - Substance Abuse Treatment Counselor		19.46
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.96
13012 - Exhibits Specialist II		28.44
13013 - Exhibits Specialist III		34.79
13041 - Illustrator I		22.96
13042 - Illustrator II		28.44
13043 - Illustrator III		34.79
13047 - Librarian		31.50
13050 - Library Aide/Clerk		17.82
13054 - Library Information Technology Systems Administrator		28.44
13058 - Library Technician		15.42
13061 - Media Specialist I		20.53
13062 - Media Specialist II		22.96
13063 - Media Specialist III		25.59
13071 - Photographer I		20.53
13072 - Photographer II		22.96
13073 - Photographer III		28.44
13074 - Photographer IV		34.79
13075 - Photographer V		40.10
13090 - Technical Order Library Clerk		22.96
13110 - Video Teleconference Technician		20.53
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.74
14042 - Computer Operator II		20.95
14043 - Computer Operator III		23.36
14044 - Computer Operator IV		25.96
14045 - Computer Operator V		28.75
14071 - Computer Programmer I	(see 1)	25.09
14072 - Computer Programmer II	(see 1)	25.31
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.74
14160 - Personal Computer Support Technician		25.96
14170 - System Support Specialist		32.67
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.20
15020 - Aircrew Training Devices Instructor (Rated)		36.55
15030 - Air Crew Training Devices Instructor (Pilot)		43.80
15050 - Computer Based Training Specialist / Instructor		30.20
15060 - Educational Technologist		41.03
15070 - Flight Instructor (Pilot)		43.80
15080 - Graphic Artist		26.04

15085 - Maintenance Test Pilot Fixed Jet/Prop 43.80
15086 - Maintenance Test Pilot Rotary Wing 43.80
15088 - Non-Maintenance Test/Co-Pilot 43.80
15090 - Technical Instructor 23.83
15095 - Technical Instructor/Course Developer 29.15
15110 - Test Proctor 19.24
15120 - Tutor 19.24
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.90
16030 - Counter Attendant 9.90
16040 - Dry Cleaner 12.93
16070 - Finisher Flatwork Machine 9.90
16090 - Presser Hand 9.90
16110 - Presser Machine Drycleaning 9.90
16130 - Presser Machine Shirts 9.90
16160 - Presser Machine Wearing Apparel Laundry 9.90
16190 - Sewing Machine Operator 14.02
16220 - Tailor 15.09
16250 - Washer Machine 12.07
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.47
19040 - Tool And Die Maker 25.55
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.54
21030 - Material Coordinator 19.67
21040 - Material Expediter 19.67
21050 - Material Handling Laborer 13.85
21071 - Order Filler 14.42
21080 - Production Line Worker (Food Processing) 16.54
21110 - Shipping Packer 15.44
21130 - Shipping/Receiving Clerk 15.44
21140 - Store Worker I 12.16
21150 - Stock Clerk 18.30
21210 - Tools And Parts Attendant 16.54
21410 - Warehouse Specialist 16.54
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.76
23019 - Aircraft Logs and Records Technician 20.63
23021 - Aircraft Mechanic I 25.12
23022 - Aircraft Mechanic II 26.76
23023 - Aircraft Mechanic III 28.32
23040 - Aircraft Mechanic Helper 17.97
23050 - Aircraft Painter 22.08
23060 - Aircraft Servicer 20.63
23070 - Aircraft Survival Flight Equipment Technician 22.08
23080 - Aircraft Worker 21.95
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.95
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.12

23110 - Appliance Mechanic 19.45
23120 - Bicycle Repairer 15.48
23125 - Cable Splicer 30.55
23130 - Carpenter Maintenance 20.20
23140 - Carpet Layer 18.22
23160 - Electrician Maintenance 22.60
23181 - Electronics Technician Maintenance I 27.74
23182 - Electronics Technician Maintenance II 29.60
23183 - Electronics Technician Maintenance III 31.46
23260 - Fabric Worker 16.86
23290 - Fire Alarm System Mechanic 20.67
23310 - Fire Extinguisher Repairer 15.48
23311 - Fuel Distribution System Mechanic 22.06
23312 - Fuel Distribution System Operator 16.26
23370 - General Maintenance Worker 17.92
23380 - Ground Support Equipment Mechanic 25.12
23381 - Ground Support Equipment Servicer 20.63
23382 - Ground Support Equipment Worker 21.95
23391 - Gunsmith I 18.65
23392 - Gunsmith II 20.94
23393 - Gunsmith III 21.98
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.81
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.85
23430 - Heavy Equipment Mechanic 22.61
23440 - Heavy Equipment Operator 18.92
23460 - Instrument Mechanic 23.76
23465 - Laboratory/Shelter Mechanic 19.45
23470 - Laborer 13.85
23510 - Locksmith 19.45
23530 - Machinery Maintenance Mechanic 23.47
23550 - Machinist Maintenance 18.55
23580 - Maintenance Trades Helper 13.78
23591 - Metrology Technician I 23.76
23592 - Metrology Technician II 25.17
23593 - Metrology Technician III 26.55
23640 - Millwright 22.37
23710 - Office Appliance Repairer 20.06
23760 - Painter Maintenance 17.36
23790 - Pipefitter Maintenance 23.80
23810 - Plumber Maintenance 22.39
23820 - Pneudraulic Systems Mechanic 20.67
23850 - Rigger 21.30
23870 - Scale Mechanic 18.22
23890 - Sheet-Metal Worker Maintenance 19.44
23910 - Small Engine Mechanic 17.66
23931 - Telecommunications Mechanic I 26.53
23932 - Telecommunications Mechanic II 29.28
23950 - Telephone Lineman 22.52

23960 - Welder Combination Maintenance		18.41
23965 - Well Driller		20.67
23970 - Woodcraft Worker		20.67
23980 - Woodworker		15.48
24000 - Personal Needs Occupations		
24550 - Case Manager		14.03
24570 - Child Care Attendant		11.22
24580 - Child Care Center Clerk		13.89
24610 - Chore Aide		11.44
24620 - Family Readiness And Support Services Coordinator		14.03
24630 - Homemaker		16.76
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		21.71
25040 - Sewage Plant Operator		18.84
25070 - Stationary Engineer		21.71
25190 - Ventilation Equipment Tender		13.65
25210 - Water Treatment Plant Operator		18.84
27000 - Protective Service Occupations		
27004 - Alarm Monitor		14.85
27007 - Baggage Inspector		12.53
27008 - Corrections Officer		15.71
27010 - Court Security Officer		17.55
27030 - Detection Dog Handler		16.44
27040 - Detention Officer		15.71
27070 - Firefighter		17.97
27101 - Guard I		12.53
27102 - Guard II		16.44
27131 - Police Officer I		19.70
27132 - Police Officer II		21.89
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.95
28042 - Carnival Equipment Repairer		15.32
28043 - Carnival Worker		9.75
28210 - Gate Attendant/Gate Tender		15.26
28310 - Lifeguard		12.02
28350 - Park Attendant (Aide)		17.08
28510 - Recreation Aide/Health Facility Attendant		11.56
28515 - Recreation Specialist		19.63
28630 - Sports Official		12.93
28690 - Swimming Pool Operator		18.99
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		19.62
29020 - Hatch Tender		19.62
29030 - Line Handler		19.62
29041 - Stevedore I		18.07
29042 - Stevedore II		20.99
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	42.44
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	29.26

30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 32.23
30021 - Archeological Technician I 20.00
30022 - Archeological Technician II 21.45
30023 - Archeological Technician III 27.39
30030 - Cartographic Technician 26.56
30040 - Civil Engineering Technician 24.76
30051 - Cryogenic Technician I 29.42
30052 - Cryogenic Technician II 32.51
30061 - Drafter/CAD Operator I 20.00
30062 - Drafter/CAD Operator II 21.45
30063 - Drafter/CAD Operator III 23.91
30064 - Drafter/CAD Operator IV 29.42
30081 - Engineering Technician I 16.64
30082 - Engineering Technician II 20.00
30083 - Engineering Technician III 20.90
30084 - Engineering Technician IV 26.47
30085 - Engineering Technician V 31.68
30086 - Engineering Technician VI 37.58
30090 - Environmental Technician 25.03
30095 - Evidence Control Specialist 26.47
30210 - Laboratory Technician 21.80
30221 - Latent Fingerprint Technician I 29.42
30222 - Latent Fingerprint Technician II 32.51
30240 - Mathematical Technician 26.47
30361 - Paralegal/Legal Assistant I 19.41
30362 - Paralegal/Legal Assistant II 24.05
30363 - Paralegal/Legal Assistant III 29.41
30364 - Paralegal/Legal Assistant IV 35.56
30375 - Petroleum Supply Specialist 31.68
30390 - Photo-Optics Technician 26.56
30395 - Radiation Control Technician 31.68
30461 - Technical Writer I 26.47
30462 - Technical Writer II 31.68
30463 - Technical Writer III 37.02
30491 - Unexploded Ordnance (UXO) Technician I 26.97
30492 - Unexploded Ordnance (UXO) Technician II 32.64
30493 - Unexploded Ordnance (UXO) Technician III 39.12
30494 - Unexploded (UXO) Safety Escort 26.97
30495 - Unexploded (UXO) Sweep Personnel 26.97
30501 - Weather Forecaster I 29.42
30502 - Weather Forecaster II 35.79
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.91
30621 - Weather Observer Senior (see 2) 27.39
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 32.64
31020 - Bus Aide 12.64
31030 - Bus Driver 20.17
31043 - Driver Courier 14.68
31260 - Parking and Lot Attendant 11.38

31290 - Shuttle Bus Driver	16.12
31310 - Taxi Driver	14.87
31361 - Truckdriver Light	16.12
31362 - Truckdriver Medium	17.55
31363 - Truckdriver Heavy	21.80
31364 - Truckdriver Tractor-Trailer	21.80
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.91
99030 - Cashier	10.27
99050 - Desk Clerk	11.78
99095 - Embalmer	29.59
99130 - Flight Follower	26.97
99251 - Laboratory Animal Caretaker I	13.11
99252 - Laboratory Animal Caretaker II	14.40
99260 - Marketing Analyst	28.50
99310 - Mortician	29.59
99410 - Pest Controller	16.64
99510 - Photofinishing Worker	16.45
99710 - Recycling Laborer	16.42
99711 - Recycling Specialist	20.43
99730 - Refuse Collector	14.37
99810 - Sales Clerk	13.50
99820 - School Crossing Guard	14.18
99830 - Survey Party Chief	21.34
99831 - Surveying Aide	12.52
99832 - Surveying Technician	17.63
99840 - Vending Machine Attendant	17.20
99841 - Vending Machine Repairer	22.23
99842 - Vending Machine Repairer Helper	17.20

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; 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.: 2015-4498
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: Georgia

Area: Georgia Counties of Banks Chattooga Fannin Franklin Gilmer Gordon Greene Habersham Jackson Lumpkin Polk Rabun Stephens Towns Union White

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.88
01012 - Accounting Clerk II		15.58
01013 - Accounting Clerk III		17.44
01020 - Administrative Assistant		27.54
01035 - Court Reporter		20.93
01041 - Customer Service Representative I		11.03
01042 - Customer Service Representative II		12.41
01043 - Customer Service Representative III		13.54
01051 - Data Entry Operator I		13.84
01052 - Data Entry Operator II		15.70
01060 - Dispatcher Motor Vehicle		22.26

01070 - Document Preparation Clerk	13.53
01090 - Duplicating Machine Operator	13.53
01111 - General Clerk I	13.43
01112 - General Clerk II	14.84
01113 - General Clerk III	16.45
01120 - Housing Referral Assistant	21.85
01141 - Messenger Courier	12.60
01191 - Order Clerk I	13.55
01192 - Order Clerk II	14.80
01261 - Personnel Assistant (Employment) I	15.91
01262 - Personnel Assistant (Employment) II	18.55
01263 - Personnel Assistant (Employment) III	20.90
01270 - Production Control Clerk	21.32
01290 - Rental Clerk	15.21
01300 - Scheduler Maintenance	16.13
01311 - Secretary I	16.13
01312 - Secretary II	18.05
01313 - Secretary III	20.13
01320 - Service Order Dispatcher	19.90
01410 - Supply Technician	27.54
01420 - Survey Worker	18.40
01460 - Switchboard Operator/Receptionist	13.41
01531 - Travel Clerk I	14.22
01532 - Travel Clerk II	15.53
01533 - Travel Clerk III	16.73
01611 - Word Processor I	13.53
01612 - Word Processor II	16.13
01613 - Word Processor III	18.30
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	23.36
05010 - Automotive Electrician	21.55
05040 - Automotive Glass Installer	20.18
05070 - Automotive Worker	20.18
05110 - Mobile Equipment Servicer	17.47
05130 - Motor Equipment Metal Mechanic	23.36
05160 - Motor Equipment Metal Worker	20.18
05190 - Motor Vehicle Mechanic	23.36
05220 - Motor Vehicle Mechanic Helper	17.56
05250 - Motor Vehicle Upholstery Worker	19.05
05280 - Motor Vehicle Wrecker	20.18
05310 - Painter Automotive	21.55
05340 - Radiator Repair Specialist	20.18
05370 - Tire Repairer	13.80
05400 - Transmission Repair Specialist	23.36
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.35
07041 - Cook I	11.95
07042 - Cook II	13.58
07070 - Dishwasher	10.24
07130 - Food Service Worker	10.01

07210 - Meat Cutter	14.20
07260 - Waiter/Waitress	9.29
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.47
09040 - Furniture Handler	12.05
09080 - Furniture Refinisher	16.23
09090 - Furniture Refinisher Helper	12.55
09110 - Furniture Repairer Minor	14.76
09130 - Upholsterer	16.23
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.98
11060 - Elevator Operator	11.33
11090 - Gardener	18.93
11122 - Housekeeping Aide	11.33
11150 - Janitor	11.33
11210 - Laborer Grounds Maintenance	13.82
11240 - Maid or Houseman	9.81
11260 - Pruner	13.31
11270 - Tractor Operator	17.25
11330 - Trail Maintenance Worker	13.82
11360 - Window Cleaner	13.54
12000 - Health Occupations	
12010 - Ambulance Driver	18.43
12011 - Breath Alcohol Technician	19.89
12012 - Certified Occupational Therapist Assistant	25.49
12015 - Certified Physical Therapist Assistant	32.85
12020 - Dental Assistant	18.65
12025 - Dental Hygienist	39.55
12030 - EKG Technician	27.92
12035 - Electroneurodiagnostic Technologist	27.92
12040 - Emergency Medical Technician	18.43
12071 - Licensed Practical Nurse I	17.72
12072 - Licensed Practical Nurse II	19.89
12073 - Licensed Practical Nurse III	21.97
12100 - Medical Assistant	14.71
12130 - Medical Laboratory Technician	22.08
12160 - Medical Record Clerk	15.08
12190 - Medical Record Technician	18.18
12195 - Medical Transcriptionist	17.61
12210 - Nuclear Medicine Technologist	40.48
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	18.44
12236 - Optical Technician	16.64
12250 - Pharmacy Technician	14.87
12280 - Phlebotomist	13.47
12305 - Radiologic Technologist	26.32
12311 - Registered Nurse I	24.94

12312 - Registered Nurse II		30.05
12313 - Registered Nurse II Specialist		30.05
12314 - Registered Nurse III		36.35
12315 - Registered Nurse III Anesthetist		36.35
12316 - Registered Nurse IV		43.57
12317 - Scheduler (Drug and Alcohol Testing)		22.82
12320 - Substance Abuse Treatment Counselor		18.72
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.97
13012 - Exhibits Specialist II		25.98
13013 - Exhibits Specialist III		31.77
13041 - Illustrator I		20.97
13042 - Illustrator II		25.98
13043 - Illustrator III		31.77
13047 - Librarian		28.77
13050 - Library Aide/Clerk		16.20
13054 - Library Information Technology Systems Administrator		25.98
13058 - Library Technician		15.42
13061 - Media Specialist I		18.74
13062 - Media Specialist II		20.97
13063 - Media Specialist III		23.38
13071 - Photographer I		18.74
13072 - Photographer II		20.97
13073 - Photographer III		25.98
13074 - Photographer IV		31.77
13075 - Photographer V		36.45
13090 - Technical Order Library Clerk		20.97
13110 - Video Teleconference Technician		19.25
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.20
14042 - Computer Operator II		19.24
14043 - Computer Operator III		21.45
14044 - Computer Operator IV		23.84
14045 - Computer Operator V		26.40
14071 - Computer Programmer I	(see 1)	25.09
14072 - Computer Programmer II	(see 1)	25.31
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - 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		23.84
14170 - System Support Specialist		32.67
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.03
15020 - Aircrew Training Devices Instructor (Rated)		36.33
15030 - Air Crew Training Devices Instructor (Pilot)		43.55
15050 - Computer Based Training Specialist / Instructor		30.03

15060 - Educational Technologist 37.30
15070 - Flight Instructor (Pilot) 43.55
15080 - Graphic Artist 26.04
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.77
15086 - Maintenance Test Pilot Rotary Wing 41.77
15088 - Non-Maintenance Test/Co-Pilot 41.77
15090 - Technical Instructor 23.83
15095 - Technical Instructor/Course Developer 29.15
15110 - Test Proctor 19.24
15120 - Tutor 19.24
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.81
16030 - Counter Attendant 9.81
16040 - Dry Cleaner 12.93
16070 - Finisher Flatwork Machine 9.81
16090 - Presser Hand 9.81
16110 - Presser Machine Drycleaning 9.81
16130 - Presser Machine Shirts 9.81
16160 - Presser Machine Wearing Apparel Laundry 9.81
16190 - Sewing Machine Operator 14.02
16220 - Tailor 15.09
16250 - Washer Machine 12.07
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 18.61
19040 - Tool And Die Maker 23.23
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.00
21030 - Material Coordinator 19.67
21040 - Material Expediter 19.67
21050 - Material Handling Laborer 13.20
21071 - Order Filler 14.42
21080 - Production Line Worker (Food Processing) 16.00
21110 - Shipping Packer 15.44
21130 - Shipping/Receiving Clerk 15.44
21140 - Store Worker I 11.81
21150 - Stock Clerk 17.75
21210 - Tools And Parts Attendant 16.00
21410 - Warehouse Specialist 16.00
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.76
23019 - Aircraft Logs and Records Technician 20.63
23021 - Aircraft Mechanic I 25.12
23022 - Aircraft Mechanic II 26.76
23023 - Aircraft Mechanic III 28.32
23040 - Aircraft Mechanic Helper 17.97
23050 - Aircraft Painter 22.08
23060 - Aircraft Servicer 20.63
23070 - Aircraft Survival Flight Equipment Technician 22.08
23080 - Aircraft Worker 21.95
23091 - Aircrew Life Support Equipment (ALSE) Mechanic 21.95

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 25.12
II
23110 - Appliance Mechanic 18.74
23120 - Bicycle Repairer 14.37
23125 - Cable Splicer 30.55
23130 - Carpenter Maintenance 20.20
23140 - Carpet Layer 17.91
23160 - Electrician Maintenance 22.60
23181 - Electronics Technician Maintenance I 26.21
23182 - Electronics Technician Maintenance II 27.97
23183 - Electronics Technician Maintenance III 29.74
23260 - Fabric Worker 15.64
23290 - Fire Alarm System Mechanic 19.18
23310 - Fire Extinguisher Repairer 14.43
23311 - Fuel Distribution System Mechanic 22.06
23312 - Fuel Distribution System Operator 16.26
23370 - General Maintenance Worker 17.92
23380 - Ground Support Equipment Mechanic 25.12
23381 - Ground Support Equipment Servicer 20.63
23382 - Ground Support Equipment Worker 21.95
23391 - Gunsmith I 18.65
23392 - Gunsmith II 20.94
23393 - Gunsmith III 21.98
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.81
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.85
23430 - Heavy Equipment Mechanic 21.25
23440 - Heavy Equipment Operator 18.92
23460 - Instrument Mechanic 23.76
23465 - Laboratory/Shelter Mechanic 18.31
23470 - Laborer 13.20
23510 - Locksmith 18.08
23530 - Machinery Maintenance Mechanic 21.69
23550 - Machinist Maintenance 18.32
23580 - Maintenance Trades Helper 13.78
23591 - Metrology Technician I 23.76
23592 - Metrology Technician II 25.17
23593 - Metrology Technician III 26.55
23640 - Millwright 22.37
23710 - Office Appliance Repairer 20.06
23760 - Painter Maintenance 17.36
23790 - Pipefitter Maintenance 21.89
23810 - Plumber Maintenance 20.59
23820 - Pneudraulic Systems Mechanic 19.57
23850 - Rigger 21.30
23870 - Scale Mechanic 17.11
23890 - Sheet-Metal Worker Maintenance 19.19
23910 - Small Engine Mechanic 16.93

23931 - Telecommunications Mechanic I	26.53
23932 - Telecommunications Mechanic II	29.28
23950 - Telephone Lineman	20.47
23960 - Welder Combination Maintenance	17.17
23965 - Well Driller	19.18
23970 - Woodcraft Worker	19.57
23980 - Woodworker	14.37
24000 - Personal Needs Occupations	
24550 - Case Manager	14.03
24570 - Child Care Attendant	10.36
24580 - Child Care Center Clerk	12.63
24610 - Chore Aide	11.44
24620 - Family Readiness And Support Services Coordinator	14.03
24630 - Homemaker	16.76
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.71
25040 - Sewage Plant Operator	18.74
25070 - Stationary Engineer	21.71
25190 - Ventilation Equipment Tender	13.51
25210 - Water Treatment Plant Operator	18.74
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.85
27007 - Baggage Inspector	12.53
27008 - Corrections Officer	15.71
27010 - Court Security Officer	17.55
27030 - Detection Dog Handler	16.44
27040 - Detention Officer	15.71
27070 - Firefighter	17.97
27101 - Guard I	12.53
27102 - Guard II	16.44
27131 - Police Officer I	19.70
27132 - Police Officer II	21.89
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.95
28042 - Carnival Equipment Repairer	15.32
28043 - Carnival Worker	9.75
28210 - Gate Attendant/Gate Tender	15.26
28310 - Lifeguard	12.02
28350 - Park Attendant (Aide)	17.08
28510 - Recreation Aide/Health Facility Attendant	11.16
28515 - Recreation Specialist	18.94
28630 - Sports Official	12.93
28690 - Swimming Pool Operator	18.99
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	19.62
29020 - Hatch Tender	19.62
29030 - Line Handler	19.62
29041 - Stevedore I	18.07
29042 - Stevedore II	20.99

30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	42.02
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	28.98
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	31.91
30021 - Archeological Technician I		20.00
30022 - Archeological Technician II		21.45
30023 - Archeological Technician III		27.39
30030 - Cartographic Technician		26.56
30040 - Civil Engineering Technician		23.55
30051 - Cryogenic Technician I		29.42
30052 - Cryogenic Technician II		32.51
30061 - Drafter/CAD Operator I		20.00
30062 - Drafter/CAD Operator II		21.45
30063 - Drafter/CAD Operator III		23.91
30064 - Drafter/CAD Operator IV		29.42
30081 - Engineering Technician I		16.64
30082 - Engineering Technician II		20.00
30083 - Engineering Technician III		20.90
30084 - Engineering Technician IV		26.47
30085 - Engineering Technician V		31.68
30086 - Engineering Technician VI		37.02
30090 - Environmental Technician		25.03
30095 - Evidence Control Specialist		26.47
30210 - Laboratory Technician		21.80
30221 - Latent Fingerprint Technician I		29.42
30222 - Latent Fingerprint Technician II		32.51
30240 - Mathematical Technician		26.47
30361 - Paralegal/Legal Assistant I		19.41
30362 - Paralegal/Legal Assistant II		24.05
30363 - Paralegal/Legal Assistant III		29.41
30364 - Paralegal/Legal Assistant IV		35.56
30375 - Petroleum Supply Specialist		31.68
30390 - Photo-Optics Technician		26.56
30395 - Radiation Control Technician		31.68
30461 - Technical Writer I		26.47
30462 - Technical Writer II		31.68
30463 - Technical Writer III		37.02
30491 - Unexploded Ordnance (UXO) Technician I		26.71
30492 - Unexploded Ordnance (UXO) Technician II		32.31
30493 - Unexploded Ordnance (UXO) Technician III		38.73
30494 - Unexploded (UXO) Safety Escort		26.71
30495 - Unexploded (UXO) Sweep Personnel		26.71
30501 - Weather Forecaster I		29.42
30502 - Weather Forecaster II		35.79
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.91
30621 - Weather Observer Senior	(see 2)	27.39

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		32.31
31020 - Bus Aide		12.64

31030 - Bus Driver	19.17
31043 - Driver Courier	14.68
31260 - Parking and Lot Attendant	11.38
31290 - Shuttle Bus Driver	16.12
31310 - Taxi Driver	14.87
31361 - Truckdriver Light	16.12
31362 - Truckdriver Medium	17.55
31363 - Truckdriver Heavy	21.03
31364 - Truckdriver Tractor-Trailer	21.03
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.75
99030 - Cashier	9.83
99050 - Desk Clerk	11.78
99095 - Embalmer	29.59
99130 - Flight Follower	26.71
99251 - Laboratory Animal Caretaker I	12.13
99252 - Laboratory Animal Caretaker II	13.34
99260 - Marketing Analyst	27.32
99310 - Mortician	29.59
99410 - Pest Controller	16.64
99510 - Photofinishing Worker	16.45
99710 - Recycling Laborer	16.42
99711 - Recycling Specialist	20.43
99730 - Refuse Collector	14.37
99810 - Sales Clerk	13.50
99820 - School Crossing Guard	13.77
99830 - Survey Party Chief	21.34
99831 - Surveying Aide	12.52
99832 - Surveying Technician	17.63
99840 - Vending Machine Attendant	15.64
99841 - Vending Machine Repairer	20.21
99842 - Vending Machine Repairer Helper	15.64

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill

injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 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.: 2015-4499
Revision No.: 14
Date Of Last Revision: 04/21/2021

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: Georgia

Area: Georgia Counties of Elbert Hart

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.14
01012 - Accounting Clerk II		17.01
01013 - Accounting Clerk III		19.02
01020 - Administrative Assistant		27.54
01035 - Court Reporter		17.11
01041 - Customer Service Representative I		12.13
01042 - Customer Service Representative II		13.65
01043 - Customer Service Representative III		14.89
01051 - Data Entry Operator I		14.26
01052 - Data Entry Operator II		15.56
01060 - Dispatcher Motor Vehicle		22.26
01070 - Document Preparation Clerk		13.53
01090 - Duplicating Machine Operator		13.53
01111 - General Clerk I		13.39
01112 - General Clerk II		14.49

01113 - General Clerk III 16.21
01120 - Housing Referral Assistant 19.59
01141 - Messenger Courier 12.13
01191 - Order Clerk I 14.20
01192 - Order Clerk II 15.50
01261 - Personnel Assistant (Employment) I 15.98
01262 - Personnel Assistant (Employment) II 17.87
01263 - Personnel Assistant (Employment) III 19.92
01270 - Production Control Clerk 24.21
01290 - Rental Clerk 14.10
01300 - Scheduler Maintenance 15.33
01311 - Secretary I 15.21
01312 - Secretary II 17.11
01313 - Secretary III 19.44
01320 - Service Order Dispatcher 18.39
01410 - Supply Technician 27.54
01420 - Survey Worker 15.35
01460 - Switchboard Operator/Receptionist 12.89
01531 - Travel Clerk I 13.54
01532 - Travel Clerk II 14.94
01533 - Travel Clerk III 16.12
01611 - Word Processor I 13.53
01612 - Word Processor II 15.21
01613 - Word Processor III 17.17
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.26
05010 - Automotive Electrician 18.96
05040 - Automotive Glass Installer 17.77
05070 - Automotive Worker 17.77
05110 - Mobile Equipment Servicer 15.10
05130 - Motor Equipment Metal Mechanic 20.16
05160 - Motor Equipment Metal Worker 17.77
05190 - Motor Vehicle Mechanic 20.16
05220 - Motor Vehicle Mechanic Helper 13.98
05250 - Motor Vehicle Upholstery Worker 16.44
05280 - Motor Vehicle Wrecker 17.77
05310 - Painter Automotive 18.96
05340 - Radiator Repair Specialist 17.77
05370 - Tire Repairer 14.09
05400 - Transmission Repair Specialist 20.16
07000 - Food Preparation And Service Occupations
07010 - Baker 12.35
07041 - Cook I 11.38
07042 - Cook II 13.40
07070 - Dishwasher 10.42
07130 - Food Service Worker 10.35
07210 - Meat Cutter 14.20
07260 - Waiter/Waitress 9.71
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 17.84

09040 - Furniture Handler 12.10
09080 - Furniture Refinisher 17.84
09090 - Furniture Refinisher Helper 13.88
09110 - Furniture Repairer Minor 15.74
09130 - Upholsterer 16.91
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.98
11060 - Elevator Operator 11.78
11090 - Gardener 20.22
11122 - Housekeeping Aide 11.78
11150 - Janitor 11.78
11210 - Laborer Grounds Maintenance 14.71
11240 - Maid or Houseman 9.81
11260 - Pruner 12.84
11270 - Tractor Operator 18.41
11330 - Trail Maintenance Worker 14.71
11360 - Window Cleaner 13.49
12000 - Health Occupations
12010 - Ambulance Driver 15.91
12011 - Breath Alcohol Technician 18.79
12012 - Certified Occupational Therapist Assistant 25.78
12015 - Certified Physical Therapist Assistant 32.85
12020 - Dental Assistant 18.36
12025 - Dental Hygienist 39.55
12030 - EKG Technician 28.47
12035 - Electroneurodiagnostic Technologist 28.47
12040 - Emergency Medical Technician 15.91
12071 - Licensed Practical Nurse I 16.80
12072 - Licensed Practical Nurse II 18.79
12073 - Licensed Practical Nurse III 20.94
12100 - Medical Assistant 14.18
12130 - Medical Laboratory Technician 22.58
12160 - Medical Record Clerk 14.26
12190 - Medical Record Technician 17.36
12195 - Medical Transcriptionist 17.52
12210 - Nuclear Medicine Technologist 41.29
12221 - Nursing Assistant I 11.71
12222 - Nursing Assistant II 13.16
12223 - Nursing Assistant III 14.36
12224 - Nursing Assistant IV 16.13
12235 - Optical Dispenser 19.01
12236 - Optical Technician 16.80
12250 - Pharmacy Technician 14.66
12280 - Phlebotomist 13.01
12305 - Radiologic Technologist 26.41
12311 - Registered Nurse I 25.86
12312 - Registered Nurse II 30.49
12313 - Registered Nurse II Specialist 30.49
12314 - Registered Nurse III 36.90
12315 - Registered Nurse III Anesthetist 36.90

12316 - Registered Nurse IV		44.22
12317 - Scheduler (Drug and Alcohol Testing)		23.28
12320 - Substance Abuse Treatment Counselor		19.46
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.96
13012 - Exhibits Specialist II		28.44
13013 - Exhibits Specialist III		34.79
13041 - Illustrator I		22.96
13042 - Illustrator II		28.44
13043 - Illustrator III		34.79
13047 - Librarian		31.50
13050 - Library Aide/Clerk		14.78
13054 - Library Information Technology Systems Administrator		28.44
13058 - Library Technician		14.82
13061 - Media Specialist I		20.53
13062 - Media Specialist II		22.96
13063 - Media Specialist III		25.59
13071 - Photographer I		20.53
13072 - Photographer II		22.96
13073 - Photographer III		28.44
13074 - Photographer IV		34.79
13075 - Photographer V		42.11
13090 - Technical Order Library Clerk		22.96
13110 - Video Teleconference Technician		20.72
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.23
14042 - Computer Operator II		17.82
14043 - Computer Operator III		21.95
14044 - Computer Operator IV		22.87
14045 - Computer Operator V		26.99
14071 - Computer Programmer I	(see 1)	24.88
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		16.23
14160 - Personal Computer Support Technician		22.87
14170 - System Support Specialist		32.67
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.20
15020 - Aircrew Training Devices Instructor (Rated)		36.55
15030 - Air Crew Training Devices Instructor (Pilot)		43.80
15050 - Computer Based Training Specialist / Instructor		30.20
15060 - Educational Technologist		37.11
15070 - Flight Instructor (Pilot)		43.80
15080 - Graphic Artist		26.04
15085 - Maintenance Test Pilot Fixed Jet/Prop		43.80

15086 - Maintenance Test Pilot Rotary Wing 43.80
15088 - Non-Maintenance Test/Co-Pilot 43.80
15090 - Technical Instructor 22.12
15095 - Technical Instructor/Course Developer 27.38
15110 - Test Proctor 18.04
15120 - Tutor 17.93
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.90
16030 - Counter Attendant 9.90
16040 - Dry Cleaner 11.89
16070 - Finisher Flatwork Machine 9.90
16090 - Presser Hand 9.90
16110 - Presser Machine Drycleaning 9.90
16130 - Presser Machine Shirts 9.90
16160 - Presser Machine Wearing Apparel Laundry 9.90
16190 - Sewing Machine Operator 12.56
16220 - Tailor 13.26
16250 - Washer Machine 10.56
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.93
19040 - Tool And Die Maker 25.55
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.58
21030 - Material Coordinator 24.15
21040 - Material Expediter 24.15
21050 - Material Handling Laborer 13.85
21071 - Order Filler 12.80
21080 - Production Line Worker (Food Processing) 17.58
21110 - Shipping Packer 15.44
21130 - Shipping/Receiving Clerk 15.44
21140 - Store Worker I 12.16
21150 - Stock Clerk 18.30
21210 - Tools And Parts Attendant 17.58
21410 - Warehouse Specialist 17.58
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 21.91
23019 - Aircraft Logs and Records Technician 16.89
23021 - Aircraft Mechanic I 20.67
23022 - Aircraft Mechanic II 21.91
23023 - Aircraft Mechanic III 23.10
23040 - Aircraft Mechanic Helper 14.65
23050 - Aircraft Painter 19.45
23060 - Aircraft Servicer 16.89
23070 - Aircraft Survival Flight Equipment Technician 19.45
23080 - Aircraft Worker 18.22
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 18.22
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 20.67
23110 - Appliance Mechanic 19.45

23120 - Bicycle Repairer	15.48
23125 - Cable Splicer	30.55
23130 - Carpenter Maintenance	19.39
23140 - Carpet Layer	18.22
23160 - Electrician Maintenance	21.75
23181 - Electronics Technician Maintenance I	27.74
23182 - Electronics Technician Maintenance II	29.60
23183 - Electronics Technician Maintenance III	31.46
23260 - Fabric Worker	16.86
23290 - Fire Alarm System Mechanic	20.67
23310 - Fire Extinguisher Repairer	15.48
23311 - Fuel Distribution System Mechanic	20.22
23312 - Fuel Distribution System Operator	15.72
23370 - General Maintenance Worker	19.25
23380 - Ground Support Equipment Mechanic	20.67
23381 - Ground Support Equipment Servicer	16.89
23382 - Ground Support Equipment Worker	18.22
23391 - Gunsmith I	15.48
23392 - Gunsmith II	18.22
23393 - Gunsmith III	20.67
23410 - Heating Ventilation And Air-Conditioning Mechanic	20.02
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	21.21
23430 - Heavy Equipment Mechanic	22.61
23440 - Heavy Equipment Operator	17.76
23460 - Instrument Mechanic	21.80
23465 - Laboratory/Shelter Mechanic	19.45
23470 - Laborer	13.85
23510 - Locksmith	19.45
23530 - Machinery Maintenance Mechanic	23.47
23550 - Machinist Maintenance	18.94
23580 - Maintenance Trades Helper	15.16
23591 - Metrology Technician I	21.80
23592 - Metrology Technician II	23.09
23593 - Metrology Technician III	24.37
23640 - Millwright	22.02
23710 - Office Appliance Repairer	19.45
23760 - Painter Maintenance	16.37
23790 - Pipefitter Maintenance	23.80
23810 - Plumber Maintenance	22.39
23820 - Pneudraulic Systems Mechanic	20.67
23850 - Rigger	20.67
23870 - Scale Mechanic	18.22
23890 - Sheet-Metal Worker Maintenance	19.28
23910 - Small Engine Mechanic	17.66
23931 - Telecommunications Mechanic I	23.54
23932 - Telecommunications Mechanic II	24.96
23950 - Telephone Lineman	20.09
23960 - Welder Combination Maintenance	18.41

23965 - Well Driller	20.67
23970 - Woodcraft Worker	20.67
23980 - Woodworker	15.48
24000 - Personal Needs Occupations	
24550 - Case Manager	13.69
24570 - Child Care Attendant	11.22
24580 - Child Care Center Clerk	14.04
24610 - Chore Aide	11.44
24620 - Family Readiness And Support Services Coordinator	13.69
24630 - Homemaker	15.32
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.58
25040 - Sewage Plant Operator	18.84
25070 - Stationary Engineer	23.58
25190 - Ventilation Equipment Tender	16.66
25210 - Water Treatment Plant Operator	18.84
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.56
27007 - Baggage Inspector	13.19
27008 - Corrections Officer	15.71
27010 - Court Security Officer	16.71
27030 - Detection Dog Handler	14.75
27040 - Detention Officer	15.71
27070 - Firefighter	17.27
27101 - Guard I	13.19
27102 - Guard II	14.75
27131 - Police Officer I	18.24
27132 - Police Officer II	20.27
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.95
28042 - Carnival Equipment Repairer	15.32
28043 - Carnival Worker	9.75
28210 - Gate Attendant/Gate Tender	14.30
28310 - Lifeguard	12.02
28350 - Park Attendant (Aide)	16.00
28510 - Recreation Aide/Health Facility Attendant	11.68
28515 - Recreation Specialist	19.63
28630 - Sports Official	12.75
28690 - Swimming Pool Operator	18.02
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.18
29020 - Hatch Tender	22.18
29030 - Line Handler	22.18
29041 - Stevedore I	21.49
29042 - Stevedore II	24.37
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	42.44
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	29.26
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	32.23

30021 - Archeological Technician I		20.28
30022 - Archeological Technician II		22.69
30023 - Archeological Technician III		28.11
30030 - Cartographic Technician		27.93
30040 - Civil Engineering Technician		26.87
30051 - Cryogenic Technician I		29.85
30052 - Cryogenic Technician II		32.98
30061 - Drafter/CAD Operator I		20.28
30062 - Drafter/CAD Operator II		22.69
30063 - Drafter/CAD Operator III		25.28
30064 - Drafter/CAD Operator IV		29.85
30081 - Engineering Technician I		17.77
30082 - Engineering Technician II		20.10
30083 - Engineering Technician III		22.53
30084 - Engineering Technician IV		27.93
30085 - Engineering Technician V		32.62
30086 - Engineering Technician VI		37.58
30090 - Environmental Technician		27.93
30095 - Evidence Control Specialist		27.93
30210 - Laboratory Technician		23.96
30221 - Latent Fingerprint Technician I		29.85
30222 - Latent Fingerprint Technician II		32.98
30240 - Mathematical Technician		27.93
30361 - Paralegal/Legal Assistant I		18.16
30362 - Paralegal/Legal Assistant II		23.27
30363 - Paralegal/Legal Assistant III		28.47
30364 - Paralegal/Legal Assistant IV		34.44
30375 - Petroleum Supply Specialist		32.62
30390 - Photo-Optics Technician		27.93
30395 - Radiation Control Technician		32.62
30461 - Technical Writer I		27.93
30462 - Technical Writer II		32.62
30463 - Technical Writer III		37.91
30491 - Unexploded Ordnance (UXO) Technician I		26.97
30492 - Unexploded Ordnance (UXO) Technician II		32.64
30493 - Unexploded Ordnance (UXO) Technician III		39.12
30494 - Unexploded (UXO) Safety Escort		26.97
30495 - Unexploded (UXO) Sweep Personnel		26.97
30501 - Weather Forecaster I		29.85
30502 - Weather Forecaster II		36.31
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	25.28
30621 - Weather Observer Senior	(see 2)	27.93
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		32.64
31020 - Bus Aide		11.58
31030 - Bus Driver		16.50
31043 - Driver Courier		14.68
31260 - Parking and Lot Attendant		11.38
31290 - Shuttle Bus Driver		15.51

31310 - Taxi Driver	14.87
31361 - Truckdriver Light	15.92
31362 - Truckdriver Medium	17.34
31363 - Truckdriver Heavy	21.80
31364 - Truckdriver Tractor-Trailer	21.80
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.91
99030 - Cashier	10.27
99050 - Desk Clerk	11.78
99095 - Embalmer	26.29
99130 - Flight Follower	26.97
99251 - Laboratory Animal Caretaker I	12.41
99252 - Laboratory Animal Caretaker II	13.63
99260 - Marketing Analyst	28.50
99310 - Mortician	26.29
99410 - Pest Controller	16.64
99510 - Photofinishing Worker	14.03
99710 - Recycling Laborer	15.39
99711 - Recycling Specialist	19.21
99730 - Refuse Collector	13.44
99810 - Sales Clerk	10.91
99820 - School Crossing Guard	14.18
99830 - Survey Party Chief	20.77
99831 - Surveying Aide	13.52
99832 - Surveying Technician	18.47
99840 - Vending Machine Attendant	19.04
99841 - Vending Machine Repairer	23.45
99842 - Vending Machine Repairer Helper	19.04

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 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.: 2015-4500
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: Georgia

Area: Georgia Counties of Elbert Hart

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		15.89
01013 - Accounting Clerk III		17.78
01020 - Administrative Assistant		27.54
01035 - Court Reporter		17.11
01041 - Customer Service Representative I		11.03
01042 - Customer Service Representative II		12.41
01043 - Customer Service Representative III		13.54
01051 - Data Entry Operator I		13.29
01052 - Data Entry Operator II		14.50
01060 - Dispatcher Motor Vehicle		22.26
01070 - Document Preparation Clerk		13.53

01090 - Duplicating Machine Operator 13.53
01111 - General Clerk I 13.39
01112 - General Clerk II 14.49
01113 - General Clerk III 16.21
01120 - Housing Referral Assistant 19.59
01141 - Messenger Courier 11.03
01191 - Order Clerk I 13.55
01192 - Order Clerk II 14.78
01261 - Personnel Assistant (Employment) I 15.91
01262 - Personnel Assistant (Employment) II 17.80
01263 - Personnel Assistant (Employment) III 19.84
01270 - Production Control Clerk 24.21
01290 - Rental Clerk 14.10
01300 - Scheduler Maintenance 15.33
01311 - Secretary I 15.21
01312 - Secretary II 17.11
01313 - Secretary III 19.44
01320 - Service Order Dispatcher 18.39
01410 - Supply Technician 27.54
01420 - Survey Worker 15.35
01460 - Switchboard Operator/Receptionist 12.70
01531 - Travel Clerk I 12.31
01532 - Travel Clerk II 13.58
01533 - Travel Clerk III 14.65
01611 - Word Processor I 13.53
01612 - Word Processor II 15.21
01613 - Word Processor III 17.17
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.26
05010 - Automotive Electrician 18.96
05040 - Automotive Glass Installer 17.77
05070 - Automotive Worker 17.77
05110 - Mobile Equipment Servicer 15.10
05130 - Motor Equipment Metal Mechanic 20.16
05160 - Motor Equipment Metal Worker 17.77
05190 - Motor Vehicle Mechanic 20.16
05220 - Motor Vehicle Mechanic Helper 13.98
05250 - Motor Vehicle Upholstery Worker 16.44
05280 - Motor Vehicle Wrecker 17.77
05310 - Painter Automotive 18.96
05340 - Radiator Repair Specialist 17.77
05370 - Tire Repairer 13.68
05400 - Transmission Repair Specialist 20.16
07000 - Food Preparation And Service Occupations
07010 - Baker 12.35
07041 - Cook I 11.03
07042 - Cook II 12.98
07070 - Dishwasher 9.47
07130 - Food Service Worker 9.54
07210 - Meat Cutter 14.20

07260 - Waiter/Waitress	9.29
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.84
09040 - Furniture Handler	12.10
09080 - Furniture Refinisher	17.84
09090 - Furniture Refinisher Helper	13.88
09110 - Furniture Repairer Minor	15.74
09130 - Upholsterer	16.91
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.98
11060 - Elevator Operator	11.33
11090 - Gardener	18.93
11122 - Housekeeping Aide	11.33
11150 - Janitor	11.33
11210 - Laborer Grounds Maintenance	13.82
11240 - Maid or Houseman	9.81
11260 - Pruner	12.07
11270 - Tractor Operator	17.25
11330 - Trail Maintenance Worker	13.82
11360 - Window Cleaner	12.98
12000 - Health Occupations	
12010 - Ambulance Driver	15.91
12011 - Breath Alcohol Technician	18.43
12012 - Certified Occupational Therapist Assistant	25.28
12015 - Certified Physical Therapist Assistant	32.85
12020 - Dental Assistant	18.36
12025 - Dental Hygienist	39.55
12030 - EKG Technician	27.92
12035 - Electroneurodiagnostic Technologist	27.92
12040 - Emergency Medical Technician	15.91
12071 - Licensed Practical Nurse I	16.46
12072 - Licensed Practical Nurse II	18.43
12073 - Licensed Practical Nurse III	20.54
12100 - Medical Assistant	13.97
12130 - Medical Laboratory Technician	22.08
12160 - Medical Record Clerk	14.11
12190 - Medical Record Technician	17.36
12195 - Medical Transcriptionist	17.52
12210 - Nuclear Medicine Technologist	40.48
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	17.40
12236 - Optical Technician	16.46
12250 - Pharmacy Technician	14.38
12280 - Phlebotomist	12.80
12305 - Radiologic Technologist	26.32
12311 - Registered Nurse I	25.86
12312 - Registered Nurse II	30.05

12313 - Registered Nurse II Specialist		30.05
12314 - Registered Nurse III		36.35
12315 - Registered Nurse III Anesthetist		36.35
12316 - Registered Nurse IV		43.57
12317 - Scheduler (Drug and Alcohol Testing)		22.82
12320 - Substance Abuse Treatment Counselor		18.72
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.97
13012 - Exhibits Specialist II		25.98
13013 - Exhibits Specialist III		31.77
13041 - Illustrator I		20.97
13042 - Illustrator II		25.98
13043 - Illustrator III		31.77
13047 - Librarian		28.77
13050 - Library Aide/Clerk		13.44
13054 - Library Information Technology Systems Administrator		25.98
13058 - Library Technician		14.82
13061 - Media Specialist I		18.74
13062 - Media Specialist II		20.97
13063 - Media Specialist III		23.38
13071 - Photographer I		18.74
13072 - Photographer II		20.97
13073 - Photographer III		25.98
13074 - Photographer IV		31.77
13075 - Photographer V		38.44
13090 - Technical Order Library Clerk		20.97
13110 - Video Teleconference Technician		20.72
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.75
14042 - Computer Operator II		16.20
14043 - Computer Operator III		19.95
14044 - Computer Operator IV		20.79
14045 - Computer Operator V		24.54
14071 - Computer Programmer I	(see 1)	24.88
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		14.75
14160 - Personal Computer Support Technician		20.79
14170 - System Support Specialist		32.67
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.03
15020 - Aircrew Training Devices Instructor (Rated)		36.33
15030 - Air Crew Training Devices Instructor (Pilot)		43.55
15050 - Computer Based Training Specialist / Instructor		30.03
15060 - Educational Technologist		33.74

15070 - Flight Instructor (Pilot) 43.55
15080 - Graphic Artist 26.04
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.77
15086 - Maintenance Test Pilot Rotary Wing 41.77
15088 - Non-Maintenance Test/Co-Pilot 41.77
15090 - Technical Instructor 22.12
15095 - Technical Instructor/Course Developer 27.38
15110 - Test Proctor 18.04
15120 - Tutor 17.93
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.59
16030 - Counter Attendant 9.59
16040 - Dry Cleaner 11.56
16070 - Finisher Flatwork Machine 9.59
16090 - Presser Hand 9.59
16110 - Presser Machine Drycleaning 9.59
16130 - Presser Machine Shirts 9.59
16160 - Presser Machine Wearing Apparel Laundry 9.59
16190 - Sewing Machine Operator 12.21
16220 - Tailor 12.89
16250 - Washer Machine 10.23
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.03
19040 - Tool And Die Maker 23.23
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.58
21030 - Material Coordinator 24.15
21040 - Material Expediter 24.15
21050 - Material Handling Laborer 13.20
21071 - Order Filler 12.80
21080 - Production Line Worker (Food Processing) 17.58
21110 - Shipping Packer 15.44
21130 - Shipping/Receiving Clerk 15.44
21140 - Store Worker I 11.81
21150 - Stock Clerk 17.75
21210 - Tools And Parts Attendant 17.58
21410 - Warehouse Specialist 17.58
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 21.41
23019 - Aircraft Logs and Records Technician 16.89
23021 - Aircraft Mechanic I 20.27
23022 - Aircraft Mechanic II 21.41
23023 - Aircraft Mechanic III 22.54
23040 - Aircraft Mechanic Helper 14.65
23050 - Aircraft Painter 19.05
23060 - Aircraft Servicer 16.89
23070 - Aircraft Survival Flight Equipment Technician 19.05
23080 - Aircraft Worker 17.72
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 17.72

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 20.27
23110 - Appliance Mechanic 18.08
23120 - Bicycle Repairer 14.37
23125 - Cable Splicer 30.55
23130 - Carpenter Maintenance 17.68
23140 - Carpet Layer 16.91
23160 - Electrician Maintenance 21.49
23181 - Electronics Technician Maintenance I 26.21
23182 - Electronics Technician Maintenance II 27.97
23183 - Electronics Technician Maintenance III 29.74
23260 - Fabric Worker 15.64
23290 - Fire Alarm System Mechanic 19.18
23310 - Fire Extinguisher Repairer 14.37
23311 - Fuel Distribution System Mechanic 20.22
23312 - Fuel Distribution System Operator 15.72
23370 - General Maintenance Worker 19.25
23380 - Ground Support Equipment Mechanic 20.27
23381 - Ground Support Equipment Servicer 16.89
23382 - Ground Support Equipment Worker 17.72
23391 - Gunsmith I 14.37
23392 - Gunsmith II 16.91
23393 - Gunsmith III 19.18
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.02
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.21
23430 - Heavy Equipment Mechanic 20.78
23440 - Heavy Equipment Operator 17.76
23460 - Instrument Mechanic 21.80
23465 - Laboratory/Shelter Mechanic 18.08
23470 - Laborer 13.20
23510 - Locksmith 18.08
23530 - Machinery Maintenance Mechanic 22.52
23550 - Machinist Maintenance 18.94
23580 - Maintenance Trades Helper 15.16
23591 - Metrology Technician I 21.80
23592 - Metrology Technician II 23.09
23593 - Metrology Technician III 24.37
23640 - Millwright 21.58
23710 - Office Appliance Repairer 18.08
23760 - Painter Maintenance 16.37
23790 - Pipefitter Maintenance 21.89
23810 - Plumber Maintenance 20.59
23820 - Pneudraulic Systems Mechanic 19.18
23850 - Rigger 19.18
23870 - Scale Mechanic 16.91
23890 - Sheet-Metal Worker Maintenance 17.53
23910 - Small Engine Mechanic 16.91
23931 - Telecommunications Mechanic I 23.54

23932 - Telecommunications Mechanic II 24.96
23950 - Telephone Lineman 18.26
23960 - Welder Combination Maintenance 18.00
23965 - Well Driller 19.18
23970 - Woodcraft Worker 19.18
23980 - Woodworker 15.20
24000 - Personal Needs Occupations
24550 - Case Manager 13.69
24570 - Child Care Attendant 11.00
24580 - Child Care Center Clerk 14.04
24610 - Chore Aide 11.44
24620 - Family Readiness And Support Services Coordinator 13.69
24630 - Homemaker 15.32
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 25.58
25040 - Sewage Plant Operator 18.74
25070 - Stationary Engineer 23.58
25190 - Ventilation Equipment Tender 16.66
25210 - Water Treatment Plant Operator 18.74
27000 - Protective Service Occupations
27004 - Alarm Monitor 14.46
27007 - Baggage Inspector 13.19
27008 - Corrections Officer 15.71
27010 - Court Security Officer 16.71
27030 - Detection Dog Handler 14.75
27040 - Detention Officer 15.71
27070 - Firefighter 17.27
27101 - Guard I 13.19
27102 - Guard II 14.75
27131 - Police Officer I 17.86
27132 - Police Officer II 19.84
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.95
28042 - Carnival Equipment Repairer 15.32
28043 - Carnival Worker 9.75
28210 - Gate Attendant/Gate Tender 14.30
28310 - Lifeguard 12.02
28350 - Park Attendant (Aide) 16.00
28510 - Recreation Aide/Health Facility Attendant 11.68
28515 - Recreation Specialist 18.94
28630 - Sports Official 12.75
28690 - Swimming Pool Operator 18.02
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 22.18
29020 - Hatch Tender 22.18
29030 - Line Handler 22.18
29041 - Stevedore I 21.49
29042 - Stevedore II 24.37
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 42.02
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 28.98
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 31.91
30021 - Archeological Technician I 20.28
30022 - Archeological Technician II 22.69
30023 - Archeological Technician III 28.11
30030 - Cartographic Technician 27.93
30040 - Civil Engineering Technician 26.87
30051 - Cryogenic Technician I 29.85
30052 - Cryogenic Technician II 32.98
30061 - Drafter/CAD Operator I 20.28
30062 - Drafter/CAD Operator II 22.69
30063 - Drafter/CAD Operator III 25.28
30064 - Drafter/CAD Operator IV 29.85
30081 - Engineering Technician I 17.77
30082 - Engineering Technician II 20.10
30083 - Engineering Technician III 22.53
30084 - Engineering Technician IV 27.93
30085 - Engineering Technician V 32.62
30086 - Engineering Technician VI 37.46
30090 - Environmental Technician 27.93
30095 - Evidence Control Specialist 27.93
30210 - Laboratory Technician 23.96
30221 - Latent Fingerprint Technician I 29.85
30222 - Latent Fingerprint Technician II 32.98
30240 - Mathematical Technician 27.93
30361 - Paralegal/Legal Assistant I 17.66
30362 - Paralegal/Legal Assistant II 23.27
30363 - Paralegal/Legal Assistant III 28.47
30364 - Paralegal/Legal Assistant IV 34.44
30375 - Petroleum Supply Specialist 32.62
30390 - Photo-Optics Technician 27.93
30395 - Radiation Control Technician 32.62
30461 - Technical Writer I 27.93
30462 - Technical Writer II 32.62
30463 - Technical Writer III 37.91
30491 - Unexploded Ordnance (UXO) Technician I 26.71
30492 - Unexploded Ordnance (UXO) Technician II 32.31
30493 - Unexploded Ordnance (UXO) Technician III 38.73
30494 - Unexploded (UXO) Safety Escort 26.71
30495 - Unexploded (UXO) Sweep Personnel 26.71
30501 - Weather Forecaster I 29.85
30502 - Weather Forecaster II 36.31
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 25.28
30621 - Weather Observer Senior (see 2) 27.93
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 32.31
31020 - Bus Aide 11.44
31030 - Bus Driver 15.00

31043 - Driver Courier	14.68
31260 - Parking and Lot Attendant	11.38
31290 - Shuttle Bus Driver	15.51
31310 - Taxi Driver	14.87
31361 - Truckdriver Light	15.51
31362 - Truckdriver Medium	16.74
31363 - Truckdriver Heavy	21.03
31364 - Truckdriver Tractor-Trailer	21.03
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.75
99030 - Cashier	9.83
99050 - Desk Clerk	11.78
99095 - Embalmer	26.29
99130 - Flight Follower	26.71
99251 - Laboratory Animal Caretaker I	11.28
99252 - Laboratory Animal Caretaker II	12.39
99260 - Marketing Analyst	27.32
99310 - Mortician	26.29
99410 - Pest Controller	16.64
99510 - Photofinishing Worker	14.03
99710 - Recycling Laborer	15.39
99711 - Recycling Specialist	19.21
99730 - Refuse Collector	13.44
99810 - Sales Clerk	10.45
99820 - School Crossing Guard	13.77
99830 - Survey Party Chief	20.77
99831 - Surveying Aide	13.52
99832 - Surveying Technician	18.47
99840 - Vending Machine Attendant	17.31
99841 - Vending Machine Repairer	21.32
99842 - Vending Machine Repairer Helper	17.31

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 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.: 2015-4501
Revision No.: 17
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.

State: Georgia

Area: Georgia County of Sumter

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		16.71
01013 - Accounting Clerk III		19.42
01020 - Administrative Assistant		24.78
01035 - Court Reporter		16.17
01041 - Customer Service Representative I		12.29
01042 - Customer Service Representative II		13.83
01043 - Customer Service Representative III		15.08
01051 - Data Entry Operator I		15.47
01052 - Data Entry Operator II		16.88
01060 - Dispatcher Motor Vehicle		18.02
01070 - Document Preparation Clerk		12.88
01090 - Duplicating Machine Operator		12.88
01111 - General Clerk I		13.30
01112 - General Clerk II		14.51

01113 - General Clerk III 16.30
01120 - Housing Referral Assistant 18.03
01141 - Messenger Courier 11.90
01191 - Order Clerk I 12.39
01192 - Order Clerk II 14.83
01261 - Personnel Assistant (Employment) I 16.42
01262 - Personnel Assistant (Employment) II 18.36
01263 - Personnel Assistant (Employment) III 20.46
01270 - Production Control Clerk 22.50
01290 - Rental Clerk 12.61
01300 - Scheduler Maintenance 14.46
01311 - Secretary I 14.46
01312 - Secretary II 16.17
01313 - Secretary III 18.03
01320 - Service Order Dispatcher 16.31
01410 - Supply Technician 24.78
01420 - Survey Worker 15.02
01460 - Switchboard Operator/Receptionist 12.63
01531 - Travel Clerk I 12.23
01532 - Travel Clerk II 13.26
01533 - Travel Clerk III 14.29
01611 - Word Processor I 12.88
01612 - Word Processor II 14.46
01613 - Word Processor III 16.17
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.65
05010 - Automotive Electrician 16.76
05040 - Automotive Glass Installer 15.93
05070 - Automotive Worker 15.93
05110 - Mobile Equipment Servicer 14.28
05130 - Motor Equipment Metal Mechanic 17.56
05160 - Motor Equipment Metal Worker 15.93
05190 - Motor Vehicle Mechanic 17.56
05220 - Motor Vehicle Mechanic Helper 13.81
05250 - Motor Vehicle Upholstery Worker 15.36
05280 - Motor Vehicle Wrecker 15.93
05310 - Painter Automotive 16.76
05340 - Radiator Repair Specialist 15.93
05370 - Tire Repairer 15.88
05400 - Transmission Repair Specialist 17.56
07000 - Food Preparation And Service Occupations
07010 - Baker 11.85
07041 - Cook I 10.14
07042 - Cook II 11.32
07070 - Dishwasher 9.07
07130 - Food Service Worker 9.46
07210 - Meat Cutter 12.88
07260 - Waiter/Waitress 8.93
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 17.17

09040 - Furniture Handler	11.92
09080 - Furniture Refinisher	17.17
09090 - Furniture Refinisher Helper	13.91
09110 - Furniture Repairer Minor	15.64
09130 - Upholsterer	17.17
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.34
11060 - Elevator Operator	10.09
11090 - Gardener	15.49
11122 - Housekeeping Aide	10.09
11150 - Janitor	10.09
11210 - Laborer Grounds Maintenance	12.59
11240 - Maid or Houseman	9.55
11260 - Pruner	11.54
11270 - Tractor Operator	14.54
11330 - Trail Maintenance Worker	12.59
11360 - Window Cleaner	11.01
12000 - Health Occupations	
12010 - Ambulance Driver	18.30
12011 - Breath Alcohol Technician	19.55
12012 - Certified Occupational Therapist Assistant	27.53
12015 - Certified Physical Therapist Assistant	33.63
12020 - Dental Assistant	16.13
12025 - Dental Hygienist	31.21
12030 - EKG Technician	28.15
12035 - Electroneurodiagnostic Technologist	28.15
12040 - Emergency Medical Technician	18.30
12071 - Licensed Practical Nurse I	17.48
12072 - Licensed Practical Nurse II	19.55
12073 - Licensed Practical Nurse III	21.79
12100 - Medical Assistant	14.40
12130 - Medical Laboratory Technician	22.04
12160 - Medical Record Clerk	14.99
12190 - Medical Record Technician	18.30
12195 - Medical Transcriptionist	17.48
12210 - Nuclear Medicine Technologist	42.96
12221 - Nursing Assistant I	11.94
12222 - Nursing Assistant II	13.42
12223 - Nursing Assistant III	14.64
12224 - Nursing Assistant IV	16.45
12235 - Optical Dispenser	20.80
12236 - Optical Technician	17.48
12250 - Pharmacy Technician	14.48
12280 - Phlebotomist	13.01
12305 - Radiologic Technologist	28.41
12311 - Registered Nurse I	26.59
12312 - Registered Nurse II	32.53
12313 - Registered Nurse II Specialist	32.53
12314 - Registered Nurse III	39.37
12315 - Registered Nurse III Anesthetist	39.37

12316 - Registered Nurse IV		47.17
12317 - Scheduler (Drug and Alcohol Testing)		24.22
12320 - Substance Abuse Treatment Counselor		22.66
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.39
13012 - Exhibits Specialist II		25.25
13013 - Exhibits Specialist III		30.88
13041 - Illustrator I		20.39
13042 - Illustrator II		25.25
13043 - Illustrator III		30.88
13047 - Librarian		27.97
13050 - Library Aide/Clerk		15.32
13054 - Library Information Technology Systems Administrator		25.25
13058 - Library Technician		16.18
13061 - Media Specialist I		18.23
13062 - Media Specialist II		20.39
13063 - Media Specialist III		22.72
13071 - Photographer I		18.23
13072 - Photographer II		20.39
13073 - Photographer III		25.25
13074 - Photographer IV		30.88
13075 - Photographer V		37.37
13090 - Technical Order Library Clerk		19.39
13110 - Video Teleconference Technician		18.23
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.66
14042 - Computer Operator II		17.52
14043 - Computer Operator III		20.52
14044 - Computer Operator IV		22.77
14045 - Computer Operator V		25.28
14071 - Computer Programmer I	(see 1)	19.01
14072 - Computer Programmer II	(see 1)	23.54
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.66
14160 - Personal Computer Support Technician		22.77
14170 - System Support Specialist		27.81
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.64
15020 - Aircrew Training Devices Instructor (Rated)		37.07
15030 - Air Crew Training Devices Instructor (Pilot)		44.43
15050 - Computer Based Training Specialist / Instructor		30.64
15060 - Educational Technologist		30.52
15070 - Flight Instructor (Pilot)		44.43
15080 - Graphic Artist		27.04
15085 - Maintenance Test Pilot Fixed Jet/Prop		44.43

15086 - Maintenance Test Pilot Rotary Wing 44.43
15088 - Non-Maintenance Test/Co-Pilot 44.43
15090 - Technical Instructor 20.89
15095 - Technical Instructor/Course Developer 25.55
15110 - Test Proctor 16.87
15120 - Tutor 16.87
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.54
16030 - Counter Attendant 9.54
16040 - Dry Cleaner 11.16
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 11.69
16220 - Tailor 12.24
16250 - Washer Machine 10.09
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.19
19040 - Tool And Die Maker 26.31
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.28
21030 - Material Coordinator 22.50
21040 - Material Expediter 22.50
21050 - Material Handling Laborer 11.82
21071 - Order Filler 12.50
21080 - Production Line Worker (Food Processing) 17.28
21110 - Shipping Packer 15.37
21130 - Shipping/Receiving Clerk 15.37
21140 - Store Worker I 13.92
21150 - Stock Clerk 17.88
21210 - Tools And Parts Attendant 17.28
21410 - Warehouse Specialist 17.28
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.82
23019 - Aircraft Logs and Records Technician 20.45
23021 - Aircraft Mechanic I 23.73
23022 - Aircraft Mechanic II 24.82
23023 - Aircraft Mechanic III 25.85
23040 - Aircraft Mechanic Helper 18.18
23050 - Aircraft Painter 22.65
23060 - Aircraft Servicer 20.45
23070 - Aircraft Survival Flight Equipment Technician 22.65
23080 - Aircraft Worker 21.55
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.55
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.73
23110 - Appliance Mechanic 20.25

23120 - Bicycle Repairer 17.28
23125 - Cable Splicer 28.70
23130 - Carpenter Maintenance 18.99
23140 - Carpet Layer 18.90
23160 - Electrician Maintenance 22.55
23181 - Electronics Technician Maintenance I 22.06
23182 - Electronics Technician Maintenance II 23.20
23183 - Electronics Technician Maintenance III 24.30
23260 - Fabric Worker 18.28
23290 - Fire Alarm System Mechanic 20.47
23310 - Fire Extinguisher Repairer 17.28
23311 - Fuel Distribution System Mechanic 21.21
23312 - Fuel Distribution System Operator 17.28
23370 - General Maintenance Worker 16.81
23380 - Ground Support Equipment Mechanic 23.73
23381 - Ground Support Equipment Servicer 20.45
23382 - Ground Support Equipment Worker 21.55
23391 - Gunsmith I 17.28
23392 - Gunsmith II 19.26
23393 - Gunsmith III 21.21
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.60
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.55
23430 - Heavy Equipment Mechanic 24.49
23440 - Heavy Equipment Operator 16.61
23460 - Instrument Mechanic 21.32
23465 - Laboratory/Shelter Mechanic 20.25
23470 - Laborer 11.82
23510 - Locksmith 20.25
23530 - Machinery Maintenance Mechanic 24.64
23550 - Machinist Maintenance 21.60
23580 - Maintenance Trades Helper 14.05
23591 - Metrology Technician I 21.32
23592 - Metrology Technician II 22.18
23593 - Metrology Technician III 23.11
23640 - Millwright 23.39
23710 - Office Appliance Repairer 19.88
23760 - Painter Maintenance 19.26
23790 - Pipefitter Maintenance 19.40
23810 - Plumber Maintenance 18.52
23820 - Pneudraulic Systems Mechanic 21.21
23850 - Rigger 21.21
23870 - Scale Mechanic 19.26
23890 - Sheet-Metal Worker Maintenance 18.71
23910 - Small Engine Mechanic 18.10
23931 - Telecommunications Mechanic I 26.13
23932 - Telecommunications Mechanic II 27.32
23950 - Telephone Lineman 26.80
23960 - Welder Combination Maintenance 18.54

23965 - Well Driller	21.21
23970 - Woodcraft Worker	21.21
23980 - Woodworker	17.28
24000 - Personal Needs Occupations	
24550 - Case Manager	14.43
24570 - Child Care Attendant	9.45
24580 - Child Care Center Clerk	14.51
24610 - Chore Aide	10.98
24620 - Family Readiness And Support Services Coordinator	14.43
24630 - Homemaker	16.13
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.21
25040 - Sewage Plant Operator	17.65
25070 - Stationary Engineer	21.21
25190 - Ventilation Equipment Tender	16.25
25210 - Water Treatment Plant Operator	17.65
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.29
27007 - Baggage Inspector	13.20
27008 - Corrections Officer	16.60
27010 - Court Security Officer	15.53
27030 - Detection Dog Handler	14.77
27040 - Detention Officer	16.60
27070 - Firefighter	15.84
27101 - Guard I	13.20
27102 - Guard II	14.77
27131 - Police Officer I	18.50
27132 - Police Officer II	20.56
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.85
28042 - Carnival Equipment Repairer	12.61
28043 - Carnival Worker	9.40
28210 - Gate Attendant/Gate Tender	14.10
28310 - Lifeguard	12.56
28350 - Park Attendant (Aide)	15.78
28510 - Recreation Aide/Health Facility Attendant	11.68
28515 - Recreation Specialist	19.54
28630 - Sports Official	12.56
28690 - Swimming Pool Operator	15.60
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	19.26
29020 - Hatch Tender	19.26
29030 - Line Handler	19.26
29041 - Stevedore I	18.28
29042 - Stevedore II	20.25
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	42.44
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	29.26
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	32.23

30021 - Archeological Technician I		16.93
30022 - Archeological Technician II		19.38
30023 - Archeological Technician III		23.82
30030 - Cartographic Technician		23.82
30040 - Civil Engineering Technician		23.82
30051 - Cryogenic Technician I		25.55
30052 - Cryogenic Technician II		28.22
30061 - Drafter/CAD Operator I		16.93
30062 - Drafter/CAD Operator II		19.38
30063 - Drafter/CAD Operator III		21.60
30064 - Drafter/CAD Operator IV		25.55
30081 - Engineering Technician I		14.76
30082 - Engineering Technician II		16.93
30083 - Engineering Technician III		19.38
30084 - Engineering Technician IV		24.04
30085 - Engineering Technician V		29.33
30086 - Engineering Technician VI		35.57
30090 - Environmental Technician		24.04
30095 - Evidence Control Specialist		23.06
30210 - Laboratory Technician		23.76
30221 - Latent Fingerprint Technician I		25.55
30222 - Latent Fingerprint Technician II		28.22
30240 - Mathematical Technician		24.04
30361 - Paralegal/Legal Assistant I		18.68
30362 - Paralegal/Legal Assistant II		23.05
30363 - Paralegal/Legal Assistant III		28.20
30364 - Paralegal/Legal Assistant IV		34.13
30375 - Petroleum Supply Specialist		28.22
30390 - Photo-Optics Technician		24.04
30395 - Radiation Control Technician		28.22
30461 - Technical Writer I		24.04
30462 - Technical Writer II		29.33
30463 - Technical Writer III		35.57
30491 - Unexploded Ordnance (UXO) Technician I		26.97
30492 - Unexploded Ordnance (UXO) Technician II		32.64
30493 - Unexploded Ordnance (UXO) Technician III		39.12
30494 - Unexploded (UXO) Safety Escort		26.97
30495 - Unexploded (UXO) Sweep Personnel		26.97
30501 - Weather Forecaster I		25.55
30502 - Weather Forecaster II		31.07
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.60
30621 - Weather Observer Senior	(see 2)	24.04
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		32.64
31020 - Bus Aide		12.82
31030 - Bus Driver		17.41
31043 - Driver Courier		13.55
31260 - Parking and Lot Attendant		12.60
31290 - Shuttle Bus Driver		14.39

31310 - Taxi Driver	14.31
31361 - Truckdriver Light	14.39
31362 - Truckdriver Medium	15.23
31363 - Truckdriver Heavy	18.80
31364 - Truckdriver Tractor-Trailer	18.80
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.91
99030 - Cashier	9.94
99050 - Desk Clerk	9.61
99095 - Embalmer	25.92
99130 - Flight Follower	26.97
99251 - Laboratory Animal Caretaker I	16.53
99252 - Laboratory Animal Caretaker II	17.38
99260 - Marketing Analyst	25.98
99310 - Mortician	25.92
99410 - Pest Controller	18.13
99510 - Photofinishing Worker	14.17
99710 - Recycling Laborer	16.66
99711 - Recycling Specialist	19.25
99730 - Refuse Collector	15.27
99810 - Sales Clerk	11.78
99820 - School Crossing Guard	15.27
99830 - Survey Party Chief	26.45
99831 - Surveying Aide	15.58
99832 - Surveying Technician	21.37
99840 - Vending Machine Attendant	19.25
99841 - Vending Machine Repairer	22.88
99842 - Vending Machine Repairer Helper	19.25

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4502
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: Georgia

Area: Georgia County of Sumter

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.53
01012 - Accounting Clerk II		15.19
01013 - Accounting Clerk III		19.10
01020 - Administrative Assistant		22.53
01035 - Court Reporter		16.17
01041 - Customer Service Representative I		11.17
01042 - Customer Service Representative II		12.57
01043 - Customer Service Representative III		13.71
01051 - Data Entry Operator I		14.27
01052 - Data Entry Operator II		15.57
01060 - Dispatcher Motor Vehicle		18.02
01070 - Document Preparation Clerk		12.88

01090 - Duplicating Machine Operator 12.88
01111 - General Clerk I 12.41
01112 - General Clerk II 13.54
01113 - General Clerk III 15.20
01120 - Housing Referral Assistant 18.03
01141 - Messenger Courier 11.90
01191 - Order Clerk I 12.39
01192 - Order Clerk II 14.83
01261 - Personnel Assistant (Employment) I 15.65
01262 - Personnel Assistant (Employment) II 17.52
01263 - Personnel Assistant (Employment) III 19.53
01270 - Production Control Clerk 22.50
01290 - Rental Clerk 12.61
01300 - Scheduler Maintenance 14.46
01311 - Secretary I 14.46
01312 - Secretary II 16.17
01313 - Secretary III 18.03
01320 - Service Order Dispatcher 16.31
01410 - Supply Technician 22.53
01420 - Survey Worker 13.65
01460 - Switchboard Operator/Receptionist 12.63
01531 - Travel Clerk I 11.72
01532 - Travel Clerk II 12.81
01533 - Travel Clerk III 13.77
01611 - Word Processor I 12.88
01612 - Word Processor II 14.46
01613 - Word Processor III 16.17
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.65
05010 - Automotive Electrician 16.62
05040 - Automotive Glass Installer 15.89
05070 - Automotive Worker 15.89
05110 - Mobile Equipment Servicer 14.16
05130 - Motor Equipment Metal Mechanic 17.41
05160 - Motor Equipment Metal Worker 15.89
05190 - Motor Vehicle Mechanic 17.41
05220 - Motor Vehicle Mechanic Helper 13.81
05250 - Motor Vehicle Upholstery Worker 15.36
05280 - Motor Vehicle Wrecker 15.89
05310 - Painter Automotive 16.62
05340 - Radiator Repair Specialist 15.89
05370 - Tire Repairer 15.88
05400 - Transmission Repair Specialist 17.41
07000 - Food Preparation And Service Occupations
07010 - Baker 11.85
07041 - Cook I 10.12
07042 - Cook II 11.18
07070 - Dishwasher 9.00
07130 - Food Service Worker 9.03
07210 - Meat Cutter 12.88

07260 - Waiter/Waitress	8.79
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.96
09040 - Furniture Handler	11.92
09080 - Furniture Refinisher	16.96
09090 - Furniture Refinisher Helper	13.91
09110 - Furniture Repairer Minor	15.64
09130 - Upholsterer	16.96
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	9.40
11060 - Elevator Operator	9.60
11090 - Gardener	14.65
11122 - Housekeeping Aide	9.60
11150 - Janitor	9.60
11210 - Laborer Grounds Maintenance	11.92
11240 - Maid or Houseman	8.92
11260 - Pruner	10.93
11270 - Tractor Operator	13.77
11330 - Trail Maintenance Worker	11.92
11360 - Window Cleaner	10.47
12000 - Health Occupations	
12010 - Ambulance Driver	18.30
12011 - Breath Alcohol Technician	18.30
12012 - Certified Occupational Therapist Assistant	27.53
12015 - Certified Physical Therapist Assistant	30.57
12020 - Dental Assistant	16.13
12025 - Dental Hygienist	28.46
12030 - EKG Technician	25.59
12035 - Electroneurodiagnostic Technologist	25.59
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	13.96
12130 - Medical Laboratory Technician	20.04
12160 - Medical Record Clerk	14.99
12190 - Medical Record Technician	18.30
12195 - Medical Transcriptionist	16.26
12210 - Nuclear Medicine Technologist	40.20
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	20.80
12236 - Optical Technician	16.35
12250 - Pharmacy Technician	14.31
12280 - Phlebotomist	13.01
12305 - Radiologic Technologist	28.07
12311 - Registered Nurse I	24.89
12312 - Registered Nurse II	30.44

12313 - Registered Nurse II Specialist		30.44
12314 - Registered Nurse III		36.83
12315 - Registered Nurse III Anesthetist		36.83
12316 - Registered Nurse IV		44.15
12317 - Scheduler (Drug and Alcohol Testing)		22.66
12320 - Substance Abuse Treatment Counselor		22.66
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.39
13012 - Exhibits Specialist II		25.25
13013 - Exhibits Specialist III		30.88
13041 - Illustrator I		20.39
13042 - Illustrator II		25.25
13043 - Illustrator III		30.88
13047 - Librarian		27.97
13050 - Library Aide/Clerk		13.93
13054 - Library Information Technology Systems Administrator		25.25
13058 - Library Technician		16.18
13061 - Media Specialist I		18.23
13062 - Media Specialist II		20.39
13063 - Media Specialist III		22.72
13071 - Photographer I		18.23
13072 - Photographer II		20.39
13073 - Photographer III		25.25
13074 - Photographer IV		30.88
13075 - Photographer V		37.37
13090 - Technical Order Library Clerk		17.63
13110 - Video Teleconference Technician		18.23
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.24
14042 - Computer Operator II		15.93
14043 - Computer Operator III		18.65
14044 - Computer Operator IV		20.70
14045 - Computer Operator V		22.98
14071 - Computer Programmer I	(see 1)	19.01
14072 - Computer Programmer II	(see 1)	23.54
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.24
14160 - Personal Computer Support Technician		20.70
14170 - System Support Specialist		27.81
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.64
15020 - Aircrew Training Devices Instructor (Rated)		37.07
15030 - Air Crew Training Devices Instructor (Pilot)		44.43
15050 - Computer Based Training Specialist / Instructor		30.64
15060 - Educational Technologist		30.07

15070 - Flight Instructor (Pilot) 44.43
15080 - Graphic Artist 27.04
15085 - Maintenance Test Pilot Fixed Jet/Prop 44.43
15086 - Maintenance Test Pilot Rotary Wing 44.43
15088 - Non-Maintenance Test/Co-Pilot 44.43
15090 - Technical Instructor 20.89
15095 - Technical Instructor/Course Developer 25.55
15110 - Test Proctor 16.87
15120 - Tutor 16.87
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.24
16030 - Counter Attendant 9.24
16040 - Dry Cleaner 10.81
16070 - Finisher Flatwork Machine 9.24
16090 - Presser Hand 9.24
16110 - Presser Machine Drycleaning 9.24
16130 - Presser Machine Shirts 9.24
16160 - Presser Machine Wearing Apparel Laundry 9.24
16190 - Sewing Machine Operator 11.33
16220 - Tailor 11.86
16250 - Washer Machine 9.78
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.41
19040 - Tool And Die Maker 25.39
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.28
21030 - Material Coordinator 22.50
21040 - Material Expediter 22.50
21050 - Material Handling Laborer 10.86
21071 - Order Filler 12.50
21080 - Production Line Worker (Food Processing) 17.28
21110 - Shipping Packer 15.37
21130 - Shipping/Receiving Clerk 15.37
21140 - Store Worker I 13.66
21150 - Stock Clerk 17.55
21210 - Tools And Parts Attendant 17.28
21410 - Warehouse Specialist 17.28
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.82
23019 - Aircraft Logs and Records Technician 20.45
23021 - Aircraft Mechanic I 23.73
23022 - Aircraft Mechanic II 24.82
23023 - Aircraft Mechanic III 25.85
23040 - Aircraft Mechanic Helper 18.18
23050 - Aircraft Painter 22.65
23060 - Aircraft Servicer 20.45
23070 - Aircraft Survival Flight Equipment Technician 22.65
23080 - Aircraft Worker 21.55
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.55

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.73
23110 - Appliance Mechanic 20.25
23120 - Bicycle Repairer 17.28
23125 - Cable Splicer 26.09
23130 - Carpenter Maintenance 17.26
23140 - Carpet Layer 18.61
23160 - Electrician Maintenance 22.55
23181 - Electronics Technician Maintenance I 22.06
23182 - Electronics Technician Maintenance II 23.20
23183 - Electronics Technician Maintenance III 24.30
23260 - Fabric Worker 18.28
23290 - Fire Alarm System Mechanic 20.47
23310 - Fire Extinguisher Repairer 17.28
23311 - Fuel Distribution System Mechanic 21.21
23312 - Fuel Distribution System Operator 17.28
23370 - General Maintenance Worker 16.69
23380 - Ground Support Equipment Mechanic 23.73
23381 - Ground Support Equipment Servicer 20.45
23382 - Ground Support Equipment Worker 21.55
23391 - Gunsmith I 17.28
23392 - Gunsmith II 19.26
23393 - Gunsmith III 21.21
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.60
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.55
23430 - Heavy Equipment Mechanic 24.49
23440 - Heavy Equipment Operator 16.61
23460 - Instrument Mechanic 21.32
23465 - Laboratory/Shelter Mechanic 20.25
23470 - Laborer 10.86
23510 - Locksmith 20.25
23530 - Machinery Maintenance Mechanic 24.17
23550 - Machinist Maintenance 21.52
23580 - Maintenance Trades Helper 13.91
23591 - Metrology Technician I 21.32
23592 - Metrology Technician II 22.18
23593 - Metrology Technician III 23.11
23640 - Millwright 22.56
23710 - Office Appliance Repairer 18.66
23760 - Painter Maintenance 19.12
23790 - Pipefitter Maintenance 19.40
23810 - Plumber Maintenance 18.52
23820 - Pneudraulic Systems Mechanic 21.21
23850 - Rigger 21.21
23870 - Scale Mechanic 19.26
23890 - Sheet-Metal Worker Maintenance 18.71
23910 - Small Engine Mechanic 18.10
23931 - Telecommunications Mechanic I 26.13

23932 - Telecommunications Mechanic II 27.32
23950 - Telephone Lineman 26.80
23960 - Welder Combination Maintenance 18.16
23965 - Well Driller 21.21
23970 - Woodcraft Worker 21.21
23980 - Woodworker 17.28
24000 - Personal Needs Occupations
24550 - Case Manager 14.43
24570 - Child Care Attendant 9.45
24580 - Child Care Center Clerk 14.51
24610 - Chore Aide 10.98
24620 - Family Readiness And Support Services Coordinator 14.43
24630 - Homemaker 16.13
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 21.21
25040 - Sewage Plant Operator 17.65
25070 - Stationary Engineer 21.21
25190 - Ventilation Equipment Tender 16.25
25210 - Water Treatment Plant Operator 17.65
27000 - Protective Service Occupations
27004 - Alarm Monitor 13.58
27007 - Baggage Inspector 13.20
27008 - Corrections Officer 16.60
27010 - Court Security Officer 15.34
27030 - Detection Dog Handler 14.77
27040 - Detention Officer 16.60
27070 - Firefighter 15.84
27101 - Guard I 13.20
27102 - Guard II 14.77
27131 - Police Officer I 17.85
27132 - Police Officer II 19.83
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 11.85
28042 - Carnival Equipment Repairer 12.61
28043 - Carnival Worker 9.40
28210 - Gate Attendant/Gate Tender 14.10
28310 - Lifeguard 12.56
28350 - Park Attendant (Aide) 15.78
28510 - Recreation Aide/Health Facility Attendant 11.68
28515 - Recreation Specialist 19.54
28630 - Sports Official 12.56
28690 - Swimming Pool Operator 15.60
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 19.26
29020 - Hatch Tender 19.26
29030 - Line Handler 19.26
29041 - Stevedore I 18.28
29042 - Stevedore II 20.25
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 42.02
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 28.98
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 31.91
30021 - Archeological Technician I 16.93
30022 - Archeological Technician II 19.38
30023 - Archeological Technician III 23.82
30030 - Cartographic Technician 23.82
30040 - Civil Engineering Technician 23.82
30051 - Cryogenic Technician I 25.55
30052 - Cryogenic Technician II 28.22
30061 - Drafter/CAD Operator I 16.93
30062 - Drafter/CAD Operator II 19.38
30063 - Drafter/CAD Operator III 21.60
30064 - Drafter/CAD Operator IV 25.55
30081 - Engineering Technician I 14.76
30082 - Engineering Technician II 16.93
30083 - Engineering Technician III 19.38
30084 - Engineering Technician IV 24.04
30085 - Engineering Technician V 29.33
30086 - Engineering Technician VI 35.57
30090 - Environmental Technician 24.04
30095 - Evidence Control Specialist 23.06
30210 - Laboratory Technician 23.76
30221 - Latent Fingerprint Technician I 25.55
30222 - Latent Fingerprint Technician II 28.22
30240 - Mathematical Technician 24.04
30361 - Paralegal/Legal Assistant I 18.68
30362 - Paralegal/Legal Assistant II 22.37
30363 - Paralegal/Legal Assistant III 27.37
30364 - Paralegal/Legal Assistant IV 33.11
30375 - Petroleum Supply Specialist 28.22
30390 - Photo-Optics Technician 24.04
30395 - Radiation Control Technician 28.22
30461 - Technical Writer I 24.04
30462 - Technical Writer II 29.33
30463 - Technical Writer III 35.57
30491 - Unexploded Ordnance (UXO) Technician I 26.71
30492 - Unexploded Ordnance (UXO) Technician II 32.31
30493 - Unexploded Ordnance (UXO) Technician III 38.73
30494 - Unexploded (UXO) Safety Escort 26.71
30495 - Unexploded (UXO) Sweep Personnel 26.71
30501 - Weather Forecaster I 25.55
30502 - Weather Forecaster II 31.07
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.60
30621 - Weather Observer Senior (see 2) 24.04
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 32.31
31020 - Bus Aide 12.82
31030 - Bus Driver 16.69

31043 - Driver Courier	13.55
31260 - Parking and Lot Attendant	12.60
31290 - Shuttle Bus Driver	14.39
31310 - Taxi Driver	14.31
31361 - Truckdriver Light	14.39
31362 - Truckdriver Medium	15.23
31363 - Truckdriver Heavy	18.80
31364 - Truckdriver Tractor-Trailer	18.80
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.75
99030 - Cashier	9.67
99050 - Desk Clerk	9.61
99095 - Embalmer	25.92
99130 - Flight Follower	26.71
99251 - Laboratory Animal Caretaker I	16.53
99252 - Laboratory Animal Caretaker II	17.38
99260 - Marketing Analyst	25.98
99310 - Mortician	25.92
99410 - Pest Controller	17.63
99510 - Photofinishing Worker	14.03
99710 - Recycling Laborer	16.06
99711 - Recycling Specialist	18.55
99730 - Refuse Collector	14.72
99810 - Sales Clerk	10.93
99820 - School Crossing Guard	14.99
99830 - Survey Party Chief	24.22
99831 - Surveying Aide	14.27
99832 - Surveying Technician	19.57
99840 - Vending Machine Attendant	19.05
99841 - Vending Machine Repairer	22.59
99842 - Vending Machine Repairer Helper	19.05

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.: 2015-4503
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.

State: Georgia

Area: Georgia Counties of Schley Stewart Talbot Taylor Troup Webster

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		16.71
01013 - Accounting Clerk III		19.00
01020 - Administrative Assistant		24.78
01035 - Court Reporter		16.17
01041 - Customer Service Representative I		12.29
01042 - Customer Service Representative II		13.83
01043 - Customer Service Representative III		15.08
01051 - Data Entry Operator I		15.47
01052 - Data Entry Operator II		16.88
01060 - Dispatcher Motor Vehicle		17.92
01070 - Document Preparation Clerk		12.88
01090 - Duplicating Machine Operator		12.88
01111 - General Clerk I		13.30
01112 - General Clerk II		14.51

01113 - General Clerk III 16.30
01120 - Housing Referral Assistant 18.03
01141 - Messenger Courier 12.16
01191 - Order Clerk I 12.39
01192 - Order Clerk II 13.51
01261 - Personnel Assistant (Employment) I 16.42
01262 - Personnel Assistant (Employment) II 18.36
01263 - Personnel Assistant (Employment) III 20.46
01270 - Production Control Clerk 21.44
01290 - Rental Clerk 12.72
01300 - Scheduler Maintenance 14.46
01311 - Secretary I 14.46
01312 - Secretary II 16.17
01313 - Secretary III 18.03
01320 - Service Order Dispatcher 16.01
01410 - Supply Technician 24.78
01420 - Survey Worker 14.61
01460 - Switchboard Operator/Receptionist 12.63
01531 - Travel Clerk I 12.23
01532 - Travel Clerk II 13.26
01533 - Travel Clerk III 14.29
01611 - Word Processor I 12.88
01612 - Word Processor II 14.46
01613 - Word Processor III 16.17
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.25
05010 - Automotive Electrician 17.62
05040 - Automotive Glass Installer 15.94
05070 - Automotive Worker 15.94
05110 - Mobile Equipment Servicer 14.28
05130 - Motor Equipment Metal Mechanic 17.91
05160 - Motor Equipment Metal Worker 15.94
05190 - Motor Vehicle Mechanic 17.93
05220 - Motor Vehicle Mechanic Helper 13.86
05250 - Motor Vehicle Upholstery Worker 15.59
05280 - Motor Vehicle Wrecker 15.94
05310 - Painter Automotive 16.98
05340 - Radiator Repair Specialist 15.94
05370 - Tire Repairer 15.54
05400 - Transmission Repair Specialist 17.91
07000 - Food Preparation And Service Occupations
07010 - Baker 13.07
07041 - Cook I 10.14
07042 - Cook II 11.32
07070 - Dishwasher 9.07
07130 - Food Service Worker 9.46
07210 - Meat Cutter 13.02
07260 - Waiter/Waitress 8.93
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 17.17

09040 - Furniture Handler 11.89
09080 - Furniture Refinisher 17.11
09090 - Furniture Refinisher Helper 13.73
09110 - Furniture Repairer Minor 15.48
09130 - Upholsterer 17.17
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 10.34
11060 - Elevator Operator 10.09
11090 - Gardener 15.49
11122 - Housekeeping Aide 10.09
11150 - Janitor 10.09
11210 - Laborer Grounds Maintenance 12.59
11240 - Maid or Houseman 9.55
11260 - Pruner 11.54
11270 - Tractor Operator 14.54
11330 - Trail Maintenance Worker 12.59
11360 - Window Cleaner 11.01
12000 - Health Occupations
12010 - Ambulance Driver 17.35
12011 - Breath Alcohol Technician 19.55
12012 - Certified Occupational Therapist Assistant 27.53
12015 - Certified Physical Therapist Assistant 33.51
12020 - Dental Assistant 16.13
12025 - Dental Hygienist 36.12
12030 - EKG Technician 29.63
12035 - Electroneurodiagnostic Technologist 29.63
12040 - Emergency Medical Technician 17.35
12071 - Licensed Practical Nurse I 17.48
12072 - Licensed Practical Nurse II 19.55
12073 - Licensed Practical Nurse III 21.79
12100 - Medical Assistant 14.40
12130 - Medical Laboratory Technician 23.54
12160 - Medical Record Clerk 14.99
12190 - Medical Record Technician 18.30
12195 - Medical Transcriptionist 17.48
12210 - Nuclear Medicine Technologist 42.96
12221 - Nursing Assistant I 11.94
12222 - Nursing Assistant II 13.42
12223 - Nursing Assistant III 14.64
12224 - Nursing Assistant IV 16.45
12235 - Optical Dispenser 21.17
12236 - Optical Technician 17.48
12250 - Pharmacy Technician 14.48
12280 - Phlebotomist 12.91
12305 - Radiologic Technologist 28.41
12311 - Registered Nurse I 26.59
12312 - Registered Nurse II 32.53
12313 - Registered Nurse II Specialist 32.53
12314 - Registered Nurse III 39.37
12315 - Registered Nurse III Anesthetist 39.37

12316 - Registered Nurse IV		47.17
12317 - Scheduler (Drug and Alcohol Testing)		24.22
12320 - Substance Abuse Treatment Counselor		22.66
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.39
13012 - Exhibits Specialist II		25.25
13013 - Exhibits Specialist III		30.88
13041 - Illustrator I		20.60
13042 - Illustrator II		25.25
13043 - Illustrator III		30.88
13047 - Librarian		27.97
13050 - Library Aide/Clerk		13.95
13054 - Library Information Technology Systems Administrator		25.25
13058 - Library Technician		19.12
13061 - Media Specialist I		18.23
13062 - Media Specialist II		20.39
13063 - Media Specialist III		22.72
13071 - Photographer I		17.79
13072 - Photographer II		19.90
13073 - Photographer III		24.65
13074 - Photographer IV		30.15
13075 - Photographer V		36.49
13090 - Technical Order Library Clerk		19.39
13110 - Video Teleconference Technician		18.23
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.84
14042 - Computer Operator II		16.60
14043 - Computer Operator III		18.51
14044 - Computer Operator IV		20.57
14045 - Computer Operator V		22.77
14071 - Computer Programmer I	(see 1)	20.24
14072 - Computer Programmer II	(see 1)	25.08
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		14.84
14160 - Personal Computer Support Technician		20.57
14170 - System Support Specialist		27.41
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.64
15020 - Aircrew Training Devices Instructor (Rated)		37.07
15030 - Air Crew Training Devices Instructor (Pilot)		44.43
15050 - Computer Based Training Specialist / Instructor		30.64
15060 - Educational Technologist		30.52
15070 - Flight Instructor (Pilot)		44.43
15080 - Graphic Artist		21.05
15085 - Maintenance Test Pilot Fixed Jet/Prop		44.43

15086 - Maintenance Test Pilot Rotary Wing 44.43
15088 - Non-Maintenance Test/Co-Pilot 44.43
15090 - Technical Instructor 21.88
15095 - Technical Instructor/Course Developer 26.77
15110 - Test Proctor 17.66
15120 - Tutor 17.66
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.54
16030 - Counter Attendant 9.54
16040 - Dry Cleaner 11.16
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 11.69
16220 - Tailor 12.24
16250 - Washer Machine 10.09
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.19
19040 - Tool And Die Maker 26.31
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.27
21030 - Material Coordinator 21.44
21040 - Material Expediter 21.44
21050 - Material Handling Laborer 11.82
21071 - Order Filler 12.35
21080 - Production Line Worker (Food Processing) 17.27
21110 - Shipping Packer 15.28
21130 - Shipping/Receiving Clerk 15.28
21140 - Store Worker I 13.92
21150 - Stock Clerk 17.88
21210 - Tools And Parts Attendant 17.27
21410 - Warehouse Specialist 17.27
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.20
23019 - Aircraft Logs and Records Technician 20.45
23021 - Aircraft Mechanic I 24.00
23022 - Aircraft Mechanic II 25.20
23023 - Aircraft Mechanic III 26.48
23040 - Aircraft Mechanic Helper 18.18
23050 - Aircraft Painter 22.73
23060 - Aircraft Servicer 20.45
23070 - Aircraft Survival Flight Equipment Technician 22.73
23080 - Aircraft Worker 21.55
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.55
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.00
23110 - Appliance Mechanic 20.25

23120 - Bicycle Repairer	16.93
23125 - Cable Splicer	29.67
23130 - Carpenter Maintenance	18.99
23140 - Carpet Layer	18.90
23160 - Electrician Maintenance	22.55
23181 - Electronics Technician Maintenance I	22.06
23182 - Electronics Technician Maintenance II	23.20
23183 - Electronics Technician Maintenance III	24.30
23260 - Fabric Worker	18.28
23290 - Fire Alarm System Mechanic	20.47
23310 - Fire Extinguisher Repairer	17.28
23311 - Fuel Distribution System Mechanic	21.21
23312 - Fuel Distribution System Operator	17.28
23370 - General Maintenance Worker	16.81
23380 - Ground Support Equipment Mechanic	24.00
23381 - Ground Support Equipment Servicer	20.45
23382 - Ground Support Equipment Worker	21.55
23391 - Gunsmith I	17.28
23392 - Gunsmith II	19.26
23393 - Gunsmith III	21.21
23410 - Heating Ventilation And Air-Conditioning Mechanic	20.60
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	21.55
23430 - Heavy Equipment Mechanic	23.25
23440 - Heavy Equipment Operator	16.03
23460 - Instrument Mechanic	21.21
23465 - Laboratory/Shelter Mechanic	20.25
23470 - Laborer	11.82
23510 - Locksmith	20.25
23530 - Machinery Maintenance Mechanic	24.64
23550 - Machinist Maintenance	21.60
23580 - Maintenance Trades Helper	14.05
23591 - Metrology Technician I	21.21
23592 - Metrology Technician II	22.18
23593 - Metrology Technician III	23.11
23640 - Millwright	23.39
23710 - Office Appliance Repairer	19.88
23760 - Painter Maintenance	19.26
23790 - Pipefitter Maintenance	19.40
23810 - Plumber Maintenance	18.52
23820 - Pneudraulic Systems Mechanic	21.21
23850 - Rigger	21.21
23870 - Scale Mechanic	19.26
23890 - Sheet-Metal Worker Maintenance	18.71
23910 - Small Engine Mechanic	18.10
23931 - Telecommunications Mechanic I	26.13
23932 - Telecommunications Mechanic II	27.32
23950 - Telephone Lineman	22.51
23960 - Welder Combination Maintenance	18.54

23965 - Well Driller	21.21
23970 - Woodcraft Worker	21.21
23980 - Woodworker	17.28
24000 - Personal Needs Occupations	
24550 - Case Manager	14.43
24570 - Child Care Attendant	11.06
24580 - Child Care Center Clerk	13.83
24610 - Chore Aide	10.98
24620 - Family Readiness And Support Services Coordinator	14.43
24630 - Homemaker	15.32
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.21
25040 - Sewage Plant Operator	17.65
25070 - Stationary Engineer	21.21
25190 - Ventilation Equipment Tender	16.25
25210 - Water Treatment Plant Operator	17.65
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.33
27007 - Baggage Inspector	13.38
27008 - Corrections Officer	16.85
27010 - Court Security Officer	15.53
27030 - Detection Dog Handler	15.58
27040 - Detention Officer	16.85
27070 - Firefighter	15.84
27101 - Guard I	13.38
27102 - Guard II	15.58
27131 - Police Officer I	18.50
27132 - Police Officer II	20.56
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.85
28042 - Carnival Equipment Repairer	12.61
28043 - Carnival Worker	9.40
28210 - Gate Attendant/Gate Tender	14.19
28310 - Lifeguard	12.56
28350 - Park Attendant (Aide)	15.86
28510 - Recreation Aide/Health Facility Attendant	11.58
28515 - Recreation Specialist	19.54
28630 - Sports Official	12.64
28690 - Swimming Pool Operator	18.80
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	19.26
29020 - Hatch Tender	19.26
29030 - Line Handler	19.26
29041 - Stevedore I	18.28
29042 - Stevedore II	20.25
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	42.44
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	29.26
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	32.23

30021 - Archeological Technician I		16.64
30022 - Archeological Technician II		18.63
30023 - Archeological Technician III		23.06
30030 - Cartographic Technician		23.06
30040 - Civil Engineering Technician		22.58
30051 - Cryogenic Technician I		25.55
30052 - Cryogenic Technician II		28.22
30061 - Drafter/CAD Operator I		16.64
30062 - Drafter/CAD Operator II		18.63
30063 - Drafter/CAD Operator III		20.76
30064 - Drafter/CAD Operator IV		25.55
30081 - Engineering Technician I		14.76
30082 - Engineering Technician II		16.58
30083 - Engineering Technician III		18.55
30084 - Engineering Technician IV		27.52
30085 - Engineering Technician V		33.30
30086 - Engineering Technician VI		33.99
30090 - Environmental Technician		23.06
30095 - Evidence Control Specialist		23.06
30210 - Laboratory Technician		20.96
30221 - Latent Fingerprint Technician I		25.55
30222 - Latent Fingerprint Technician II		28.22
30240 - Mathematical Technician		23.06
30361 - Paralegal/Legal Assistant I		18.70
30362 - Paralegal/Legal Assistant II		23.17
30363 - Paralegal/Legal Assistant III		28.34
30364 - Paralegal/Legal Assistant IV		34.29
30375 - Petroleum Supply Specialist		28.22
30390 - Photo-Optics Technician		23.24
30395 - Radiation Control Technician		28.22
30461 - Technical Writer I		23.06
30462 - Technical Writer II		28.22
30463 - Technical Writer III		34.14
30491 - Unexploded Ordnance (UXO) Technician I		26.97
30492 - Unexploded Ordnance (UXO) Technician II		32.64
30493 - Unexploded Ordnance (UXO) Technician III		39.12
30494 - Unexploded (UXO) Safety Escort		26.97
30495 - Unexploded (UXO) Sweep Personnel		26.97
30501 - Weather Forecaster I		25.55
30502 - Weather Forecaster II		31.07
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	20.94
30621 - Weather Observer Senior	(see 2)	23.24
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		32.64
31020 - Bus Aide		11.30
31030 - Bus Driver		16.60
31043 - Driver Courier		13.13
31260 - Parking and Lot Attendant		12.60
31290 - Shuttle Bus Driver		13.96

31310 - Taxi Driver	11.58
31361 - Truckdriver Light	13.96
31362 - Truckdriver Medium	14.78
31363 - Truckdriver Heavy	18.80
31364 - Truckdriver Tractor-Trailer	18.80
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.91
99030 - Cashier	9.94
99050 - Desk Clerk	10.10
99095 - Embalmer	25.92
99130 - Flight Follower	26.97
99251 - Laboratory Animal Caretaker I	13.92
99252 - Laboratory Animal Caretaker II	14.95
99260 - Marketing Analyst	25.98
99310 - Mortician	25.92
99410 - Pest Controller	18.13
99510 - Photofinishing Worker	14.17
99710 - Recycling Laborer	16.66
99711 - Recycling Specialist	19.25
99730 - Refuse Collector	15.27
99810 - Sales Clerk	11.78
99820 - School Crossing Guard	15.27
99830 - Survey Party Chief	20.66
99831 - Surveying Aide	14.64
99832 - Surveying Technician	20.01
99840 - Vending Machine Attendant	19.25
99841 - Vending Machine Repairer	22.88
99842 - Vending Machine Repairer Helper	19.25

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4504
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: Georgia

Area: Georgia Counties of Schley Stewart Talbot Taylor Troup Webster

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.53
01012 - Accounting Clerk II		15.19
01013 - Accounting Clerk III		17.27
01020 - Administrative Assistant		22.53
01035 - Court Reporter		16.17
01041 - Customer Service Representative I		11.17
01042 - Customer Service Representative II		12.57
01043 - Customer Service Representative III		13.71
01051 - Data Entry Operator I		14.27
01052 - Data Entry Operator II		15.57
01060 - Dispatcher Motor Vehicle		17.92
01070 - Document Preparation Clerk		12.88

01090 - Duplicating Machine Operator 12.88
01111 - General Clerk I 12.41
01112 - General Clerk II 13.54
01113 - General Clerk III 15.20
01120 - Housing Referral Assistant 18.03
01141 - Messenger Courier 12.16
01191 - Order Clerk I 12.39
01192 - Order Clerk II 13.51
01261 - Personnel Assistant (Employment) I 15.65
01262 - Personnel Assistant (Employment) II 17.52
01263 - Personnel Assistant (Employment) III 19.53
01270 - Production Control Clerk 21.44
01290 - Rental Clerk 12.72
01300 - Scheduler Maintenance 14.46
01311 - Secretary I 14.46
01312 - Secretary II 16.17
01313 - Secretary III 18.03
01320 - Service Order Dispatcher 16.01
01410 - Supply Technician 22.53
01420 - Survey Worker 13.28
01460 - Switchboard Operator/Receptionist 12.63
01531 - Travel Clerk I 11.72
01532 - Travel Clerk II 12.81
01533 - Travel Clerk III 13.77
01611 - Word Processor I 12.88
01612 - Word Processor II 14.46
01613 - Word Processor III 16.17
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.25
05010 - Automotive Electrician 17.62
05040 - Automotive Glass Installer 15.94
05070 - Automotive Worker 15.94
05110 - Mobile Equipment Servicer 14.16
05130 - Motor Equipment Metal Mechanic 17.91
05160 - Motor Equipment Metal Worker 15.94
05190 - Motor Vehicle Mechanic 17.93
05220 - Motor Vehicle Mechanic Helper 13.86
05250 - Motor Vehicle Upholstery Worker 15.59
05280 - Motor Vehicle Wrecker 15.94
05310 - Painter Automotive 16.98
05340 - Radiator Repair Specialist 15.94
05370 - Tire Repairer 14.80
05400 - Transmission Repair Specialist 17.91
07000 - Food Preparation And Service Occupations
07010 - Baker 13.07
07041 - Cook I 10.03
07042 - Cook II 11.27
07070 - Dishwasher 9.00
07130 - Food Service Worker 9.03
07210 - Meat Cutter 13.02

07260 - Waiter/Waitress	8.79
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.78
09040 - Furniture Handler	11.16
09080 - Furniture Refinisher	15.55
09090 - Furniture Refinisher Helper	13.03
09110 - Furniture Repairer Minor	14.91
09130 - Upholsterer	16.78
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	9.40
11060 - Elevator Operator	9.60
11090 - Gardener	14.65
11122 - Housekeeping Aide	9.60
11150 - Janitor	9.60
11210 - Laborer Grounds Maintenance	11.92
11240 - Maid or Houseman	8.92
11260 - Pruner	10.93
11270 - Tractor Operator	13.77
11330 - Trail Maintenance Worker	11.92
11360 - Window Cleaner	10.47
12000 - Health Occupations	
12010 - Ambulance Driver	17.35
12011 - Breath Alcohol Technician	18.30
12012 - Certified Occupational Therapist Assistant	27.53
12015 - Certified Physical Therapist Assistant	30.46
12020 - Dental Assistant	16.13
12025 - Dental Hygienist	36.12
12030 - EKG Technician	26.95
12035 - Electroneurodiagnostic Technologist	26.95
12040 - Emergency Medical Technician	17.35
12071 - Licensed Practical Nurse I	16.35
12072 - Licensed Practical Nurse II	18.30
12073 - Licensed Practical Nurse III	20.40
12100 - Medical Assistant	13.96
12130 - Medical Laboratory Technician	21.40
12160 - Medical Record Clerk	14.99
12190 - Medical Record Technician	18.30
12195 - Medical Transcriptionist	16.26
12210 - Nuclear Medicine Technologist	40.20
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	21.17
12236 - Optical Technician	16.35
12250 - Pharmacy Technician	14.31
12280 - Phlebotomist	12.63
12305 - Radiologic Technologist	28.07
12311 - Registered Nurse I	24.89
12312 - Registered Nurse II	30.44

12313 - Registered Nurse II Specialist		30.44
12314 - Registered Nurse III		36.83
12315 - Registered Nurse III Anesthetist		36.83
12316 - Registered Nurse IV		44.15
12317 - Scheduler (Drug and Alcohol Testing)		22.66
12320 - Substance Abuse Treatment Counselor		22.66
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.39
13012 - Exhibits Specialist II		25.25
13013 - Exhibits Specialist III		30.88
13041 - Illustrator I		20.60
13042 - Illustrator II		25.25
13043 - Illustrator III		30.88
13047 - Librarian		27.97
13050 - Library Aide/Clerk		12.68
13054 - Library Information Technology Systems Administrator		25.25
13058 - Library Technician		19.12
13061 - Media Specialist I		18.23
13062 - Media Specialist II		20.39
13063 - Media Specialist III		22.72
13071 - Photographer I		17.68
13072 - Photographer II		19.78
13073 - Photographer III		24.49
13074 - Photographer IV		29.96
13075 - Photographer V		36.25
13090 - Technical Order Library Clerk		17.63
13110 - Video Teleconference Technician		18.23
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.49
14042 - Computer Operator II		15.09
14043 - Computer Operator III		16.83
14044 - Computer Operator IV		18.70
14045 - Computer Operator V		20.70
14071 - Computer Programmer I	(see 1)	20.24
14072 - Computer Programmer II	(see 1)	25.08
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		13.49
14160 - Personal Computer Support Technician		18.70
14170 - System Support Specialist		27.41
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.64
15020 - Aircrew Training Devices Instructor (Rated)		37.07
15030 - Air Crew Training Devices Instructor (Pilot)		44.43
15050 - Computer Based Training Specialist / Instructor		30.64
15060 - Educational Technologist		30.07

15070 - Flight Instructor (Pilot) 44.43
15080 - Graphic Artist 21.05
15085 - Maintenance Test Pilot Fixed Jet/Prop 44.43
15086 - Maintenance Test Pilot Rotary Wing 44.43
15088 - Non-Maintenance Test/Co-Pilot 44.43
15090 - Technical Instructor 21.88
15095 - Technical Instructor/Course Developer 26.77
15110 - Test Proctor 17.66
15120 - Tutor 17.66
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.24
16030 - Counter Attendant 9.24
16040 - Dry Cleaner 10.81
16070 - Finisher Flatwork Machine 9.24
16090 - Presser Hand 9.24
16110 - Presser Machine Drycleaning 9.24
16130 - Presser Machine Shirts 9.24
16160 - Presser Machine Wearing Apparel Laundry 9.24
16190 - Sewing Machine Operator 11.33
16220 - Tailor 11.86
16250 - Washer Machine 9.78
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.82
19040 - Tool And Die Maker 25.88
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.27
21030 - Material Coordinator 21.44
21040 - Material Expediter 21.44
21050 - Material Handling Laborer 11.19
21071 - Order Filler 12.35
21080 - Production Line Worker (Food Processing) 17.27
21110 - Shipping Packer 15.28
21130 - Shipping/Receiving Clerk 15.28
21140 - Store Worker I 13.66
21150 - Stock Clerk 17.55
21210 - Tools And Parts Attendant 17.27
21410 - Warehouse Specialist 17.27
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.20
23019 - Aircraft Logs and Records Technician 20.45
23021 - Aircraft Mechanic I 24.00
23022 - Aircraft Mechanic II 25.20
23023 - Aircraft Mechanic III 26.48
23040 - Aircraft Mechanic Helper 18.18
23050 - Aircraft Painter 22.73
23060 - Aircraft Servicer 20.45
23070 - Aircraft Survival Flight Equipment Technician 22.73
23080 - Aircraft Worker 21.55
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.55

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.00
23110 - Appliance Mechanic 20.25
23120 - Bicycle Repairer 16.23
23125 - Cable Splicer 26.97
23130 - Carpenter Maintenance 17.26
23140 - Carpet Layer 18.61
23160 - Electrician Maintenance 22.55
23181 - Electronics Technician Maintenance I 22.06
23182 - Electronics Technician Maintenance II 23.20
23183 - Electronics Technician Maintenance III 24.30
23260 - Fabric Worker 18.28
23290 - Fire Alarm System Mechanic 20.47
23310 - Fire Extinguisher Repairer 17.28
23311 - Fuel Distribution System Mechanic 21.21
23312 - Fuel Distribution System Operator 17.28
23370 - General Maintenance Worker 16.52
23380 - Ground Support Equipment Mechanic 24.00
23381 - Ground Support Equipment Servicer 20.45
23382 - Ground Support Equipment Worker 21.55
23391 - Gunsmith I 17.28
23392 - Gunsmith II 19.26
23393 - Gunsmith III 21.21
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.60
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.55
23430 - Heavy Equipment Mechanic 23.25
23440 - Heavy Equipment Operator 16.03
23460 - Instrument Mechanic 21.21
23465 - Laboratory/Shelter Mechanic 20.25
23470 - Laborer 10.86
23510 - Locksmith 20.25
23530 - Machinery Maintenance Mechanic 24.17
23550 - Machinist Maintenance 21.52
23580 - Maintenance Trades Helper 12.85
23591 - Metrology Technician I 21.21
23592 - Metrology Technician II 22.18
23593 - Metrology Technician III 23.11
23640 - Millwright 22.56
23710 - Office Appliance Repairer 18.44
23760 - Painter Maintenance 18.13
23790 - Pipefitter Maintenance 19.40
23810 - Plumber Maintenance 18.52
23820 - Pneudraulic Systems Mechanic 21.21
23850 - Rigger 21.21
23870 - Scale Mechanic 19.26
23890 - Sheet-Metal Worker Maintenance 18.71
23910 - Small Engine Mechanic 18.10
23931 - Telecommunications Mechanic I 26.13

23932 - Telecommunications Mechanic II 27.32
23950 - Telephone Lineman 22.51
23960 - Welder Combination Maintenance 18.16
23965 - Well Driller 21.21
23970 - Woodcraft Worker 21.21
23980 - Woodworker 17.28
24000 - Personal Needs Occupations
24550 - Case Manager 14.43
24570 - Child Care Attendant 11.06
24580 - Child Care Center Clerk 13.83
24610 - Chore Aide 10.98
24620 - Family Readiness And Support Services Coordinator 14.43
24630 - Homemaker 15.32
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 21.21
25040 - Sewage Plant Operator 17.65
25070 - Stationary Engineer 21.21
25190 - Ventilation Equipment Tender 16.25
25210 - Water Treatment Plant Operator 17.65
27000 - Protective Service Occupations
27004 - Alarm Monitor 15.33
27007 - Baggage Inspector 13.38
27008 - Corrections Officer 16.85
27010 - Court Security Officer 15.34
27030 - Detection Dog Handler 15.58
27040 - Detention Officer 16.85
27070 - Firefighter 15.84
27101 - Guard I 13.38
27102 - Guard II 15.58
27131 - Police Officer I 17.85
27132 - Police Officer II 19.83
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 11.85
28042 - Carnival Equipment Repairer 12.61
28043 - Carnival Worker 9.40
28210 - Gate Attendant/Gate Tender 14.19
28310 - Lifeguard 12.56
28350 - Park Attendant (Aide) 15.86
28510 - Recreation Aide/Health Facility Attendant 11.58
28515 - Recreation Specialist 19.54
28630 - Sports Official 12.64
28690 - Swimming Pool Operator 18.80
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 19.26
29020 - Hatch Tender 19.26
29030 - Line Handler 19.26
29041 - Stevedore I 18.28
29042 - Stevedore II 20.25
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 42.02
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 28.98
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 31.91
30021 - Archeological Technician I 16.64
30022 - Archeological Technician II 18.63
30023 - Archeological Technician III 23.06
30030 - Cartographic Technician 23.06
30040 - Civil Engineering Technician 21.39
30051 - Cryogenic Technician I 25.55
30052 - Cryogenic Technician II 28.22
30061 - Drafter/CAD Operator I 16.64
30062 - Drafter/CAD Operator II 18.63
30063 - Drafter/CAD Operator III 20.76
30064 - Drafter/CAD Operator IV 25.55
30081 - Engineering Technician I 14.76
30082 - Engineering Technician II 16.58
30083 - Engineering Technician III 18.55
30084 - Engineering Technician IV 27.52
30085 - Engineering Technician V 33.30
30086 - Engineering Technician VI 33.99
30090 - Environmental Technician 23.06
30095 - Evidence Control Specialist 23.06
30210 - Laboratory Technician 20.96
30221 - Latent Fingerprint Technician I 25.55
30222 - Latent Fingerprint Technician II 28.22
30240 - Mathematical Technician 23.06
30361 - Paralegal/Legal Assistant I 18.70
30362 - Paralegal/Legal Assistant II 23.17
30363 - Paralegal/Legal Assistant III 28.34
30364 - Paralegal/Legal Assistant IV 34.29
30375 - Petroleum Supply Specialist 28.22
30390 - Photo-Optics Technician 23.24
30395 - Radiation Control Technician 28.22
30461 - Technical Writer I 23.06
30462 - Technical Writer II 28.22
30463 - Technical Writer III 34.14
30491 - Unexploded Ordnance (UXO) Technician I 26.71
30492 - Unexploded Ordnance (UXO) Technician II 32.31
30493 - Unexploded Ordnance (UXO) Technician III 38.73
30494 - Unexploded (UXO) Safety Escort 26.71
30495 - Unexploded (UXO) Sweep Personnel 26.71
30501 - Weather Forecaster I 25.55
30502 - Weather Forecaster II 31.07
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.94
30621 - Weather Observer Senior (see 2) 23.24
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 32.31
31020 - Bus Aide 11.30
31030 - Bus Driver 15.09

31043 - Driver Courier	13.13
31260 - Parking and Lot Attendant	12.60
31290 - Shuttle Bus Driver	13.96
31310 - Taxi Driver	11.58
31361 - Truckdriver Light	13.96
31362 - Truckdriver Medium	14.78
31363 - Truckdriver Heavy	18.80
31364 - Truckdriver Tractor-Trailer	18.80
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.75
99030 - Cashier	9.67
99050 - Desk Clerk	10.10
99095 - Embalmer	25.92
99130 - Flight Follower	26.71
99251 - Laboratory Animal Caretaker I	13.92
99252 - Laboratory Animal Caretaker II	14.95
99260 - Marketing Analyst	25.98
99310 - Mortician	25.92
99410 - Pest Controller	17.63
99510 - Photofinishing Worker	14.03
99710 - Recycling Laborer	16.06
99711 - Recycling Specialist	18.55
99730 - Refuse Collector	14.72
99810 - Sales Clerk	10.93
99820 - School Crossing Guard	14.99
99830 - Survey Party Chief	18.78
99831 - Surveying Aide	13.31
99832 - Surveying Technician	18.19
99840 - Vending Machine Attendant	19.05
99841 - Vending Machine Repairer	22.59
99842 - Vending Machine Repairer Helper	19.05

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.: 2015-4505
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.

State: Georgia

Area: Georgia Counties of Baldwin Bleckley Crisp Dodge Dooly Laurens Macon Putnam Upson Wilcox Wilkinson

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		16.71
01013 - Accounting Clerk III		18.70
01020 - Administrative Assistant		24.78
01035 - Court Reporter		16.17
01041 - Customer Service Representative I		12.29
01042 - Customer Service Representative II		13.83
01043 - Customer Service Representative III		15.08
01051 - Data Entry Operator I		15.47
01052 - Data Entry Operator II		16.88
01060 - Dispatcher Motor Vehicle		17.92
01070 - Document Preparation Clerk		12.88
01090 - Duplicating Machine Operator		12.88
01111 - General Clerk I		13.30

01112 - General Clerk II 14.51
01113 - General Clerk III 16.30
01120 - Housing Referral Assistant 18.03
01141 - Messenger Courier 12.16
01191 - Order Clerk I 12.39
01192 - Order Clerk II 13.69
01261 - Personnel Assistant (Employment) I 16.42
01262 - Personnel Assistant (Employment) II 18.36
01263 - Personnel Assistant (Employment) III 20.46
01270 - Production Control Clerk 21.44
01290 - Rental Clerk 14.08
01300 - Scheduler Maintenance 14.46
01311 - Secretary I 14.46
01312 - Secretary II 16.17
01313 - Secretary III 18.03
01320 - Service Order Dispatcher 16.01
01410 - Supply Technician 24.78
01420 - Survey Worker 14.61
01460 - Switchboard Operator/Receptionist 12.63
01531 - Travel Clerk I 12.23
01532 - Travel Clerk II 13.26
01533 - Travel Clerk III 14.29
01611 - Word Processor I 12.88
01612 - Word Processor II 14.46
01613 - Word Processor III 16.17
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.25
05010 - Automotive Electrician 17.65
05040 - Automotive Glass Installer 16.98
05070 - Automotive Worker 16.98
05110 - Mobile Equipment Servicer 15.63
05130 - Motor Equipment Metal Mechanic 18.36
05160 - Motor Equipment Metal Worker 16.98
05190 - Motor Vehicle Mechanic 17.56
05220 - Motor Vehicle Mechanic Helper 14.95
05250 - Motor Vehicle Upholstery Worker 16.30
05280 - Motor Vehicle Wrecker 16.98
05310 - Painter Automotive 17.65
05340 - Radiator Repair Specialist 16.98
05370 - Tire Repairer 15.88
05400 - Transmission Repair Specialist 18.36
07000 - Food Preparation And Service Occupations
07010 - Baker 11.28
07041 - Cook I 10.14
07042 - Cook II 11.32
07070 - Dishwasher 9.07
07130 - Food Service Worker 9.46
07210 - Meat Cutter 13.23
07260 - Waiter/Waitress 8.93
09000 - Furniture Maintenance And Repair Occupations

09010 - Electrostatic Spray Painter 17.28
09040 - Furniture Handler 12.35
09080 - Furniture Refinisher 17.28
09090 - Furniture Refinisher Helper 14.63
09110 - Furniture Repairer Minor 15.95
09130 - Upholsterer 17.28
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 10.48
11060 - Elevator Operator 10.09
11090 - Gardener 15.49
11122 - Housekeeping Aide 10.09
11150 - Janitor 10.09
11210 - Laborer Grounds Maintenance 12.59
11240 - Maid or Houseman 9.55
11260 - Pruner 11.54
11270 - Tractor Operator 14.54
11330 - Trail Maintenance Worker 12.59
11360 - Window Cleaner 11.01
12000 - Health Occupations
12010 - Ambulance Driver 17.17
12011 - Breath Alcohol Technician 19.55
12012 - Certified Occupational Therapist Assistant 27.53
12015 - Certified Physical Therapist Assistant 33.92
12020 - Dental Assistant 16.13
12025 - Dental Hygienist 31.21
12030 - EKG Technician 29.63
12035 - Electroneurodiagnostic Technologist 29.63
12040 - Emergency Medical Technician 17.17
12071 - Licensed Practical Nurse I 17.48
12072 - Licensed Practical Nurse II 19.55
12073 - Licensed Practical Nurse III 21.79
12100 - Medical Assistant 14.40
12130 - Medical Laboratory Technician 25.19
12160 - Medical Record Clerk 14.99
12190 - Medical Record Technician 18.30
12195 - Medical Transcriptionist 17.48
12210 - Nuclear Medicine Technologist 42.96
12221 - Nursing Assistant I 11.94
12222 - Nursing Assistant II 13.42
12223 - Nursing Assistant III 14.64
12224 - Nursing Assistant IV 16.45
12235 - Optical Dispenser 21.66
12236 - Optical Technician 17.48
12250 - Pharmacy Technician 14.48
12280 - Phlebotomist 13.18
12305 - Radiologic Technologist 28.41
12311 - Registered Nurse I 26.59
12312 - Registered Nurse II 32.53
12313 - Registered Nurse II Specialist 32.53
12314 - Registered Nurse III 39.37

12315 - Registered Nurse III Anesthetist		39.37
12316 - Registered Nurse IV		47.17
12317 - Scheduler (Drug and Alcohol Testing)		24.22
12320 - Substance Abuse Treatment Counselor		22.66
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.39
13012 - Exhibits Specialist II		25.25
13013 - Exhibits Specialist III		30.88
13041 - Illustrator I		20.39
13042 - Illustrator II		25.25
13043 - Illustrator III		30.88
13047 - Librarian		27.97
13050 - Library Aide/Clerk		14.49
13054 - Library Information Technology Systems Administrator		25.25
13058 - Library Technician		17.94
13061 - Media Specialist I		18.23
13062 - Media Specialist II		20.39
13063 - Media Specialist III		22.72
13071 - Photographer I		17.79
13072 - Photographer II		20.39
13073 - Photographer III		24.65
13074 - Photographer IV		30.15
13075 - Photographer V		36.49
13090 - Technical Order Library Clerk		19.39
13110 - Video Teleconference Technician		18.23
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.98
14042 - Computer Operator II		17.88
14043 - Computer Operator III		20.58
14044 - Computer Operator IV		23.41
14045 - Computer Operator V		26.00
14071 - Computer Programmer I	(see 1)	21.48
14072 - Computer Programmer II	(see 1)	26.62
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.98
14160 - Personal Computer Support Technician		23.48
14170 - System Support Specialist		27.93
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.64
15020 - Aircrew Training Devices Instructor (Rated)		37.07
15030 - Air Crew Training Devices Instructor (Pilot)		44.43
15050 - Computer Based Training Specialist / Instructor		30.64
15060 - Educational Technologist		30.52
15070 - Flight Instructor (Pilot)		44.43
15080 - Graphic Artist		21.01

15085 - Maintenance Test Pilot Fixed Jet/Prop 44.43
15086 - Maintenance Test Pilot Rotary Wing 44.43
15088 - Non-Maintenance Test/Co-Pilot 44.43
15090 - Technical Instructor 20.89
15095 - Technical Instructor/Course Developer 25.55
15110 - Test Proctor 16.87
15120 - Tutor 16.87
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.54
16030 - Counter Attendant 9.54
16040 - Dry Cleaner 11.16
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 11.69
16220 - Tailor 12.24
16250 - Washer Machine 10.09
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.19
19040 - Tool And Die Maker 26.31
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.28
21030 - Material Coordinator 21.44
21040 - Material Expediter 21.44
21050 - Material Handling Laborer 11.91
21071 - Order Filler 12.02
21080 - Production Line Worker (Food Processing) 17.28
21110 - Shipping Packer 15.28
21130 - Shipping/Receiving Clerk 15.28
21140 - Store Worker I 13.92
21150 - Stock Clerk 17.88
21210 - Tools And Parts Attendant 17.28
21410 - Warehouse Specialist 17.28
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.88
23019 - Aircraft Logs and Records Technician 21.35
23021 - Aircraft Mechanic I 24.74
23022 - Aircraft Mechanic II 25.88
23023 - Aircraft Mechanic III 26.96
23040 - Aircraft Mechanic Helper 18.97
23050 - Aircraft Painter 23.60
23060 - Aircraft Servicer 21.35
23070 - Aircraft Survival Flight Equipment Technician 23.60
23080 - Aircraft Worker 22.49
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.49
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.74

23110 - Appliance Mechanic 20.25
23120 - Bicycle Repairer 17.28
23125 - Cable Splicer 30.39
23130 - Carpenter Maintenance 19.83
23140 - Carpet Layer 19.81
23160 - Electrician Maintenance 22.55
23181 - Electronics Technician Maintenance I 22.06
23182 - Electronics Technician Maintenance II 23.20
23183 - Electronics Technician Maintenance III 24.30
23260 - Fabric Worker 18.28
23290 - Fire Alarm System Mechanic 20.47
23310 - Fire Extinguisher Repairer 17.28
23311 - Fuel Distribution System Mechanic 21.21
23312 - Fuel Distribution System Operator 17.73
23370 - General Maintenance Worker 16.96
23380 - Ground Support Equipment Mechanic 24.74
23381 - Ground Support Equipment Servicer 21.35
23382 - Ground Support Equipment Worker 22.49
23391 - Gunsmith I 17.28
23392 - Gunsmith II 19.26
23393 - Gunsmith III 21.21
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.85
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.89
23430 - Heavy Equipment Mechanic 23.32
23440 - Heavy Equipment Operator 16.10
23460 - Instrument Mechanic 21.21
23465 - Laboratory/Shelter Mechanic 20.25
23470 - Laborer 11.82
23510 - Locksmith 20.25
23530 - Machinery Maintenance Mechanic 24.64
23550 - Machinist Maintenance 21.60
23580 - Maintenance Trades Helper 14.64
23591 - Metrology Technician I 21.21
23592 - Metrology Technician II 22.18
23593 - Metrology Technician III 23.11
23640 - Millwright 23.39
23710 - Office Appliance Repairer 19.88
23760 - Painter Maintenance 19.26
23790 - Pipefitter Maintenance 20.61
23810 - Plumber Maintenance 19.83
23820 - Pneudraulic Systems Mechanic 21.21
23850 - Rigger 21.21
23870 - Scale Mechanic 19.26
23890 - Sheet-Metal Worker Maintenance 22.36
23910 - Small Engine Mechanic 18.36
23931 - Telecommunications Mechanic I 26.99
23932 - Telecommunications Mechanic II 28.20
23950 - Telephone Lineman 26.17

23960 - Welder Combination Maintenance		18.54
23965 - Well Driller		21.21
23970 - Woodcraft Worker		21.21
23980 - Woodworker		17.28
24000 - Personal Needs Occupations		
24550 - Case Manager		14.43
24570 - Child Care Attendant		9.10
24580 - Child Care Center Clerk		12.58
24610 - Chore Aide		10.98
24620 - Family Readiness And Support Services Coordinator		14.43
24630 - Homemaker		14.43
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		22.48
25040 - Sewage Plant Operator		17.65
25070 - Stationary Engineer		22.48
25190 - Ventilation Equipment Tender		16.25
25210 - Water Treatment Plant Operator		17.65
27000 - Protective Service Occupations		
27004 - Alarm Monitor		14.29
27007 - Baggage Inspector		13.20
27008 - Corrections Officer		16.78
27010 - Court Security Officer		15.53
27030 - Detection Dog Handler		14.77
27040 - Detention Officer		16.78
27070 - Firefighter		15.84
27101 - Guard I		13.20
27102 - Guard II		14.77
27131 - Police Officer I		18.50
27132 - Police Officer II		20.56
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		11.85
28042 - Carnival Equipment Repairer		12.61
28043 - Carnival Worker		9.40
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		19.54
28630 - Sports Official		12.75
28690 - Swimming Pool Operator		15.62
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		20.23
29020 - Hatch Tender		20.23
29030 - Line Handler		20.23
29041 - Stevedore I		19.51
29042 - Stevedore II		21.12
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	42.44
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	29.26

30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 32.23
30021 - Archeological Technician I 18.00
30022 - Archeological Technician II 20.72
30023 - Archeological Technician III 23.06
30030 - Cartographic Technician 23.13
30040 - Civil Engineering Technician 22.58
30051 - Cryogenic Technician I 25.55
30052 - Cryogenic Technician II 28.22
30061 - Drafter/CAD Operator I 18.00
30062 - Drafter/CAD Operator II 20.72
30063 - Drafter/CAD Operator III 20.95
30064 - Drafter/CAD Operator IV 25.55
30081 - Engineering Technician I 14.82
30082 - Engineering Technician II 16.64
30083 - Engineering Technician III 18.63
30084 - Engineering Technician IV 23.06
30085 - Engineering Technician V 28.22
30086 - Engineering Technician VI 34.14
30090 - Environmental Technician 23.06
30095 - Evidence Control Specialist 23.06
30210 - Laboratory Technician 23.05
30221 - Latent Fingerprint Technician I 25.55
30222 - Latent Fingerprint Technician II 28.22
30240 - Mathematical Technician 23.06
30361 - Paralegal/Legal Assistant I 18.70
30362 - Paralegal/Legal Assistant II 23.17
30363 - Paralegal/Legal Assistant III 28.34
30364 - Paralegal/Legal Assistant IV 34.29
30375 - Petroleum Supply Specialist 28.22
30390 - Photo-Optics Technician 23.06
30395 - Radiation Control Technician 28.22
30461 - Technical Writer I 23.06
30462 - Technical Writer II 28.22
30463 - Technical Writer III 34.14
30491 - Unexploded Ordnance (UXO) Technician I 26.97
30492 - Unexploded Ordnance (UXO) Technician II 32.64
30493 - Unexploded Ordnance (UXO) Technician III 39.12
30494 - Unexploded (UXO) Safety Escort 26.97
30495 - Unexploded (UXO) Sweep Personnel 26.97
30501 - Weather Forecaster I 25.55
30502 - Weather Forecaster II 31.07
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.95
30621 - Weather Observer Senior (see 2) 23.06
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 32.64
31020 - Bus Aide 12.42
31030 - Bus Driver 16.97
31043 - Driver Courier 13.52
31260 - Parking and Lot Attendant 12.60

31290 - Shuttle Bus Driver	14.31
31310 - Taxi Driver	11.44
31361 - Truckdriver Light	14.31
31362 - Truckdriver Medium	15.10
31363 - Truckdriver Heavy	18.80
31364 - Truckdriver Tractor-Trailer	18.80
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.91
99030 - Cashier	9.94
99050 - Desk Clerk	9.40
99095 - Embalmer	25.92
99130 - Flight Follower	26.97
99251 - Laboratory Animal Caretaker I	16.42
99252 - Laboratory Animal Caretaker II	17.28
99260 - Marketing Analyst	25.98
99310 - Mortician	25.92
99410 - Pest Controller	18.13
99510 - Photofinishing Worker	14.17
99710 - Recycling Laborer	16.66
99711 - Recycling Specialist	19.25
99730 - Refuse Collector	15.27
99810 - Sales Clerk	11.78
99820 - School Crossing Guard	15.27
99830 - Survey Party Chief	23.49
99831 - Surveying Aide	18.14
99832 - Surveying Technician	21.37
99840 - Vending Machine Attendant	19.25
99841 - Vending Machine Repairer	22.88
99842 - Vending Machine Repairer Helper	19.25

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or

stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4506
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: Georgia

Area: Georgia Counties of Baldwin Bleckley Crisp Dodge Dooly Laurens Macon Putnam Upson Wilcox Wilkinson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.53
01012 - Accounting Clerk II		15.19
01013 - Accounting Clerk III		17.00
01020 - Administrative Assistant		22.53
01035 - Court Reporter		16.17
01041 - Customer Service Representative I		11.17
01042 - Customer Service Representative II		12.57
01043 - Customer Service Representative III		13.71
01051 - Data Entry Operator I		14.27
01052 - Data Entry Operator II		15.57
01060 - Dispatcher Motor Vehicle		17.92

01070 - Document Preparation Clerk	12.88
01090 - Duplicating Machine Operator	12.88
01111 - General Clerk I	12.41
01112 - General Clerk II	13.54
01113 - General Clerk III	15.20
01120 - Housing Referral Assistant	18.03
01141 - Messenger Courier	12.16
01191 - Order Clerk I	12.39
01192 - Order Clerk II	13.69
01261 - Personnel Assistant (Employment) I	15.65
01262 - Personnel Assistant (Employment) II	18.15
01263 - Personnel Assistant (Employment) III	19.53
01270 - Production Control Clerk	21.44
01290 - Rental Clerk	14.08
01300 - Scheduler Maintenance	14.46
01311 - Secretary I	14.46
01312 - Secretary II	16.17
01313 - Secretary III	18.03
01320 - Service Order Dispatcher	16.01
01410 - Supply Technician	22.53
01420 - Survey Worker	13.28
01460 - Switchboard Operator/Receptionist	12.63
01531 - Travel Clerk I	11.72
01532 - Travel Clerk II	12.81
01533 - Travel Clerk III	13.77
01611 - Word Processor I	12.88
01612 - Word Processor II	14.46
01613 - Word Processor III	16.17
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	22.25
05010 - Automotive Electrician	17.65
05040 - Automotive Glass Installer	16.98
05070 - Automotive Worker	16.98
05110 - Mobile Equipment Servicer	15.63
05130 - Motor Equipment Metal Mechanic	18.36
05160 - Motor Equipment Metal Worker	16.98
05190 - Motor Vehicle Mechanic	17.41
05220 - Motor Vehicle Mechanic Helper	14.95
05250 - Motor Vehicle Upholstery Worker	16.30
05280 - Motor Vehicle Wrecker	16.98
05310 - Painter Automotive	17.65
05340 - Radiator Repair Specialist	16.98
05370 - Tire Repairer	15.88
05400 - Transmission Repair Specialist	18.36
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.28
07041 - Cook I	10.03
07042 - Cook II	11.18
07070 - Dishwasher	9.00
07130 - Food Service Worker	9.03

07210 - Meat Cutter	13.23
07260 - Waiter/Waitress	8.79
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.28
09040 - Furniture Handler	12.35
09080 - Furniture Refinisher	17.28
09090 - Furniture Refinisher Helper	14.63
09110 - Furniture Repairer Minor	15.95
09130 - Upholsterer	17.28
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	9.84
11060 - Elevator Operator	9.84
11090 - Gardener	14.84
11122 - Housekeeping Aide	9.60
11150 - Janitor	9.60
11210 - Laborer Grounds Maintenance	12.09
11240 - Maid or Houseman	8.92
11260 - Pruner	11.12
11270 - Tractor Operator	13.77
11330 - Trail Maintenance Worker	12.09
11360 - Window Cleaner	10.47
12000 - Health Occupations	
12010 - Ambulance Driver	17.17
12011 - Breath Alcohol Technician	18.30
12012 - Certified Occupational Therapist Assistant	27.53
12015 - Certified Physical Therapist Assistant	30.84
12020 - Dental Assistant	16.13
12025 - Dental Hygienist	28.46
12030 - EKG Technician	27.24
12035 - Electroneurodiagnostic Technologist	27.24
12040 - Emergency Medical Technician	17.17
12071 - Licensed Practical Nurse I	16.35
12072 - Licensed Practical Nurse II	18.30
12073 - Licensed Practical Nurse III	20.40
12100 - Medical Assistant	14.21
12130 - Medical Laboratory Technician	23.57
12160 - Medical Record Clerk	14.99
12190 - Medical Record Technician	18.30
12195 - Medical Transcriptionist	16.26
12210 - Nuclear Medicine Technologist	40.20
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	21.66
12236 - Optical Technician	16.35
12250 - Pharmacy Technician	14.31
12280 - Phlebotomist	13.18
12305 - Radiologic Technologist	28.07
12311 - Registered Nurse I	24.89

12312 - Registered Nurse II		30.44
12313 - Registered Nurse II Specialist		30.44
12314 - Registered Nurse III		36.83
12315 - Registered Nurse III Anesthetist		36.83
12316 - Registered Nurse IV		44.15
12317 - Scheduler (Drug and Alcohol Testing)		22.66
12320 - Substance Abuse Treatment Counselor		22.66
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.39
13012 - Exhibits Specialist II		25.25
13013 - Exhibits Specialist III		30.88
13041 - Illustrator I		20.39
13042 - Illustrator II		25.25
13043 - Illustrator III		30.88
13047 - Librarian		27.97
13050 - Library Aide/Clerk		13.17
13054 - Library Information Technology Systems Administrator		25.25
13058 - Library Technician		17.94
13061 - Media Specialist I		18.23
13062 - Media Specialist II		20.39
13063 - Media Specialist III		22.72
13071 - Photographer I		17.68
13072 - Photographer II		20.39
13073 - Photographer III		24.49
13074 - Photographer IV		29.96
13075 - Photographer V		36.25
13090 - Technical Order Library Clerk		17.63
13110 - Video Teleconference Technician		18.23
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.53
14042 - Computer Operator II		16.25
14043 - Computer Operator III		18.71
14044 - Computer Operator IV		21.28
14045 - Computer Operator V		24.78
14071 - Computer Programmer I	(see 1)	21.48
14072 - Computer Programmer II	(see 1)	26.62
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.53
14160 - Personal Computer Support Technician		22.40
14170 - System Support Specialist		27.93
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.64
15020 - Aircrew Training Devices Instructor (Rated)		37.07
15030 - Air Crew Training Devices Instructor (Pilot)		44.43
15050 - Computer Based Training Specialist / Instructor		30.64

15060 - Educational Technologist 29.91
15070 - Flight Instructor (Pilot) 44.43
15080 - Graphic Artist 21.01
15085 - Maintenance Test Pilot Fixed Jet/Prop 44.43
15086 - Maintenance Test Pilot Rotary Wing 44.43
15088 - Non-Maintenance Test/Co-Pilot 44.43
15090 - Technical Instructor 20.89
15095 - Technical Instructor/Course Developer 25.55
15110 - Test Proctor 16.87
15120 - Tutor 16.87
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.24
16030 - Counter Attendant 9.24
16040 - Dry Cleaner 10.81
16070 - Finisher Flatwork Machine 9.24
16090 - Presser Hand 9.24
16110 - Presser Machine Drycleaning 9.24
16130 - Presser Machine Shirts 9.24
16160 - Presser Machine Wearing Apparel Laundry 9.24
16190 - Sewing Machine Operator 11.33
16220 - Tailor 11.86
16250 - Washer Machine 9.78
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.82
19040 - Tool And Die Maker 25.88
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.28
21030 - Material Coordinator 21.44
21040 - Material Expediter 21.44
21050 - Material Handling Laborer 11.91
21071 - Order Filler 12.02
21080 - Production Line Worker (Food Processing) 17.28
21110 - Shipping Packer 15.28
21130 - Shipping/Receiving Clerk 15.28
21140 - Store Worker I 13.66
21150 - Stock Clerk 17.55
21210 - Tools And Parts Attendant 17.28
21410 - Warehouse Specialist 17.28
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.88
23019 - Aircraft Logs and Records Technician 21.35
23021 - Aircraft Mechanic I 24.74
23022 - Aircraft Mechanic II 25.88
23023 - Aircraft Mechanic III 26.96
23040 - Aircraft Mechanic Helper 18.97
23050 - Aircraft Painter 23.60
23060 - Aircraft Servicer 21.35
23070 - Aircraft Survival Flight Equipment Technician 23.60
23080 - Aircraft Worker 22.49
23091 - Aircrew Life Support Equipment (ALSE) Mechanic 22.49

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 24.74
II
23110 - Appliance Mechanic 20.25
23120 - Bicycle Repairer 17.28
23125 - Cable Splicer 27.63
23130 - Carpenter Maintenance 18.03
23140 - Carpet Layer 19.81
23160 - Electrician Maintenance 22.55
23181 - Electronics Technician Maintenance I 22.06
23182 - Electronics Technician Maintenance II 23.20
23183 - Electronics Technician Maintenance III 24.30
23260 - Fabric Worker 18.28
23290 - Fire Alarm System Mechanic 20.47
23310 - Fire Extinguisher Repairer 17.28
23311 - Fuel Distribution System Mechanic 21.21
23312 - Fuel Distribution System Operator 17.73
23370 - General Maintenance Worker 16.96
23380 - Ground Support Equipment Mechanic 24.74
23381 - Ground Support Equipment Servicer 21.35
23382 - Ground Support Equipment Worker 22.49
23391 - Gunsmith I 17.28
23392 - Gunsmith II 19.26
23393 - Gunsmith III 21.21
23410 - Heating Ventilation And Air-Conditioning 20.85
Mechanic
23411 - Heating Ventilation And Air Contidioning 21.89
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 23.32
23440 - Heavy Equipment Operator 16.10
23460 - Instrument Mechanic 21.21
23465 - Laboratory/Shelter Mechanic 20.25
23470 - Laborer 10.96
23510 - Locksmith 20.25
23530 - Machinery Maintenance Mechanic 24.17
23550 - Machinist Maintenance 21.52
23580 - Maintenance Trades Helper 14.64
23591 - Metrology Technician I 21.21
23592 - Metrology Technician II 22.18
23593 - Metrology Technician III 23.11
23640 - Millwright 22.56
23710 - Office Appliance Repairer 18.18
23760 - Painter Maintenance 18.13
23790 - Pipefitter Maintenance 20.61
23810 - Plumber Maintenance 19.83
23820 - Pneudraulic Systems Mechanic 21.21
23850 - Rigger 21.21
23870 - Scale Mechanic 19.26
23890 - Sheet-Metal Worker Maintenance 22.36
23910 - Small Engine Mechanic 18.36

23931 - Telecommunications Mechanic I	26.99
23932 - Telecommunications Mechanic II	28.20
23950 - Telephone Lineman	26.17
23960 - Welder Combination Maintenance	18.52
23965 - Well Driller	21.21
23970 - Woodcraft Worker	21.21
23980 - Woodworker	17.28
24000 - Personal Needs Occupations	
24550 - Case Manager	14.43
24570 - Child Care Attendant	9.10
24580 - Child Care Center Clerk	12.58
24610 - Chore Aide	10.98
24620 - Family Readiness And Support Services Coordinator	14.43
24630 - Homemaker	14.43
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.48
25040 - Sewage Plant Operator	17.65
25070 - Stationary Engineer	22.48
25190 - Ventilation Equipment Tender	16.25
25210 - Water Treatment Plant Operator	17.65
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.58
27007 - Baggage Inspector	13.20
27008 - Corrections Officer	16.78
27010 - Court Security Officer	15.34
27030 - Detection Dog Handler	14.77
27040 - Detention Officer	16.78
27070 - Firefighter	15.84
27101 - Guard I	13.20
27102 - Guard II	14.77
27131 - Police Officer I	17.85
27132 - Police Officer II	19.83
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.85
28042 - Carnival Equipment Repairer	12.61
28043 - Carnival Worker	9.40
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	19.54
28630 - Sports Official	12.75
28690 - Swimming Pool Operator	15.62
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.23
29020 - Hatch Tender	20.23
29030 - Line Handler	20.23
29041 - Stevedore I	19.51
29042 - Stevedore II	21.12

30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	42.02
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	28.98
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	31.91
30021 - Archeological Technician I		18.00
30022 - Archeological Technician II		20.72
30023 - Archeological Technician III		23.06
30030 - Cartographic Technician		23.13
30040 - Civil Engineering Technician		21.39
30051 - Cryogenic Technician I		25.55
30052 - Cryogenic Technician II		28.22
30061 - Drafter/CAD Operator I		18.00
30062 - Drafter/CAD Operator II		20.72
30063 - Drafter/CAD Operator III		20.95
30064 - Drafter/CAD Operator IV		25.55
30081 - Engineering Technician I		14.82
30082 - Engineering Technician II		16.64
30083 - Engineering Technician III		18.63
30084 - Engineering Technician IV		23.06
30085 - Engineering Technician V		28.22
30086 - Engineering Technician VI		34.14
30090 - Environmental Technician		23.06
30095 - Evidence Control Specialist		23.06
30210 - Laboratory Technician		23.05
30221 - Latent Fingerprint Technician I		25.55
30222 - Latent Fingerprint Technician II		28.22
30240 - Mathematical Technician		23.06
30361 - Paralegal/Legal Assistant I		18.70
30362 - Paralegal/Legal Assistant II		23.17
30363 - Paralegal/Legal Assistant III		28.34
30364 - Paralegal/Legal Assistant IV		34.29
30375 - Petroleum Supply Specialist		28.22
30390 - Photo-Optics Technician		23.06
30395 - Radiation Control Technician		28.22
30461 - Technical Writer I		23.06
30462 - Technical Writer II		28.22
30463 - Technical Writer III		34.14
30491 - Unexploded Ordnance (UXO) Technician I		26.71
30492 - Unexploded Ordnance (UXO) Technician II		32.31
30493 - Unexploded Ordnance (UXO) Technician III		38.73
30494 - Unexploded (UXO) Safety Escort		26.71
30495 - Unexploded (UXO) Sweep Personnel		26.71
30501 - Weather Forecaster I		25.55
30502 - Weather Forecaster II		31.07
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	20.95
30621 - Weather Observer Senior	(see 2)	23.06

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		32.31
31020 - Bus Aide		12.42

31030 - Bus Driver	15.43
31043 - Driver Courier	13.52
31260 - Parking and Lot Attendant	12.60
31290 - Shuttle Bus Driver	14.31
31310 - Taxi Driver	11.44
31361 - Truckdriver Light	14.31
31362 - Truckdriver Medium	15.10
31363 - Truckdriver Heavy	18.80
31364 - Truckdriver Tractor-Trailer	18.80
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.75
99030 - Cashier	9.67
99050 - Desk Clerk	8.94
99095 - Embalmer	25.92
99130 - Flight Follower	26.71
99251 - Laboratory Animal Caretaker I	16.42
99252 - Laboratory Animal Caretaker II	17.28
99260 - Marketing Analyst	25.98
99310 - Mortician	25.92
99410 - Pest Controller	17.63
99510 - Photofinishing Worker	14.03
99710 - Recycling Laborer	16.06
99711 - Recycling Specialist	18.55
99730 - Refuse Collector	14.72
99810 - Sales Clerk	11.45
99820 - School Crossing Guard	14.14
99830 - Survey Party Chief	21.51
99831 - Surveying Aide	16.61
99832 - Surveying Technician	19.57
99840 - Vending Machine Attendant	19.05
99841 - Vending Machine Repairer	22.59
99842 - Vending Machine Repairer Helper	19.05

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.: 2015-4507
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.

State: Georgia

Area: Georgia Counties of Emanuel Glascock Jefferson Jenkins Taliaferro Warren Wilkes

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		15.89
01013 - Accounting Clerk III		17.78
01020 - Administrative Assistant		27.91
01035 - Court Reporter		17.11
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		12.03
01052 - Data Entry Operator II		13.13
01060 - Dispatcher Motor Vehicle		22.67
01070 - Document Preparation Clerk		12.73
01090 - Duplicating Machine Operator		12.73
01111 - General Clerk I		13.39

01112 - General Clerk II	14.49
01113 - General Clerk III	16.21
01120 - Housing Referral Assistant	19.59
01141 - Messenger Courier	10.15
01191 - Order Clerk I	14.28
01192 - Order Clerk II	15.93
01261 - Personnel Assistant (Employment) I	14.89
01262 - Personnel Assistant (Employment) II	16.72
01263 - Personnel Assistant (Employment) III	18.93
01270 - Production Control Clerk	24.21
01290 - Rental Clerk	14.10
01300 - Scheduler Maintenance	15.33
01311 - Secretary I	15.21
01312 - Secretary II	17.11
01313 - Secretary III	19.44
01320 - Service Order Dispatcher	20.27
01410 - Supply Technician	27.91
01420 - Survey Worker	15.35
01460 - Switchboard Operator/Receptionist	11.77
01531 - Travel Clerk I	13.26
01532 - Travel Clerk II	14.19
01533 - Travel Clerk III	15.31
01611 - Word Processor I	13.01
01612 - Word Processor II	14.79
01613 - Word Processor III	17.17
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	22.91
05010 - Automotive Electrician	18.38
05040 - Automotive Glass Installer	17.42
05070 - Automotive Worker	17.42
05110 - Mobile Equipment Servicer	15.32
05130 - Motor Equipment Metal Mechanic	19.38
05160 - Motor Equipment Metal Worker	17.42
05190 - Motor Vehicle Mechanic	19.38
05220 - Motor Vehicle Mechanic Helper	14.24
05250 - Motor Vehicle Upholstery Worker	16.37
05280 - Motor Vehicle Wrecker	17.42
05310 - Painter Automotive	18.38
05340 - Radiator Repair Specialist	17.42
05370 - Tire Repairer	15.03
05400 - Transmission Repair Specialist	19.38
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.13
07041 - Cook I	10.52
07042 - Cook II	11.96
07070 - Dishwasher	9.04
07130 - Food Service Worker	9.71
07210 - Meat Cutter	14.10
07260 - Waiter/Waitress	9.11
09000 - Furniture Maintenance And Repair Occupations	

09010 - Electrostatic Spray Painter 19.62
09040 - Furniture Handler 13.31
09080 - Furniture Refinisher 19.62
09090 - Furniture Refinisher Helper 15.27
09110 - Furniture Repairer Minor 17.31
09130 - Upholsterer 18.60
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.22
11060 - Elevator Operator 11.22
11090 - Gardener 15.63
11122 - Housekeeping Aide 10.60
11150 - Janitor 10.60
11210 - Laborer Grounds Maintenance 12.29
11240 - Maid or Houseman 9.19
11260 - Pruner 11.12
11270 - Tractor Operator 14.56
11330 - Trail Maintenance Worker 12.29
11360 - Window Cleaner 11.71
12000 - Health Occupations
12010 - Ambulance Driver 15.91
12011 - Breath Alcohol Technician 17.89
12012 - Certified Occupational Therapist Assistant 24.54
12015 - Certified Physical Therapist Assistant 27.41
12020 - Dental Assistant 16.72
12025 - Dental Hygienist 33.77
12030 - EKG Technician 27.10
12035 - Electroneurodiagnostic Technologist 27.10
12040 - Emergency Medical Technician 15.91
12071 - Licensed Practical Nurse I 15.99
12072 - Licensed Practical Nurse II 17.89
12073 - Licensed Practical Nurse III 19.94
12100 - Medical Assistant 13.50
12130 - Medical Laboratory Technician 23.62
12160 - Medical Record Clerk 14.43
12190 - Medical Record Technician 17.14
12195 - Medical Transcriptionist 15.99
12210 - Nuclear Medicine Technologist 39.30
12221 - Nursing Assistant I 11.26
12222 - Nursing Assistant II 12.65
12223 - Nursing Assistant III 13.81
12224 - Nursing Assistant IV 15.51
12235 - Optical Dispenser 17.82
12236 - Optical Technician 15.99
12250 - Pharmacy Technician 14.38
12280 - Phlebotomist 14.55
12305 - Radiologic Technologist 24.45
12311 - Registered Nurse I 25.86
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		42.69
12317 - Scheduler (Drug and Alcohol Testing)		22.16
12320 - Substance Abuse Treatment Counselor		21.29
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.51
13012 - Exhibits Specialist II		26.63
13013 - Exhibits Specialist III		32.59
13041 - Illustrator I		21.51
13042 - Illustrator II		26.63
13043 - Illustrator III		32.59
13047 - Librarian		29.50
13050 - Library Aide/Clerk		12.50
13054 - Library Information Technology Systems Administrator		26.63
13058 - Library Technician		19.72
13061 - Media Specialist I		19.22
13062 - Media Specialist II		21.51
13063 - Media Specialist III		23.97
13071 - Photographer I		18.12
13072 - Photographer II		20.28
13073 - Photographer III		25.12
13074 - Photographer IV		30.72
13075 - Photographer V		37.17
13090 - Technical Order Library Clerk		17.04
13110 - Video Teleconference Technician		19.22
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.52
14042 - Computer Operator II		17.58
14043 - Computer Operator III		19.95
14044 - Computer Operator IV		21.78
14045 - Computer Operator V		24.54
14071 - Computer Programmer I	(see 1)	24.88
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		15.52
14160 - Personal Computer Support Technician		21.78
14170 - System Support Specialist		26.94
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.76
15020 - Aircrew Training Devices Instructor (Rated)		36.00
15030 - Air Crew Training Devices Instructor (Pilot)		43.15
15050 - Computer Based Training Specialist / Instructor		29.76
15060 - Educational Technologist		34.40
15070 - Flight Instructor (Pilot)		43.15
15080 - Graphic Artist		22.19

15085 - Maintenance Test Pilot Fixed Jet/Prop 43.01
15086 - Maintenance Test Pilot Rotary Wing 43.01
15088 - Non-Maintenance Test/Co-Pilot 43.01
15090 - Technical Instructor 22.12
15095 - Technical Instructor/Course Developer 27.38
15110 - Test Proctor 18.04
15120 - Tutor 17.93
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.04
16030 - Counter Attendant 10.04
16040 - Dry Cleaner 12.18
16070 - Finisher Flatwork Machine 10.04
16090 - Presser Hand 10.04
16110 - Presser Machine Drycleaning 10.04
16130 - Presser Machine Shirts 10.04
16160 - Presser Machine Wearing Apparel Laundry 10.04
16190 - Sewing Machine Operator 12.94
16220 - Tailor 13.72
16250 - Washer Machine 10.66
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.76
19040 - Tool And Die Maker 24.38
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.58
21030 - Material Coordinator 24.15
21040 - Material Expediter 24.15
21050 - Material Handling Laborer 12.99
21071 - Order Filler 12.69
21080 - Production Line Worker (Food Processing) 17.58
21110 - Shipping Packer 13.33
21130 - Shipping/Receiving Clerk 13.33
21140 - Store Worker I 13.51
21150 - Stock Clerk 18.06
21210 - Tools And Parts Attendant 17.58
21410 - Warehouse Specialist 17.58
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 22.98
23019 - Aircraft Logs and Records Technician 18.49
23021 - Aircraft Mechanic I 21.89
23022 - Aircraft Mechanic II 22.98
23023 - Aircraft Mechanic III 24.06
23040 - Aircraft Mechanic Helper 16.12
23050 - Aircraft Painter 20.76
23060 - Aircraft Servicer 18.49
23070 - Aircraft Survival Flight Equipment Technician 20.76
23080 - Aircraft Worker 19.49
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 19.49
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 21.89

23110 - Appliance Mechanic 19.24
23120 - Bicycle Repairer 16.83
23125 - Cable Splicer 25.73
23130 - Carpenter Maintenance 18.11
23140 - Carpet Layer 19.14
23160 - Electrician Maintenance 22.80
23181 - Electronics Technician Maintenance I 19.32
23182 - Electronics Technician Maintenance II 20.93
23183 - Electronics Technician Maintenance III 22.27
23260 - Fabric Worker 17.99
23290 - Fire Alarm System Mechanic 19.35
23310 - Fire Extinguisher Repairer 16.83
23311 - Fuel Distribution System Mechanic 20.72
23312 - Fuel Distribution System Operator 16.38
23370 - General Maintenance Worker 19.25
23380 - Ground Support Equipment Mechanic 21.89
23381 - Ground Support Equipment Servicer 18.49
23382 - Ground Support Equipment Worker 19.49
23391 - Gunsmith I 16.83
23392 - Gunsmith II 19.14
23393 - Gunsmith III 21.29
23410 - Heating Ventilation And Air-Conditioning Mechanic 19.06
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 20.01
23430 - Heavy Equipment Mechanic 25.49
23440 - Heavy Equipment Operator 17.76
23460 - Instrument Mechanic 21.89
23465 - Laboratory/Shelter Mechanic 20.19
23470 - Laborer 12.99
23510 - Locksmith 20.19
23530 - Machinery Maintenance Mechanic 22.52
23550 - Machinist Maintenance 21.54
23580 - Maintenance Trades Helper 15.16
23591 - Metrology Technician I 21.89
23592 - Metrology Technician II 23.08
23593 - Metrology Technician III 24.31
23640 - Millwright 22.18
23710 - Office Appliance Repairer 19.24
23760 - Painter Maintenance 19.24
23790 - Pipefitter Maintenance 21.80
23810 - Plumber Maintenance 20.67
23820 - Pneudraulic Systems Mechanic 21.29
23850 - Rigger 21.29
23870 - Scale Mechanic 19.14
23890 - Sheet-Metal Worker Maintenance 19.35
23910 - Small Engine Mechanic 19.14
23931 - Telecommunications Mechanic I 30.94
23932 - Telecommunications Mechanic II 32.47
23950 - Telephone Lineman 22.58

23960 - Welder Combination Maintenance		18.00
23965 - Well Driller		21.29
23970 - Woodcraft Worker		21.29
23980 - Woodworker		16.83
24000 - Personal Needs Occupations		
24550 - Case Manager		14.48
24570 - Child Care Attendant		11.59
24580 - Child Care Center Clerk		14.45
24610 - Chore Aide		10.36
24620 - Family Readiness And Support Services Coordinator		14.48
24630 - Homemaker		15.32
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		25.58
25040 - Sewage Plant Operator		18.55
25070 - Stationary Engineer		23.58
25190 - Ventilation Equipment Tender		16.66
25210 - Water Treatment Plant Operator		18.55
27000 - Protective Service Occupations		
27004 - Alarm Monitor		13.46
27007 - Baggage Inspector		14.22
27008 - Corrections Officer		16.24
27010 - Court Security Officer		16.71
27030 - Detection Dog Handler		15.90
27040 - Detention Officer		16.24
27070 - Firefighter		17.27
27101 - Guard I		14.22
27102 - Guard II		15.90
27131 - Police Officer I		17.14
27132 - Police Officer II		18.98
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.21
28042 - Carnival Equipment Repairer		13.08
28043 - Carnival Worker		9.33
28210 - Gate Attendant/Gate Tender		14.30
28310 - Lifeguard		11.34
28350 - Park Attendant (Aide)		16.00
28510 - Recreation Aide/Health Facility Attendant		11.68
28515 - Recreation Specialist		17.62
28630 - Sports Official		12.75
28690 - Swimming Pool Operator		19.38
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		22.18
29020 - Hatch Tender		22.18
29030 - Line Handler		22.18
29041 - Stevedore I		21.49
29042 - Stevedore II		24.37
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 20.28
30022 - Archeological Technician II 22.69
30023 - Archeological Technician III 28.11
30030 - Cartographic Technician 27.87
30040 - Civil Engineering Technician 24.43
30051 - Cryogenic Technician I 24.62
30052 - Cryogenic Technician II 27.20
30061 - Drafter/CAD Operator I 20.28
30062 - Drafter/CAD Operator II 22.69
30063 - Drafter/CAD Operator III 25.28
30064 - Drafter/CAD Operator IV 29.85
30081 - Engineering Technician I 17.77
30082 - Engineering Technician II 20.10
30083 - Engineering Technician III 22.53
30084 - Engineering Technician IV 27.93
30085 - Engineering Technician V 32.62
30086 - Engineering Technician VI 37.46
30090 - Environmental Technician 27.76
30095 - Evidence Control Specialist 22.23
30210 - Laboratory Technician 26.44
30221 - Latent Fingerprint Technician I 24.62
30222 - Latent Fingerprint Technician II 27.20
30240 - Mathematical Technician 27.76
30361 - Paralegal/Legal Assistant I 17.20
30362 - Paralegal/Legal Assistant II 23.27
30363 - Paralegal/Legal Assistant III 28.46
30364 - Paralegal/Legal Assistant IV 34.44
30375 - Petroleum Supply Specialist 27.20
30390 - Photo-Optics Technician 27.76
30395 - Radiation Control Technician 27.20
30461 - Technical Writer I 25.63
30462 - Technical Writer II 31.34
30463 - Technical Writer III 37.91
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 29.85
30502 - Weather Forecaster II 36.31
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 25.28
30621 - Weather Observer Senior (see 2) 26.00

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot 30.98
31020 - Bus Aide 13.79
31030 - Bus Driver 19.60
31043 - Driver Courier 13.74
31260 - Parking and Lot Attendant 13.21

31290 - Shuttle Bus Driver	14.10
31310 - Taxi Driver	14.92
31361 - Truckdriver Light	14.10
31362 - Truckdriver Medium	15.22
31363 - Truckdriver Heavy	21.12
31364 - Truckdriver Tractor-Trailer	21.12
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	9.51
99050 - Desk Clerk	10.00
99095 - Embalmer	31.81
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	14.95
99252 - Laboratory Animal Caretaker II	16.24
99260 - Marketing Analyst	25.82
99310 - Mortician	31.81
99410 - Pest Controller	16.41
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	15.10
99711 - Recycling Specialist	17.91
99730 - Refuse Collector	13.67
99810 - Sales Clerk	10.45
99820 - School Crossing Guard	15.01
99830 - Survey Party Chief	23.67
99831 - Surveying Aide	15.41
99832 - Surveying Technician	21.05
99840 - Vending Machine Attendant	19.66
99841 - Vending Machine Repairer	24.06
99842 - Vending Machine Repairer Helper	19.66

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or

stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 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.: 2015-4508
Revision No.: 14
Date Of Last Revision: 05/01/2020

Daniel W. Simms
Director

Division of
Wage Determinations

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Georgia

Area: Georgia Counties of Emanuel Glascock Jefferson Jenkins Taliaferro Warren Wilkes

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		15.89
01013 - Accounting Clerk III		17.78
01020 - Administrative Assistant		25.37
01035 - Court Reporter		17.11
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		12.03
01052 - Data Entry Operator II		13.13
01060 - Dispatcher Motor Vehicle		21.86

01070 - Document Preparation Clerk 12.73
01090 - Duplicating Machine Operator 12.73
01111 - General Clerk I 13.39
01112 - General Clerk II 14.49
01113 - General Clerk III 16.21
01120 - Housing Referral Assistant 19.59
01141 - Messenger Courier 10.15
01191 - Order Clerk I 14.20
01192 - Order Clerk II 15.93
01261 - Personnel Assistant (Employment) I 14.89
01262 - Personnel Assistant (Employment) II 16.72
01263 - Personnel Assistant (Employment) III 18.93
01270 - Production Control Clerk 24.21
01290 - Rental Clerk 14.10
01300 - Scheduler Maintenance 15.33
01311 - Secretary I 15.21
01312 - Secretary II 17.11
01313 - Secretary III 19.44
01320 - Service Order Dispatcher 19.54
01410 - Supply Technician 25.37
01420 - Survey Worker 15.35
01460 - Switchboard Operator/Receptionist 11.77
01531 - Travel Clerk I 12.79
01532 - Travel Clerk II 13.64
01533 - Travel Clerk III 14.71
01611 - Word Processor I 13.01
01612 - Word Processor II 14.79
01613 - Word Processor III 17.17
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.91
05010 - Automotive Electrician 18.01
05040 - Automotive Glass Installer 16.38
05070 - Automotive Worker 17.03
05110 - Mobile Equipment Servicer 14.26
05130 - Motor Equipment Metal Mechanic 19.16
05160 - Motor Equipment Metal Worker 17.03
05190 - Motor Vehicle Mechanic 18.42
05220 - Motor Vehicle Mechanic Helper 13.98
05250 - Motor Vehicle Upholstery Worker 15.90
05280 - Motor Vehicle Wrecker 17.03
05310 - Painter Automotive 17.32
05340 - Radiator Repair Specialist 17.03
05370 - Tire Repairer 13.66
05400 - Transmission Repair Specialist 19.16
07000 - Food Preparation And Service Occupations
07010 - Baker 12.13
07041 - Cook I 10.30
07042 - Cook II 11.88
07070 - Dishwasher 8.78
07130 - Food Service Worker 9.20

07210 - Meat Cutter	14.10
07260 - Waiter/Waitress	9.04
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.62
09040 - Furniture Handler	13.31
09080 - Furniture Refinisher	19.62
09090 - Furniture Refinisher Helper	15.27
09110 - Furniture Repairer Minor	17.31
09130 - Upholsterer	18.60
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.22
11060 - Elevator Operator	11.22
11090 - Gardener	14.21
11122 - Housekeeping Aide	10.24
11150 - Janitor	10.24
11210 - Laborer Grounds Maintenance	11.17
11240 - Maid or Houseman	9.19
11260 - Pruner	10.11
11270 - Tractor Operator	13.24
11330 - Trail Maintenance Worker	11.17
11360 - Window Cleaner	11.31
12000 - Health Occupations	
12010 - Ambulance Driver	15.91
12011 - Breath Alcohol Technician	17.89
12012 - Certified Occupational Therapist Assistant	24.54
12015 - Certified Physical Therapist Assistant	27.41
12020 - Dental Assistant	15.20
12025 - Dental Hygienist	33.77
12030 - EKG Technician	27.10
12035 - Electroneurodiagnostic Technologist	27.10
12040 - Emergency Medical Technician	15.91
12071 - Licensed Practical Nurse I	15.99
12072 - Licensed Practical Nurse II	17.89
12073 - Licensed Practical Nurse III	19.94
12100 - Medical Assistant	13.29
12130 - Medical Laboratory Technician	23.62
12160 - Medical Record Clerk	14.25
12190 - Medical Record Technician	17.14
12195 - Medical Transcriptionist	15.99
12210 - Nuclear Medicine Technologist	39.30
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	17.82
12236 - Optical Technician	15.99
12250 - Pharmacy Technician	14.38
12280 - Phlebotomist	14.55
12305 - Radiologic Technologist	23.17
12311 - Registered Nurse I	25.86

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		42.69
12317 - Scheduler (Drug and Alcohol Testing)		22.16
12320 - Substance Abuse Treatment Counselor		21.29
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.51
13012 - Exhibits Specialist II		26.63
13013 - Exhibits Specialist III		32.59
13041 - Illustrator I		21.51
13042 - Illustrator II		26.63
13043 - Illustrator III		32.59
13047 - Librarian		29.50
13050 - Library Aide/Clerk		11.36
13054 - Library Information Technology Systems Administrator		26.63
13058 - Library Technician		19.72
13061 - Media Specialist I		19.22
13062 - Media Specialist II		21.51
13063 - Media Specialist III		23.97
13071 - Photographer I		18.12
13072 - Photographer II		20.28
13073 - Photographer III		25.12
13074 - Photographer IV		30.72
13075 - Photographer V		37.17
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		19.22
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.52
14042 - Computer Operator II		17.58
14043 - Computer Operator III		19.95
14044 - Computer Operator IV		21.78
14045 - Computer Operator V		24.54
14071 - Computer Programmer I	(see 1)	24.88
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		15.52
14160 - Personal Computer Support Technician		21.78
14170 - System Support Specialist		26.94
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.76
15020 - Aircrew Training Devices Instructor (Rated)		36.00
15030 - Air Crew Training Devices Instructor (Pilot)		43.15
15050 - Computer Based Training Specialist / Instructor		29.76

15060 - Educational Technologist 34.40
15070 - Flight Instructor (Pilot) 43.15
15080 - Graphic Artist 22.19
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.70
15086 - Maintenance Test Pilot Rotary Wing 40.70
15088 - Non-Maintenance Test/Co-Pilot 40.70
15090 - Technical Instructor 22.12
15095 - Technical Instructor/Course Developer 27.38
15110 - Test Proctor 18.04
15120 - Tutor 17.93
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.73
16030 - Counter Attendant 9.73
16040 - Dry Cleaner 11.80
16070 - Finisher Flatwork Machine 9.73
16090 - Presser Hand 9.73
16110 - Presser Machine Drycleaning 9.73
16130 - Presser Machine Shirts 9.73
16160 - Presser Machine Wearing Apparel Laundry 9.73
16190 - Sewing Machine Operator 12.54
16220 - Tailor 13.29
16250 - Washer Machine 10.33
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.76
19040 - Tool And Die Maker 24.38
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.58
21030 - Material Coordinator 24.15
21040 - Material Expediter 24.15
21050 - Material Handling Laborer 12.23
21071 - Order Filler 12.69
21080 - Production Line Worker (Food Processing) 17.58
21110 - Shipping Packer 13.33
21130 - Shipping/Receiving Clerk 13.33
21140 - Store Worker I 13.13
21150 - Stock Clerk 17.56
21210 - Tools And Parts Attendant 17.58
21410 - Warehouse Specialist 17.58
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 22.98
23019 - Aircraft Logs and Records Technician 18.49
23021 - Aircraft Mechanic I 21.89
23022 - Aircraft Mechanic II 22.98
23023 - Aircraft Mechanic III 24.06
23040 - Aircraft Mechanic Helper 16.12
23050 - Aircraft Painter 20.76
23060 - Aircraft Servicer 18.49
23070 - Aircraft Survival Flight Equipment Technician 20.76
23080 - Aircraft Worker 19.49
23091 - Aircrew Life Support Equipment (ALSE) Mechanic 19.49

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 21.89
II
23110 - Appliance Mechanic 18.35
23120 - Bicycle Repairer 16.83
23125 - Cable Splicer 24.80
23130 - Carpenter Maintenance 17.96
23140 - Carpet Layer 19.14
23160 - Electrician Maintenance 21.57
23181 - Electronics Technician Maintenance I 19.32
23182 - Electronics Technician Maintenance II 20.93
23183 - Electronics Technician Maintenance III 22.27
23260 - Fabric Worker 17.99
23290 - Fire Alarm System Mechanic 19.35
23310 - Fire Extinguisher Repairer 16.83
23311 - Fuel Distribution System Mechanic 20.72
23312 - Fuel Distribution System Operator 16.38
23370 - General Maintenance Worker 19.25
23380 - Ground Support Equipment Mechanic 21.89
23381 - Ground Support Equipment Servicer 18.49
23382 - Ground Support Equipment Worker 19.49
23391 - Gunsmith I 16.83
23392 - Gunsmith II 19.14
23393 - Gunsmith III 21.29
23410 - Heating Ventilation And Air-Conditioning Mechanic 19.06
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 20.01
23430 - Heavy Equipment Mechanic 25.49
23440 - Heavy Equipment Operator 17.76
23460 - Instrument Mechanic 21.89
23465 - Laboratory/Shelter Mechanic 20.19
23470 - Laborer 12.23
23510 - Locksmith 20.19
23530 - Machinery Maintenance Mechanic 22.52
23550 - Machinist Maintenance 19.58
23580 - Maintenance Trades Helper 15.16
23591 - Metrology Technician I 21.89
23592 - Metrology Technician II 23.08
23593 - Metrology Technician III 24.31
23640 - Millwright 22.18
23710 - Office Appliance Repairer 17.81
23760 - Painter Maintenance 18.35
23790 - Pipefitter Maintenance 21.80
23810 - Plumber Maintenance 20.67
23820 - Pneudraulic Systems Mechanic 21.29
23850 - Rigger 21.29
23870 - Scale Mechanic 19.14
23890 - Sheet-Metal Worker Maintenance 19.35
23910 - Small Engine Mechanic 19.14

23931 - Telecommunications Mechanic I	30.94
23932 - Telecommunications Mechanic II	32.47
23950 - Telephone Lineman	22.58
23960 - Welder Combination Maintenance	18.00
23965 - Well Driller	21.29
23970 - Woodcraft Worker	21.29
23980 - Woodworker	16.83
24000 - Personal Needs Occupations	
24550 - Case Manager	14.48
24570 - Child Care Attendant	11.00
24580 - Child Care Center Clerk	14.04
24610 - Chore Aide	10.36
24620 - Family Readiness And Support Services Coordinator	14.48
24630 - Homemaker	15.32
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.58
25040 - Sewage Plant Operator	18.55
25070 - Stationary Engineer	23.58
25190 - Ventilation Equipment Tender	16.66
25210 - Water Treatment Plant Operator	18.55
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.45
27007 - Baggage Inspector	13.19
27008 - Corrections Officer	16.24
27010 - Court Security Officer	16.71
27030 - Detection Dog Handler	14.75
27040 - Detention Officer	16.24
27070 - Firefighter	17.27
27101 - Guard I	13.19
27102 - Guard II	14.75
27131 - Police Officer I	17.14
27132 - Police Officer II	18.98
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.21
28042 - Carnival Equipment Repairer	13.08
28043 - Carnival Worker	9.33
28210 - Gate Attendant/Gate Tender	14.30
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	16.00
28510 - Recreation Aide/Health Facility Attendant	11.68
28515 - Recreation Specialist	17.62
28630 - Sports Official	12.75
28690 - Swimming Pool Operator	19.38
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.18
29020 - Hatch Tender	22.18
29030 - Line Handler	22.18
29041 - Stevedore I	21.49
29042 - Stevedore II	24.37

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		20.28
30022 - Archeological Technician II		22.69
30023 - Archeological Technician III		28.11
30030 - Cartographic Technician		27.87
30040 - Civil Engineering Technician		24.43
30051 - Cryogenic Technician I		23.25
30052 - Cryogenic Technician II		25.68
30061 - Drafter/CAD Operator I		20.28
30062 - Drafter/CAD Operator II		22.69
30063 - Drafter/CAD Operator III		25.28
30064 - Drafter/CAD Operator IV		29.85
30081 - Engineering Technician I		17.77
30082 - Engineering Technician II		20.10
30083 - Engineering Technician III		22.53
30084 - Engineering Technician IV		27.93
30085 - Engineering Technician V		32.62
30086 - Engineering Technician VI		37.46
30090 - Environmental Technician		27.76
30095 - Evidence Control Specialist		20.99
30210 - Laboratory Technician		26.44
30221 - Latent Fingerprint Technician I		23.25
30222 - Latent Fingerprint Technician II		25.68
30240 - Mathematical Technician		27.76
30361 - Paralegal/Legal Assistant I		17.20
30362 - Paralegal/Legal Assistant II		23.27
30363 - Paralegal/Legal Assistant III		28.46
30364 - Paralegal/Legal Assistant IV		34.44
30375 - Petroleum Supply Specialist		25.68
30390 - Photo-Optics Technician		27.76
30395 - Radiation Control Technician		25.68
30461 - Technical Writer I		25.63
30462 - Technical Writer II		31.34
30463 - Technical Writer III		37.91
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		29.85
30502 - Weather Forecaster II		36.31
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	25.28
30621 - Weather Observer Senior	(see 2)	26.00

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		30.67
31020 - Bus Aide		13.79

31030 - Bus Driver	18.70
31043 - Driver Courier	13.74
31260 - Parking and Lot Attendant	13.21
31290 - Shuttle Bus Driver	14.10
31310 - Taxi Driver	14.92
31361 - Truckdriver Light	14.10
31362 - Truckdriver Medium	15.22
31363 - Truckdriver Heavy	21.12
31364 - Truckdriver Tractor-Trailer	21.12
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.13
99050 - Desk Clerk	10.00
99095 - Embalmer	28.92
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.59
99252 - Laboratory Animal Caretaker II	14.76
99260 - Marketing Analyst	25.82
99310 - Mortician	28.92
99410 - Pest Controller	14.92
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	15.10
99711 - Recycling Specialist	17.91
99730 - Refuse Collector	13.67
99810 - Sales Clerk	10.45
99820 - School Crossing Guard	14.58
99830 - Survey Party Chief	23.67
99831 - Surveying Aide	15.41
99832 - Surveying Technician	21.05
99840 - Vending Machine Attendant	19.10
99841 - Vending Machine Repairer	23.31
99842 - Vending Machine Repairer Helper	19.10

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 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.: 2015-4509
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.

State: Georgia

Area: Georgia Counties of Hancock Johnson Montgomery Treutlen Washington Wheeler

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.83
01012 - Accounting Clerk II		15.52
01013 - Accounting Clerk III		17.36
01020 - Administrative Assistant		27.91
01035 - Court Reporter		15.29
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		12.01
01052 - Data Entry Operator II		13.11
01060 - Dispatcher Motor Vehicle		22.51
01070 - Document Preparation Clerk		12.17
01090 - Duplicating Machine Operator		12.17
01111 - General Clerk I		13.09

01112 - General Clerk II	14.28
01113 - General Clerk III	16.04
01120 - Housing Referral Assistant	17.03
01141 - Messenger Courier	10.86
01191 - Order Clerk I	14.50
01192 - Order Clerk II	15.93
01261 - Personnel Assistant (Employment) I	14.89
01262 - Personnel Assistant (Employment) II	16.66
01263 - Personnel Assistant (Employment) III	18.56
01270 - Production Control Clerk	19.94
01290 - Rental Clerk	12.09
01300 - Scheduler Maintenance	13.66
01311 - Secretary I	13.66
01312 - Secretary II	15.29
01313 - Secretary III	17.03
01320 - Service Order Dispatcher	20.11
01410 - Supply Technician	27.91
01420 - Survey Worker	14.42
01460 - Switchboard Operator/Receptionist	11.57
01531 - Travel Clerk I	13.26
01532 - Travel Clerk II	14.19
01533 - Travel Clerk III	15.31
01611 - Word Processor I	12.17
01612 - Word Processor II	13.66
01613 - Word Processor III	15.29
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	22.91
05010 - Automotive Electrician	18.38
05040 - Automotive Glass Installer	17.42
05070 - Automotive Worker	17.42
05110 - Mobile Equipment Servicer	15.63
05130 - Motor Equipment Metal Mechanic	19.38
05160 - Motor Equipment Metal Worker	17.42
05190 - Motor Vehicle Mechanic	19.38
05220 - Motor Vehicle Mechanic Helper	14.95
05250 - Motor Vehicle Upholstery Worker	16.37
05280 - Motor Vehicle Wrecker	17.42
05310 - Painter Automotive	18.38
05340 - Radiator Repair Specialist	17.42
05370 - Tire Repairer	15.47
05400 - Transmission Repair Specialist	19.38
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.50
07041 - Cook I	10.52
07042 - Cook II	11.96
07070 - Dishwasher	9.04
07130 - Food Service Worker	9.71
07210 - Meat Cutter	13.50
07260 - Waiter/Waitress	9.11
09000 - Furniture Maintenance And Repair Occupations	

09010 - Electrostatic Spray Painter 19.01
09040 - Furniture Handler 13.59
09080 - Furniture Refinisher 19.01
09090 - Furniture Refinisher Helper 16.09
09110 - Furniture Repairer Minor 17.55
09130 - Upholsterer 19.01
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.22
11060 - Elevator Operator 11.22
11090 - Gardener 15.63
11122 - Housekeeping Aide 10.60
11150 - Janitor 10.60
11210 - Laborer Grounds Maintenance 12.29
11240 - Maid or Houseman 9.19
11260 - Pruner 11.15
11270 - Tractor Operator 14.56
11330 - Trail Maintenance Worker 12.29
11360 - Window Cleaner 11.71
12000 - Health Occupations
12010 - Ambulance Driver 15.61
12011 - Breath Alcohol Technician 17.89
12012 - Certified Occupational Therapist Assistant 24.54
12015 - Certified Physical Therapist Assistant 28.99
12020 - Dental Assistant 17.04
12025 - Dental Hygienist 33.77
12030 - EKG Technician 27.10
12035 - Electroneurodiagnostic Technologist 27.10
12040 - Emergency Medical Technician 15.61
12071 - Licensed Practical Nurse I 15.99
12072 - Licensed Practical Nurse II 17.89
12073 - Licensed Practical Nurse III 19.94
12100 - Medical Assistant 14.21
12130 - Medical Laboratory Technician 23.62
12160 - Medical Record Clerk 14.43
12190 - Medical Record Technician 17.14
12195 - Medical Transcriptionist 15.99
12210 - Nuclear Medicine Technologist 39.30
12221 - Nursing Assistant I 11.26
12222 - Nursing Assistant II 12.65
12223 - Nursing Assistant III 13.81
12224 - Nursing Assistant IV 15.51
12235 - Optical Dispenser 21.66
12236 - Optical Technician 15.99
12250 - Pharmacy Technician 13.89
12280 - Phlebotomist 14.55
12305 - Radiologic Technologist 24.45
12311 - Registered Nurse I 23.72
12312 - Registered Nurse II 29.02
12313 - Registered Nurse II Specialist 29.02
12314 - Registered Nurse III 35.11

12315 - Registered Nurse III Anesthetist		35.11
12316 - Registered Nurse IV		42.08
12317 - Scheduler (Drug and Alcohol Testing)		22.16
12320 - Substance Abuse Treatment Counselor		21.29
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.51
13012 - Exhibits Specialist II		26.63
13013 - Exhibits Specialist III		32.59
13041 - Illustrator I		21.51
13042 - Illustrator II		26.63
13043 - Illustrator III		32.59
13047 - Librarian		29.50
13050 - Library Aide/Clerk		13.17
13054 - Library Information Technology Systems Administrator		26.63
13058 - Library Technician		20.28
13061 - Media Specialist I		19.22
13062 - Media Specialist II		21.51
13063 - Media Specialist III		23.97
13071 - Photographer I		18.09
13072 - Photographer II		20.68
13073 - Photographer III		25.12
13074 - Photographer IV		30.72
13075 - Photographer V		37.17
13090 - Technical Order Library Clerk		17.04
13110 - Video Teleconference Technician		19.22
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.71
14042 - Computer Operator II		17.58
14043 - Computer Operator III		19.60
14044 - Computer Operator IV		21.78
14045 - Computer Operator V		24.78
14071 - Computer Programmer I	(see 1)	21.48
14072 - Computer Programmer II	(see 1)	26.62
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.71
14160 - Personal Computer Support Technician		22.40
14170 - System Support Specialist		26.94
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.66
15020 - Aircrew Training Devices Instructor (Rated)		35.89
15030 - Air Crew Training Devices Instructor (Pilot)		43.01
15050 - Computer Based Training Specialist / Instructor		29.66
15060 - Educational Technologist		34.40
15070 - Flight Instructor (Pilot)		43.01
15080 - Graphic Artist		17.09

15085 - Maintenance Test Pilot Fixed Jet/Prop 43.01
15086 - Maintenance Test Pilot Rotary Wing 43.01
15088 - Non-Maintenance Test/Co-Pilot 43.01
15090 - Technical Instructor 20.87
15095 - Technical Instructor/Course Developer 25.53
15110 - Test Proctor 16.84
15120 - Tutor 16.84
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.04
16030 - Counter Attendant 10.04
16040 - Dry Cleaner 12.18
16070 - Finisher Flatwork Machine 10.04
16090 - Presser Hand 10.04
16110 - Presser Machine Drycleaning 10.04
16130 - Presser Machine Shirts 10.04
16160 - Presser Machine Wearing Apparel Laundry 10.04
16190 - Sewing Machine Operator 12.94
16220 - Tailor 13.72
16250 - Washer Machine 10.66
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.54
19040 - Tool And Die Maker 25.08
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.08
21030 - Material Coordinator 20.57
21040 - Material Expediter 20.57
21050 - Material Handling Laborer 12.99
21071 - Order Filler 11.92
21080 - Production Line Worker (Food Processing) 17.08
21110 - Shipping Packer 13.33
21130 - Shipping/Receiving Clerk 13.33
21140 - Store Worker I 13.51
21150 - Stock Clerk 18.06
21210 - Tools And Parts Attendant 17.08
21410 - Warehouse Specialist 17.08
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.55
23019 - Aircraft Logs and Records Technician 20.12
23021 - Aircraft Mechanic I 22.65
23022 - Aircraft Mechanic II 23.55
23023 - Aircraft Mechanic III 24.52
23040 - Aircraft Mechanic Helper 18.45
23050 - Aircraft Painter 21.45
23060 - Aircraft Servicer 20.12
23070 - Aircraft Survival Flight Equipment Technician 21.45
23080 - Aircraft Worker 20.94
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.94
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.65

23110 - Appliance Mechanic 19.83
23120 - Bicycle Repairer 16.83
23125 - Cable Splicer 26.17
23130 - Carpenter Maintenance 18.11
23140 - Carpet Layer 19.81
23160 - Electrician Maintenance 22.80
23181 - Electronics Technician Maintenance I 21.40
23182 - Electronics Technician Maintenance II 22.46
23183 - Electronics Technician Maintenance III 23.33
23260 - Fabric Worker 17.99
23290 - Fire Alarm System Mechanic 19.35
23310 - Fire Extinguisher Repairer 17.02
23311 - Fuel Distribution System Mechanic 21.13
23312 - Fuel Distribution System Operator 17.73
23370 - General Maintenance Worker 16.96
23380 - Ground Support Equipment Mechanic 22.65
23381 - Ground Support Equipment Servicer 20.12
23382 - Ground Support Equipment Worker 20.94
23391 - Gunsmith I 17.02
23392 - Gunsmith II 19.14
23393 - Gunsmith III 21.29
23410 - Heating Ventilation And Air-Conditioning Mechanic 19.06
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 20.01
23430 - Heavy Equipment Mechanic 25.49
23440 - Heavy Equipment Operator 16.53
23460 - Instrument Mechanic 21.89
23465 - Laboratory/Shelter Mechanic 20.19
23470 - Laborer 12.99
23510 - Locksmith 20.19
23530 - Machinery Maintenance Mechanic 22.18
23550 - Machinist Maintenance 21.54
23580 - Maintenance Trades Helper 14.64
23591 - Metrology Technician I 21.89
23592 - Metrology Technician II 22.98
23593 - Metrology Technician III 24.06
23640 - Millwright 22.52
23710 - Office Appliance Repairer 18.18
23760 - Painter Maintenance 19.24
23790 - Pipefitter Maintenance 21.80
23810 - Plumber Maintenance 20.67
23820 - Pneudraulic Systems Mechanic 21.29
23850 - Rigger 21.29
23870 - Scale Mechanic 19.14
23890 - Sheet-Metal Worker Maintenance 22.36
23910 - Small Engine Mechanic 19.14
23931 - Telecommunications Mechanic I 30.94
23932 - Telecommunications Mechanic II 32.47
23950 - Telephone Lineman 23.79

23960 - Welder Combination Maintenance		18.52
23965 - Well Driller		21.29
23970 - Woodcraft Worker		21.29
23980 - Woodworker		17.02
24000 - Personal Needs Occupations		
24550 - Case Manager		14.48
24570 - Child Care Attendant		10.93
24580 - Child Care Center Clerk		13.84
24610 - Chore Aide		9.72
24620 - Family Readiness And Support Services Coordinator		14.48
24630 - Homemaker		14.48
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		22.48
25040 - Sewage Plant Operator		17.43
25070 - Stationary Engineer		22.48
25190 - Ventilation Equipment Tender		16.13
25210 - Water Treatment Plant Operator		17.43
27000 - Protective Service Occupations		
27004 - Alarm Monitor		13.43
27007 - Baggage Inspector		13.74
27008 - Corrections Officer		15.72
27010 - Court Security Officer		15.25
27030 - Detection Dog Handler		15.37
27040 - Detention Officer		15.72
27070 - Firefighter		15.25
27101 - Guard I		13.74
27102 - Guard II		15.37
27131 - Police Officer I		16.73
27132 - Police Officer II		18.58
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		11.92
28042 - Carnival Equipment Repairer		12.79
28043 - Carnival Worker		9.33
28210 - Gate Attendant/Gate Tender		13.99
28310 - Lifeguard		11.74
28350 - Park Attendant (Aide)		15.64
28510 - Recreation Aide/Health Facility Attendant		11.42
28515 - Recreation Specialist		17.11
28630 - Sports Official		12.46
28690 - Swimming Pool Operator		15.62
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		20.23
29020 - Hatch Tender		20.23
29030 - Line Handler		20.23
29041 - Stevedore I		19.51
29042 - Stevedore II		21.12
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	40.29
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.78

30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.59
30021 - Archeological Technician I 18.00
30022 - Archeological Technician II 20.72
30023 - Archeological Technician III 22.23
30030 - Cartographic Technician 23.13
30040 - Civil Engineering Technician 22.23
30051 - Cryogenic Technician I 24.62
30052 - Cryogenic Technician II 27.20
30061 - Drafter/CAD Operator I 18.00
30062 - Drafter/CAD Operator II 20.72
30063 - Drafter/CAD Operator III 20.95
30064 - Drafter/CAD Operator IV 24.62
30081 - Engineering Technician I 14.47
30082 - Engineering Technician II 16.46
30083 - Engineering Technician III 18.42
30084 - Engineering Technician IV 22.50
30085 - Engineering Technician V 27.52
30086 - Engineering Technician VI 33.31
30090 - Environmental Technician 22.26
30095 - Evidence Control Specialist 22.23
30210 - Laboratory Technician 26.44
30221 - Latent Fingerprint Technician I 24.62
30222 - Latent Fingerprint Technician II 27.20
30240 - Mathematical Technician 21.98
30361 - Paralegal/Legal Assistant I 18.79
30362 - Paralegal/Legal Assistant II 23.27
30363 - Paralegal/Legal Assistant III 28.46
30364 - Paralegal/Legal Assistant IV 34.44
30375 - Petroleum Supply Specialist 27.20
30390 - Photo-Optics Technician 22.23
30395 - Radiation Control Technician 27.20
30461 - Technical Writer I 22.23
30462 - Technical Writer II 27.20
30463 - Technical Writer III 32.91
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 29.85
30502 - Weather Forecaster II 36.31
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.95
30621 - Weather Observer Senior (see 2) 22.23
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.98
31020 - Bus Aide 13.79
31030 - Bus Driver 19.60
31043 - Driver Courier 13.52
31260 - Parking and Lot Attendant 13.21

31290 - Shuttle Bus Driver	14.31
31310 - Taxi Driver	15.22
31361 - Truckdriver Light	14.31
31362 - Truckdriver Medium	15.10
31363 - Truckdriver Heavy	21.12
31364 - Truckdriver Tractor-Trailer	21.12
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	9.51
99050 - Desk Clerk	9.39
99095 - Embalmer	29.83
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	18.06
99252 - Laboratory Animal Caretaker II	19.01
99260 - Marketing Analyst	25.82
99310 - Mortician	29.83
99410 - Pest Controller	18.04
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	15.10
99711 - Recycling Specialist	17.91
99730 - Refuse Collector	13.67
99810 - Sales Clerk	11.45
99820 - School Crossing Guard	15.01
99830 - Survey Party Chief	22.00
99831 - Surveying Aide	16.98
99832 - Surveying Technician	20.01
99840 - Vending Machine Attendant	19.66
99841 - Vending Machine Repairer	24.06
99842 - Vending Machine Repairer Helper	19.66

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or

stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 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.: 2015-4510
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: Georgia

Area: Georgia Counties of Hancock Johnson Montgomery Treutlen Washington Wheeler

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.57
01012 - Accounting Clerk II		14.11
01013 - Accounting Clerk III		15.78
01020 - Administrative Assistant		25.37
01035 - Court Reporter		15.29
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		12.01
01052 - Data Entry Operator II		13.11
01060 - Dispatcher Motor Vehicle		20.46

01070 - Document Preparation Clerk	12.17
01090 - Duplicating Machine Operator	12.17
01111 - General Clerk I	11.90
01112 - General Clerk II	12.98
01113 - General Clerk III	14.58
01120 - Housing Referral Assistant	17.03
01141 - Messenger Courier	10.86
01191 - Order Clerk I	14.50
01192 - Order Clerk II	15.93
01261 - Personnel Assistant (Employment) I	14.89
01262 - Personnel Assistant (Employment) II	16.66
01263 - Personnel Assistant (Employment) III	18.56
01270 - Production Control Clerk	19.94
01290 - Rental Clerk	12.09
01300 - Scheduler Maintenance	13.66
01311 - Secretary I	13.66
01312 - Secretary II	15.29
01313 - Secretary III	17.03
01320 - Service Order Dispatcher	18.28
01410 - Supply Technician	25.37
01420 - Survey Worker	13.11
01460 - Switchboard Operator/Receptionist	11.33
01531 - Travel Clerk I	12.79
01532 - Travel Clerk II	13.64
01533 - Travel Clerk III	14.71
01611 - Word Processor I	12.17
01612 - Word Processor II	13.66
01613 - Word Processor III	15.29
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	22.91
05010 - Automotive Electrician	17.65
05040 - Automotive Glass Installer	16.98
05070 - Automotive Worker	16.98
05110 - Mobile Equipment Servicer	15.63
05130 - Motor Equipment Metal Mechanic	18.36
05160 - Motor Equipment Metal Worker	16.98
05190 - Motor Vehicle Mechanic	17.79
05220 - Motor Vehicle Mechanic Helper	14.95
05250 - Motor Vehicle Upholstery Worker	16.30
05280 - Motor Vehicle Wrecker	16.98
05310 - Painter Automotive	17.65
05340 - Radiator Repair Specialist	16.98
05370 - Tire Repairer	14.06
05400 - Transmission Repair Specialist	18.36
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.29
07041 - Cook I	9.96
07042 - Cook II	11.33
07070 - Dishwasher	8.78
07130 - Food Service Worker	9.20

07210 - Meat Cutter 13.23
07260 - Waiter/Waitress 8.94
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.01
09040 - Furniture Handler 13.59
09080 - Furniture Refinisher 19.01
09090 - Furniture Refinisher Helper 16.09
09110 - Furniture Repairer Minor 17.55
09130 - Upholsterer 19.01
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.22
11060 - Elevator Operator 11.22
11090 - Gardener 14.21
11122 - Housekeeping Aide 10.24
11150 - Janitor 10.24
11210 - Laborer Grounds Maintenance 11.17
11240 - Maid or Houseman 9.19
11260 - Pruner 10.14
11270 - Tractor Operator 13.24
11330 - Trail Maintenance Worker 11.17
11360 - Window Cleaner 11.31
12000 - Health Occupations
12010 - Ambulance Driver 15.07
12011 - Breath Alcohol Technician 17.89
12012 - Certified Occupational Therapist Assistant 24.54
12015 - Certified Physical Therapist Assistant 28.99
12020 - Dental Assistant 15.49
12025 - Dental Hygienist 33.77
12030 - EKG Technician 27.10
12035 - Electroneurodiagnostic Technologist 27.10
12040 - Emergency Medical Technician 15.07
12071 - Licensed Practical Nurse I 15.99
12072 - Licensed Practical Nurse II 17.89
12073 - Licensed Practical Nurse III 19.94
12100 - Medical Assistant 14.21
12130 - Medical Laboratory Technician 23.62
12160 - Medical Record Clerk 14.16
12190 - Medical Record Technician 17.14
12195 - Medical Transcriptionist 15.99
12210 - Nuclear Medicine Technologist 39.30
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 21.66
12236 - Optical Technician 15.99
12250 - Pharmacy Technician 13.89
12280 - Phlebotomist 14.55
12305 - Radiologic Technologist 23.17
12311 - Registered Nurse I 23.72

12312 - Registered Nurse II		29.02
12313 - Registered Nurse II Specialist		29.02
12314 - Registered Nurse III		35.11
12315 - Registered Nurse III Anesthetist		35.11
12316 - Registered Nurse IV		42.08
12317 - Scheduler (Drug and Alcohol Testing)		22.16
12320 - Substance Abuse Treatment Counselor		21.29
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.51
13012 - Exhibits Specialist II		26.63
13013 - Exhibits Specialist III		32.59
13041 - Illustrator I		21.51
13042 - Illustrator II		26.63
13043 - Illustrator III		32.59
13047 - Librarian		29.50
13050 - Library Aide/Clerk		11.97
13054 - Library Information Technology Systems Administrator		26.63
13058 - Library Technician		20.28
13061 - Media Specialist I		19.22
13062 - Media Specialist II		21.51
13063 - Media Specialist III		23.97
13071 - Photographer I		18.09
13072 - Photographer II		20.68
13073 - Photographer III		25.12
13074 - Photographer IV		30.72
13075 - Photographer V		37.17
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		19.22
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.71
14042 - Computer Operator II		17.58
14043 - Computer Operator III		19.60
14044 - Computer Operator IV		21.78
14045 - Computer Operator V		24.78
14071 - Computer Programmer I	(see 1)	21.48
14072 - Computer Programmer II	(see 1)	26.62
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.71
14160 - Personal Computer Support Technician		22.40
14170 - System Support Specialist		26.94
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.81
15020 - Aircrew Training Devices Instructor (Rated)		34.85
15030 - Air Crew Training Devices Instructor (Pilot)		41.77
15050 - Computer Based Training Specialist / Instructor		29.61

15060 - Educational Technologist 34.40
15070 - Flight Instructor (Pilot) 41.77
15080 - Graphic Artist 16.91
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.70
15086 - Maintenance Test Pilot Rotary Wing 40.70
15088 - Non-Maintenance Test/Co-Pilot 40.70
15090 - Technical Instructor 20.87
15095 - Technical Instructor/Course Developer 25.53
15110 - Test Proctor 16.84
15120 - Tutor 16.84
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.73
16030 - Counter Attendant 9.73
16040 - Dry Cleaner 11.80
16070 - Finisher Flatwork Machine 9.73
16090 - Presser Hand 9.73
16110 - Presser Machine Drycleaning 9.73
16130 - Presser Machine Shirts 9.73
16160 - Presser Machine Wearing Apparel Laundry 9.73
16190 - Sewing Machine Operator 12.54
16220 - Tailor 13.29
16250 - Washer Machine 10.33
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.54
19040 - Tool And Die Maker 25.08
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.08
21030 - Material Coordinator 20.57
21040 - Material Expediter 20.57
21050 - Material Handling Laborer 12.23
21071 - Order Filler 11.92
21080 - Production Line Worker (Food Processing) 17.08
21110 - Shipping Packer 13.33
21130 - Shipping/Receiving Clerk 13.33
21140 - Store Worker I 13.47
21150 - Stock Clerk 17.56
21210 - Tools And Parts Attendant 17.08
21410 - Warehouse Specialist 17.08
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.55
23019 - Aircraft Logs and Records Technician 20.12
23021 - Aircraft Mechanic I 22.65
23022 - Aircraft Mechanic II 23.55
23023 - Aircraft Mechanic III 24.52
23040 - Aircraft Mechanic Helper 18.45
23050 - Aircraft Painter 21.45
23060 - Aircraft Servicer 20.12
23070 - Aircraft Survival Flight Equipment Technician 21.45
23080 - Aircraft Worker 20.94
23091 - Aircrew Life Support Equipment (ALSE) Mechanic 20.94

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 22.65
II
23110 - Appliance Mechanic 19.83
23120 - Bicycle Repairer 16.83
23125 - Cable Splicer 26.17
23130 - Carpenter Maintenance 18.03
23140 - Carpet Layer 19.81
23160 - Electrician Maintenance 21.42
23181 - Electronics Technician Maintenance I 21.40
23182 - Electronics Technician Maintenance II 22.46
23183 - Electronics Technician Maintenance III 23.33
23260 - Fabric Worker 17.99
23290 - Fire Alarm System Mechanic 19.35
23310 - Fire Extinguisher Repairer 17.02
23311 - Fuel Distribution System Mechanic 21.13
23312 - Fuel Distribution System Operator 17.73
23370 - General Maintenance Worker 16.96
23380 - Ground Support Equipment Mechanic 22.65
23381 - Ground Support Equipment Servicer 20.12
23382 - Ground Support Equipment Worker 20.94
23391 - Gunsmith I 17.02
23392 - Gunsmith II 19.14
23393 - Gunsmith III 21.29
23410 - Heating Ventilation And Air-Conditioning 19.06
Mechanic
23411 - Heating Ventilation And Air Contidioning 20.01
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 25.49
23440 - Heavy Equipment Operator 16.10
23460 - Instrument Mechanic 21.89
23465 - Laboratory/Shelter Mechanic 20.19
23470 - Laborer 12.23
23510 - Locksmith 20.19
23530 - Machinery Maintenance Mechanic 22.18
23550 - Machinist Maintenance 19.58
23580 - Maintenance Trades Helper 14.64
23591 - Metrology Technician I 21.89
23592 - Metrology Technician II 22.98
23593 - Metrology Technician III 24.06
23640 - Millwright 22.52
23710 - Office Appliance Repairer 16.53
23760 - Painter Maintenance 18.35
23790 - Pipefitter Maintenance 21.80
23810 - Plumber Maintenance 20.67
23820 - Pneudraulic Systems Mechanic 21.29
23850 - Rigger 21.29
23870 - Scale Mechanic 19.14
23890 - Sheet-Metal Worker Maintenance 22.36
23910 - Small Engine Mechanic 19.14

23931 - Telecommunications Mechanic I	30.94
23932 - Telecommunications Mechanic II	32.47
23950 - Telephone Lineman	23.79
23960 - Welder Combination Maintenance	18.52
23965 - Well Driller	21.29
23970 - Woodcraft Worker	21.29
23980 - Woodworker	17.02
24000 - Personal Needs Occupations	
24550 - Case Manager	14.48
24570 - Child Care Attendant	9.94
24580 - Child Care Center Clerk	12.58
24610 - Chore Aide	9.72
24620 - Family Readiness And Support Services Coordinator	14.48
24630 - Homemaker	14.48
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.48
25040 - Sewage Plant Operator	17.43
25070 - Stationary Engineer	22.48
25190 - Ventilation Equipment Tender	16.13
25210 - Water Treatment Plant Operator	17.43
27000 - Protective Service Occupations	
27004 - Alarm Monitor	12.21
27007 - Baggage Inspector	12.49
27008 - Corrections Officer	15.41
27010 - Court Security Officer	15.25
27030 - Detection Dog Handler	13.97
27040 - Detention Officer	15.41
27070 - Firefighter	15.25
27101 - Guard I	12.49
27102 - Guard II	13.97
27131 - Police Officer I	16.73
27132 - Police Officer II	18.58
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.92
28042 - Carnival Equipment Repairer	12.79
28043 - Carnival Worker	9.33
28210 - Gate Attendant/Gate Tender	13.99
28310 - Lifeguard	11.74
28350 - Park Attendant (Aide)	15.64
28510 - Recreation Aide/Health Facility Attendant	11.42
28515 - Recreation Specialist	17.11
28630 - Sports Official	12.46
28690 - Swimming Pool Operator	15.62
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.23
29020 - Hatch Tender	20.23
29030 - Line Handler	20.23
29041 - Stevedore I	19.51
29042 - Stevedore II	21.12

30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29
30021 - Archeological Technician I		18.00
30022 - Archeological Technician II		20.72
30023 - Archeological Technician III		21.32
30030 - Cartographic Technician		23.13
30040 - Civil Engineering Technician		21.32
30051 - Cryogenic Technician I		23.25
30052 - Cryogenic Technician II		25.68
30061 - Drafter/CAD Operator I		18.00
30062 - Drafter/CAD Operator II		20.72
30063 - Drafter/CAD Operator III		20.95
30064 - Drafter/CAD Operator IV		23.60
30081 - Engineering Technician I		14.47
30082 - Engineering Technician II		16.46
30083 - Engineering Technician III		18.42
30084 - Engineering Technician IV		22.50
30085 - Engineering Technician V		27.52
30086 - Engineering Technician VI		33.31
30090 - Environmental Technician		22.26
30095 - Evidence Control Specialist		20.99
30210 - Laboratory Technician		26.44
30221 - Latent Fingerprint Technician I		23.25
30222 - Latent Fingerprint Technician II		25.68
30240 - Mathematical Technician		21.32
30361 - Paralegal/Legal Assistant I		18.79
30362 - Paralegal/Legal Assistant II		23.27
30363 - Paralegal/Legal Assistant III		28.46
30364 - Paralegal/Legal Assistant IV		34.44
30375 - Petroleum Supply Specialist		25.68
30390 - Photo-Optics Technician		21.32
30395 - Radiation Control Technician		25.68
30461 - Technical Writer I		21.32
30462 - Technical Writer II		26.08
30463 - Technical Writer III		31.55
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		29.85
30502 - Weather Forecaster II		36.31
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	20.95
30621 - Weather Observer Senior	(see 2)	21.32

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		30.67
31020 - Bus Aide		13.79

31030 - Bus Driver	18.70
31043 - Driver Courier	13.52
31260 - Parking and Lot Attendant	13.21
31290 - Shuttle Bus Driver	14.31
31310 - Taxi Driver	15.22
31361 - Truckdriver Light	14.31
31362 - Truckdriver Medium	15.10
31363 - Truckdriver Heavy	21.12
31364 - Truckdriver Tractor-Trailer	21.12
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.13
99050 - Desk Clerk	9.05
99095 - Embalmer	27.12
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	16.42
99252 - Laboratory Animal Caretaker II	17.28
99260 - Marketing Analyst	25.82
99310 - Mortician	27.12
99410 - Pest Controller	16.40
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	15.10
99711 - Recycling Specialist	17.91
99730 - Refuse Collector	13.67
99810 - Sales Clerk	11.45
99820 - School Crossing Guard	14.58
99830 - Survey Party Chief	22.00
99831 - Surveying Aide	16.98
99832 - Surveying Technician	20.01
99840 - Vending Machine Attendant	19.10
99841 - Vending Machine Repairer	23.31
99842 - Vending Machine Repairer Helper	19.10

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 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.: 2015-4511
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.

State: Georgia

Area: Georgia Counties of Bulloch Candler Evans Screven Tattnall Toombs

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.83
01012 - Accounting Clerk II		15.52
01013 - Accounting Clerk III		17.36
01020 - Administrative Assistant		27.14
01035 - Court Reporter		15.29
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		10.93
01052 - Data Entry Operator II		13.00
01060 - Dispatcher Motor Vehicle		22.67
01070 - Document Preparation Clerk		12.17
01090 - Duplicating Machine Operator		12.17
01111 - General Clerk I		13.09
01112 - General Clerk II		14.28

01113 - General Clerk III 16.04
01120 - Housing Referral Assistant 17.03
01141 - Messenger Courier 10.37
01191 - Order Clerk I 14.28
01192 - Order Clerk II 15.64
01261 - Personnel Assistant (Employment) I 17.24
01262 - Personnel Assistant (Employment) II 20.67
01263 - Personnel Assistant (Employment) III 24.58
01270 - Production Control Clerk 23.11
01290 - Rental Clerk 11.58
01300 - Scheduler Maintenance 13.66
01311 - Secretary I 13.66
01312 - Secretary II 15.29
01313 - Secretary III 17.03
01320 - Service Order Dispatcher 20.27
01410 - Supply Technician 27.14
01420 - Survey Worker 14.93
01460 - Switchboard Operator/Receptionist 11.57
01531 - Travel Clerk I 13.26
01532 - Travel Clerk II 14.19
01533 - Travel Clerk III 15.31
01611 - Word Processor I 12.17
01612 - Word Processor II 13.66
01613 - Word Processor III 15.29
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.91
05010 - Automotive Electrician 18.38
05040 - Automotive Glass Installer 17.42
05070 - Automotive Worker 17.42
05110 - Mobile Equipment Servicer 15.32
05130 - Motor Equipment Metal Mechanic 19.38
05160 - Motor Equipment Metal Worker 17.42
05190 - Motor Vehicle Mechanic 19.38
05220 - Motor Vehicle Mechanic Helper 14.24
05250 - Motor Vehicle Upholstery Worker 16.37
05280 - Motor Vehicle Wrecker 17.42
05310 - Painter Automotive 18.38
05340 - Radiator Repair Specialist 17.42
05370 - Tire Repairer 14.47
05400 - Transmission Repair Specialist 19.38
07000 - Food Preparation And Service Occupations
07010 - Baker 11.67
07041 - Cook I 10.52
07042 - Cook II 11.96
07070 - Dishwasher 9.04
07130 - Food Service Worker 9.71
07210 - Meat Cutter 13.50
07260 - Waiter/Waitress 9.39
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 20.37

09040 - Furniture Handler 13.60
09080 - Furniture Refinisher 20.76
09090 - Furniture Refinisher Helper 16.13
09110 - Furniture Repairer Minor 18.49
09130 - Upholsterer 20.76
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.22
11060 - Elevator Operator 11.22
11090 - Gardener 15.63
11122 - Housekeeping Aide 10.60
11150 - Janitor 10.60
11210 - Laborer Grounds Maintenance 12.29
11240 - Maid or Houseman 9.19
11260 - Pruner 11.40
11270 - Tractor Operator 14.56
11330 - Trail Maintenance Worker 12.29
11360 - Window Cleaner 11.71
12000 - Health Occupations
12010 - Ambulance Driver 17.14
12011 - Breath Alcohol Technician 17.89
12012 - Certified Occupational Therapist Assistant 24.54
12015 - Certified Physical Therapist Assistant 26.88
12020 - Dental Assistant 17.04
12025 - Dental Hygienist 36.12
12030 - EKG Technician 27.10
12035 - Electroneurodiagnostic Technologist 27.10
12040 - Emergency Medical Technician 17.14
12071 - Licensed Practical Nurse I 15.99
12072 - Licensed Practical Nurse II 17.89
12073 - Licensed Practical Nurse III 19.94
12100 - Medical Assistant 13.50
12130 - Medical Laboratory Technician 21.68
12160 - Medical Record Clerk 14.43
12190 - Medical Record Technician 17.14
12195 - Medical Transcriptionist 16.94
12210 - Nuclear Medicine Technologist 39.30
12221 - Nursing Assistant I 11.26
12222 - Nursing Assistant II 12.65
12223 - Nursing Assistant III 13.81
12224 - Nursing Assistant IV 15.51
12235 - Optical Dispenser 17.91
12236 - Optical Technician 15.99
12250 - Pharmacy Technician 15.16
12280 - Phlebotomist 14.55
12305 - Radiologic Technologist 24.45
12311 - Registered Nurse I 23.72
12312 - Registered Nurse II 29.02
12313 - Registered Nurse II Specialist 29.02
12314 - Registered Nurse III 35.11
12315 - Registered Nurse III Anesthetist 35.88

12316 - Registered Nurse IV		42.08
12317 - Scheduler (Drug and Alcohol Testing)		22.16
12320 - Substance Abuse Treatment Counselor		21.29
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.51
13012 - Exhibits Specialist II		26.63
13013 - Exhibits Specialist III		32.59
13041 - Illustrator I		21.51
13042 - Illustrator II		26.63
13043 - Illustrator III		32.59
13047 - Librarian		29.50
13050 - Library Aide/Clerk		13.88
13054 - Library Information Technology Systems Administrator		26.63
13058 - Library Technician		20.28
13061 - Media Specialist I		19.22
13062 - Media Specialist II		21.51
13063 - Media Specialist III		23.97
13071 - Photographer I		18.44
13072 - Photographer II		20.71
13073 - Photographer III		25.45
13074 - Photographer IV		31.13
13075 - Photographer V		37.66
13090 - Technical Order Library Clerk		17.04
13110 - Video Teleconference Technician		19.22
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.71
14042 - Computer Operator II		17.58
14043 - Computer Operator III		21.23
14044 - Computer Operator IV		23.62
14045 - Computer Operator V		26.13
14071 - Computer Programmer I	(see 1)	20.50
14072 - Computer Programmer II	(see 1)	26.57
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.71
14160 - Personal Computer Support Technician		23.62
14170 - System Support Specialist		26.94
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.66
15020 - Aircrew Training Devices Instructor (Rated)		35.89
15030 - Air Crew Training Devices Instructor (Pilot)		43.01
15050 - Computer Based Training Specialist / Instructor		29.66
15060 - Educational Technologist		34.40
15070 - Flight Instructor (Pilot)		43.01
15080 - Graphic Artist		24.84
15085 - Maintenance Test Pilot Fixed Jet/Prop		43.01

15086 - Maintenance Test Pilot Rotary Wing 43.01
15088 - Non-Maintenance Test/Co-Pilot 43.01
15090 - Technical Instructor 21.66
15095 - Technical Instructor/Course Developer 26.49
15110 - Test Proctor 17.47
15120 - Tutor 17.47
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.04
16030 - Counter Attendant 10.04
16040 - Dry Cleaner 12.18
16070 - Finisher Flatwork Machine 10.04
16090 - Presser Hand 10.04
16110 - Presser Machine Drycleaning 10.04
16130 - Presser Machine Shirts 10.04
16160 - Presser Machine Wearing Apparel Laundry 10.04
16190 - Sewing Machine Operator 12.94
16220 - Tailor 13.72
16250 - Washer Machine 10.66
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.43
19040 - Tool And Die Maker 24.74
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.08
21030 - Material Coordinator 23.11
21040 - Material Expediter 23.11
21050 - Material Handling Laborer 14.26
21071 - Order Filler 13.92
21080 - Production Line Worker (Food Processing) 17.08
21110 - Shipping Packer 15.62
21130 - Shipping/Receiving Clerk 15.62
21140 - Store Worker I 13.51
21150 - Stock Clerk 18.06
21210 - Tools And Parts Attendant 17.08
21410 - Warehouse Specialist 17.08
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.07
23019 - Aircraft Logs and Records Technician 19.45
23021 - Aircraft Mechanic I 22.92
23022 - Aircraft Mechanic II 24.07
23023 - Aircraft Mechanic III 25.27
23040 - Aircraft Mechanic Helper 17.16
23050 - Aircraft Painter 21.75
23060 - Aircraft Servicer 19.45
23070 - Aircraft Survival Flight Equipment Technician 21.75
23080 - Aircraft Worker 20.56
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.56
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.92
23110 - Appliance Mechanic 19.24

23120 - Bicycle Repairer	16.83
23125 - Cable Splicer	25.73
23130 - Carpenter Maintenance	18.11
23140 - Carpet Layer	19.34
23160 - Electrician Maintenance	22.80
23181 - Electronics Technician Maintenance I	21.54
23182 - Electronics Technician Maintenance II	22.76
23183 - Electronics Technician Maintenance III	24.04
23260 - Fabric Worker	17.99
23290 - Fire Alarm System Mechanic	19.62
23310 - Fire Extinguisher Repairer	16.83
23311 - Fuel Distribution System Mechanic	20.72
23312 - Fuel Distribution System Operator	16.38
23370 - General Maintenance Worker	16.02
23380 - Ground Support Equipment Mechanic	22.92
23381 - Ground Support Equipment Servicer	19.45
23382 - Ground Support Equipment Worker	20.56
23391 - Gunsmith I	16.83
23392 - Gunsmith II	19.34
23393 - Gunsmith III	21.58
23410 - Heating Ventilation And Air-Conditioning Mechanic	19.62
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	20.62
23430 - Heavy Equipment Mechanic	25.49
23440 - Heavy Equipment Operator	19.62
23460 - Instrument Mechanic	21.89
23465 - Laboratory/Shelter Mechanic	20.43
23470 - Laborer	14.26
23510 - Locksmith	20.43
23530 - Machinery Maintenance Mechanic	23.45
23550 - Machinist Maintenance	22.16
23580 - Maintenance Trades Helper	13.28
23591 - Metrology Technician I	21.89
23592 - Metrology Technician II	22.98
23593 - Metrology Technician III	24.06
23640 - Millwright	22.51
23710 - Office Appliance Repairer	19.44
23760 - Painter Maintenance	19.24
23790 - Pipefitter Maintenance	21.80
23810 - Plumber Maintenance	20.67
23820 - Pneudraulic Systems Mechanic	21.58
23850 - Rigger	21.58
23870 - Scale Mechanic	19.34
23890 - Sheet-Metal Worker Maintenance	19.62
23910 - Small Engine Mechanic	19.34
23931 - Telecommunications Mechanic I	30.94
23932 - Telecommunications Mechanic II	32.47
23950 - Telephone Lineman	22.58
23960 - Welder Combination Maintenance	18.65

23965 - Well Driller		21.58
23970 - Woodcraft Worker		21.58
23980 - Woodworker		16.83
24000 - Personal Needs Occupations		
24550 - Case Manager		14.48
24570 - Child Care Attendant		10.93
24580 - Child Care Center Clerk		14.03
24610 - Chore Aide		10.40
24620 - Family Readiness And Support Services Coordinator		14.48
24630 - Homemaker		14.48
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		21.89
25040 - Sewage Plant Operator		16.82
25070 - Stationary Engineer		21.89
25190 - Ventilation Equipment Tender		15.72
25210 - Water Treatment Plant Operator		16.82
27000 - Protective Service Occupations		
27004 - Alarm Monitor		14.01
27007 - Baggage Inspector		13.74
27008 - Corrections Officer		17.25
27010 - Court Security Officer		17.41
27030 - Detection Dog Handler		15.64
27040 - Detention Officer		17.25
27070 - Firefighter		17.11
27101 - Guard I		13.74
27102 - Guard II		15.64
27131 - Police Officer I		17.71
27132 - Police Officer II		19.68
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.21
28042 - Carnival Equipment Repairer		13.08
28043 - Carnival Worker		9.33
28210 - Gate Attendant/Gate Tender		15.40
28310 - Lifeguard		11.59
28350 - Park Attendant (Aide)		17.23
28510 - Recreation Aide/Health Facility Attendant		12.82
28515 - Recreation Specialist		17.11
28630 - Sports Official		13.72
28690 - Swimming Pool Operator		15.79
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		19.68
29020 - Hatch Tender		19.68
29030 - Line Handler		19.68
29041 - Stevedore I		18.49
29042 - Stevedore II		20.76
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	40.29
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.78
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.59

30021 - Archeological Technician I		16.69
30022 - Archeological Technician II		18.67
30023 - Archeological Technician III		23.13
30030 - Cartographic Technician		22.77
30040 - Civil Engineering Technician		22.23
30051 - Cryogenic Technician I		24.62
30052 - Cryogenic Technician II		27.20
30061 - Drafter/CAD Operator I		16.69
30062 - Drafter/CAD Operator II		18.67
30063 - Drafter/CAD Operator III		20.82
30064 - Drafter/CAD Operator IV		25.61
30081 - Engineering Technician I		15.31
30082 - Engineering Technician II		17.18
30083 - Engineering Technician III		19.22
30084 - Engineering Technician IV		23.78
30085 - Engineering Technician V		29.14
30086 - Engineering Technician VI		25.35
30090 - Environmental Technician		22.79
30095 - Evidence Control Specialist		22.23
30210 - Laboratory Technician		26.44
30221 - Latent Fingerprint Technician I		24.62
30222 - Latent Fingerprint Technician II		27.20
30240 - Mathematical Technician		23.13
30361 - Paralegal/Legal Assistant I		18.79
30362 - Paralegal/Legal Assistant II		23.27
30363 - Paralegal/Legal Assistant III		28.46
30364 - Paralegal/Legal Assistant IV		34.44
30375 - Petroleum Supply Specialist		27.20
30390 - Photo-Optics Technician		23.14
30395 - Radiation Control Technician		27.20
30461 - Technical Writer I		23.13
30462 - Technical Writer II		28.30
30463 - Technical Writer III		34.24
30491 - Unexploded Ordnance (UXO) Technician I		25.60
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		29.85
30502 - Weather Forecaster II		36.31
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	20.82
30621 - Weather Observer Senior	(see 2)	23.13
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		13.79
31030 - Bus Driver		19.60
31043 - Driver Courier		13.68
31260 - Parking and Lot Attendant		13.21
31290 - Shuttle Bus Driver		13.97

31310 - Taxi Driver	15.92
31361 - Truckdriver Light	13.97
31362 - Truckdriver Medium	14.92
31363 - Truckdriver Heavy	21.12
31364 - Truckdriver Tractor-Trailer	21.12
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	9.51
99050 - Desk Clerk	9.39
99095 - Embalmer	29.83
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	17.97
99252 - Laboratory Animal Caretaker II	18.88
99260 - Marketing Analyst	25.82
99310 - Mortician	29.83
99410 - Pest Controller	17.42
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	15.10
99711 - Recycling Specialist	17.91
99730 - Refuse Collector	13.67
99810 - Sales Clerk	11.19
99820 - School Crossing Guard	15.01
99830 - Survey Party Chief	23.35
99831 - Surveying Aide	14.60
99832 - Surveying Technician	20.01
99840 - Vending Machine Attendant	19.66
99841 - Vending Machine Repairer	24.06
99842 - Vending Machine Repairer Helper	19.66

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 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.: 2015-4512
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: Georgia

Area: Georgia Counties of Bulloch Candler Evans Screven Tattnall Toombs

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.57
01012 - Accounting Clerk II		14.11
01013 - Accounting Clerk III		15.78
01020 - Administrative Assistant		24.67
01035 - Court Reporter		15.29
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		10.93
01052 - Data Entry Operator II		13.00
01060 - Dispatcher Motor Vehicle		21.86
01070 - Document Preparation Clerk		12.17

01090 - Duplicating Machine Operator	12.17
01111 - General Clerk I	11.90
01112 - General Clerk II	12.98
01113 - General Clerk III	14.58
01120 - Housing Referral Assistant	17.03
01141 - Messenger Courier	10.37
01191 - Order Clerk I	13.44
01192 - Order Clerk II	15.64
01261 - Personnel Assistant (Employment) I	17.24
01262 - Personnel Assistant (Employment) II	20.67
01263 - Personnel Assistant (Employment) III	24.58
01270 - Production Control Clerk	23.11
01290 - Rental Clerk	11.58
01300 - Scheduler Maintenance	13.66
01311 - Secretary I	13.66
01312 - Secretary II	15.29
01313 - Secretary III	17.03
01320 - Service Order Dispatcher	19.54
01410 - Supply Technician	24.67
01420 - Survey Worker	13.73
01460 - Switchboard Operator/Receptionist	11.33
01531 - Travel Clerk I	12.79
01532 - Travel Clerk II	13.64
01533 - Travel Clerk III	14.71
01611 - Word Processor I	12.17
01612 - Word Processor II	13.66
01613 - Word Processor III	15.29
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	22.91
05010 - Automotive Electrician	16.87
05040 - Automotive Glass Installer	15.99
05070 - Automotive Worker	15.99
05110 - Mobile Equipment Servicer	14.06
05130 - Motor Equipment Metal Mechanic	17.79
05160 - Motor Equipment Metal Worker	15.99
05190 - Motor Vehicle Mechanic	17.79
05220 - Motor Vehicle Mechanic Helper	13.10
05250 - Motor Vehicle Upholstery Worker	15.03
05280 - Motor Vehicle Wrecker	15.99
05310 - Painter Automotive	16.87
05340 - Radiator Repair Specialist	15.99
05370 - Tire Repairer	13.15
05400 - Transmission Repair Specialist	17.79
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.67
07041 - Cook I	9.98
07042 - Cook II	11.40
07070 - Dishwasher	8.78
07130 - Food Service Worker	9.69
07210 - Meat Cutter	13.03

07260 - Waiter/Waitress	9.39
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.37
09040 - Furniture Handler	13.60
09080 - Furniture Refinisher	20.76
09090 - Furniture Refinisher Helper	16.13
09110 - Furniture Repairer Minor	18.49
09130 - Upholsterer	20.76
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.22
11060 - Elevator Operator	11.22
11090 - Gardener	14.21
11122 - Housekeeping Aide	10.24
11150 - Janitor	10.24
11210 - Laborer Grounds Maintenance	11.17
11240 - Maid or Houseman	9.19
11260 - Pruner	10.78
11270 - Tractor Operator	13.24
11330 - Trail Maintenance Worker	11.17
11360 - Window Cleaner	11.31
12000 - Health Occupations	
12010 - Ambulance Driver	17.14
12011 - Breath Alcohol Technician	17.89
12012 - Certified Occupational Therapist Assistant	24.54
12015 - Certified Physical Therapist Assistant	26.88
12020 - Dental Assistant	15.49
12025 - Dental Hygienist	36.12
12030 - EKG Technician	27.10
12035 - Electroneurodiagnostic Technologist	27.10
12040 - Emergency Medical Technician	17.14
12071 - Licensed Practical Nurse I	15.99
12072 - Licensed Practical Nurse II	17.89
12073 - Licensed Practical Nurse III	19.94
12100 - Medical Assistant	13.29
12130 - Medical Laboratory Technician	21.68
12160 - Medical Record Clerk	14.25
12190 - Medical Record Technician	17.14
12195 - Medical Transcriptionist	16.94
12210 - Nuclear Medicine Technologist	39.30
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	17.91
12236 - Optical Technician	15.99
12250 - Pharmacy Technician	15.16
12280 - Phlebotomist	14.55
12305 - Radiologic Technologist	23.17
12311 - Registered Nurse I	23.72
12312 - Registered Nurse II	29.02

12313 - Registered Nurse II Specialist		29.02
12314 - Registered Nurse III		35.11
12315 - Registered Nurse III Anesthetist		35.88
12316 - Registered Nurse IV		42.08
12317 - Scheduler (Drug and Alcohol Testing)		22.16
12320 - Substance Abuse Treatment Counselor		21.29
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.51
13012 - Exhibits Specialist II		26.63
13013 - Exhibits Specialist III		32.59
13041 - Illustrator I		21.51
13042 - Illustrator II		26.63
13043 - Illustrator III		32.59
13047 - Librarian		29.50
13050 - Library Aide/Clerk		12.62
13054 - Library Information Technology Systems Administrator		26.63
13058 - Library Technician		20.28
13061 - Media Specialist I		19.22
13062 - Media Specialist II		21.51
13063 - Media Specialist III		23.97
13071 - Photographer I		18.44
13072 - Photographer II		20.71
13073 - Photographer III		25.45
13074 - Photographer IV		31.13
13075 - Photographer V		37.66
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		19.22
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.71
14042 - Computer Operator II		17.58
14043 - Computer Operator III		21.23
14044 - Computer Operator IV		23.62
14045 - Computer Operator V		26.13
14071 - Computer Programmer I	(see 1)	20.50
14072 - Computer Programmer II	(see 1)	26.57
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.71
14160 - Personal Computer Support Technician		23.62
14170 - System Support Specialist		26.94
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.92
15020 - Aircrew Training Devices Instructor (Rated)		34.99
15030 - Air Crew Training Devices Instructor (Pilot)		41.77
15050 - Computer Based Training Specialist / Instructor		28.92
15060 - Educational Technologist		34.40

15070 - Flight Instructor (Pilot) 41.77
15080 - Graphic Artist 24.84
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.70
15086 - Maintenance Test Pilot Rotary Wing 40.70
15088 - Non-Maintenance Test/Co-Pilot 40.70
15090 - Technical Instructor 21.66
15095 - Technical Instructor/Course Developer 26.49
15110 - Test Proctor 17.47
15120 - Tutor 17.47
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.73
16030 - Counter Attendant 9.73
16040 - Dry Cleaner 11.80
16070 - Finisher Flatwork Machine 9.73
16090 - Presser Hand 9.73
16110 - Presser Machine Drycleaning 9.73
16130 - Presser Machine Shirts 9.73
16160 - Presser Machine Wearing Apparel Laundry 9.73
16190 - Sewing Machine Operator 12.54
16220 - Tailor 13.29
16250 - Washer Machine 10.33
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.43
19040 - Tool And Die Maker 24.74
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.08
21030 - Material Coordinator 23.11
21040 - Material Expediter 23.11
21050 - Material Handling Laborer 14.26
21071 - Order Filler 13.92
21080 - Production Line Worker (Food Processing) 17.08
21110 - Shipping Packer 15.62
21130 - Shipping/Receiving Clerk 15.62
21140 - Store Worker I 13.13
21150 - Stock Clerk 17.56
21210 - Tools And Parts Attendant 17.08
21410 - Warehouse Specialist 17.08
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.07
23019 - Aircraft Logs and Records Technician 19.45
23021 - Aircraft Mechanic I 22.92
23022 - Aircraft Mechanic II 24.07
23023 - Aircraft Mechanic III 25.27
23040 - Aircraft Mechanic Helper 17.16
23050 - Aircraft Painter 21.75
23060 - Aircraft Servicer 19.45
23070 - Aircraft Survival Flight Equipment Technician 21.75
23080 - Aircraft Worker 20.56
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.56

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.92
23110 - Appliance Mechanic 18.50
23120 - Bicycle Repairer 16.83
23125 - Cable Splicer 23.53
23130 - Carpenter Maintenance 17.96
23140 - Carpet Layer 19.34
23160 - Electrician Maintenance 21.71
23181 - Electronics Technician Maintenance I 21.54
23182 - Electronics Technician Maintenance II 22.76
23183 - Electronics Technician Maintenance III 24.04
23260 - Fabric Worker 17.99
23290 - Fire Alarm System Mechanic 19.62
23310 - Fire Extinguisher Repairer 16.83
23311 - Fuel Distribution System Mechanic 20.72
23312 - Fuel Distribution System Operator 16.38
23370 - General Maintenance Worker 15.94
23380 - Ground Support Equipment Mechanic 22.92
23381 - Ground Support Equipment Servicer 19.45
23382 - Ground Support Equipment Worker 20.56
23391 - Gunsmith I 16.83
23392 - Gunsmith II 19.34
23393 - Gunsmith III 21.58
23410 - Heating Ventilation And Air-Conditioning Mechanic 19.62
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 20.62
23430 - Heavy Equipment Mechanic 25.49
23440 - Heavy Equipment Operator 19.62
23460 - Instrument Mechanic 21.89
23465 - Laboratory/Shelter Mechanic 20.43
23470 - Laborer 14.26
23510 - Locksmith 20.43
23530 - Machinery Maintenance Mechanic 23.45
23550 - Machinist Maintenance 22.08
23580 - Maintenance Trades Helper 13.28
23591 - Metrology Technician I 21.89
23592 - Metrology Technician II 22.98
23593 - Metrology Technician III 24.06
23640 - Millwright 22.51
23710 - Office Appliance Repairer 19.44
23760 - Painter Maintenance 18.57
23790 - Pipefitter Maintenance 21.80
23810 - Plumber Maintenance 20.67
23820 - Pneudraulic Systems Mechanic 21.58
23850 - Rigger 21.58
23870 - Scale Mechanic 19.34
23890 - Sheet-Metal Worker Maintenance 19.62
23910 - Small Engine Mechanic 19.34
23931 - Telecommunications Mechanic I 30.94

23932 - Telecommunications Mechanic II 32.47
23950 - Telephone Lineman 22.58
23960 - Welder Combination Maintenance 18.65
23965 - Well Driller 21.58
23970 - Woodcraft Worker 21.58
23980 - Woodworker 16.83
24000 - Personal Needs Occupations
24550 - Case Manager 14.48
24570 - Child Care Attendant 9.94
24580 - Child Care Center Clerk 12.75
24610 - Chore Aide 10.40
24620 - Family Readiness And Support Services Coordinator 14.48
24630 - Homemaker 14.48
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 21.89
25040 - Sewage Plant Operator 16.82
25070 - Stationary Engineer 21.89
25190 - Ventilation Equipment Tender 15.72
25210 - Water Treatment Plant Operator 16.82
27000 - Protective Service Occupations
27004 - Alarm Monitor 14.01
27007 - Baggage Inspector 12.49
27008 - Corrections Officer 17.25
27010 - Court Security Officer 17.41
27030 - Detection Dog Handler 14.22
27040 - Detention Officer 17.25
27070 - Firefighter 17.11
27101 - Guard I 12.49
27102 - Guard II 14.22
27131 - Police Officer I 17.71
27132 - Police Officer II 19.68
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.21
28042 - Carnival Equipment Repairer 13.08
28043 - Carnival Worker 9.33
28210 - Gate Attendant/Gate Tender 15.40
28310 - Lifeguard 11.59
28350 - Park Attendant (Aide) 17.23
28510 - Recreation Aide/Health Facility Attendant 12.82
28515 - Recreation Specialist 17.11
28630 - Sports Official 13.72
28690 - Swimming Pool Operator 15.79
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 19.68
29020 - Hatch Tender 19.68
29030 - Line Handler 19.68
29041 - Stevedore I 18.49
29042 - Stevedore II 20.76
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 16.69
30022 - Archeological Technician II 18.67
30023 - Archeological Technician III 23.13
30030 - Cartographic Technician 22.77
30040 - Civil Engineering Technician 21.31
30051 - Cryogenic Technician I 23.25
30052 - Cryogenic Technician II 25.68
30061 - Drafter/CAD Operator I 16.69
30062 - Drafter/CAD Operator II 18.67
30063 - Drafter/CAD Operator III 20.82
30064 - Drafter/CAD Operator IV 25.61
30081 - Engineering Technician I 15.31
30082 - Engineering Technician II 17.18
30083 - Engineering Technician III 19.22
30084 - Engineering Technician IV 23.78
30085 - Engineering Technician V 29.14
30086 - Engineering Technician VI 25.35
30090 - Environmental Technician 22.79
30095 - Evidence Control Specialist 20.99
30210 - Laboratory Technician 26.44
30221 - Latent Fingerprint Technician I 23.25
30222 - Latent Fingerprint Technician II 25.68
30240 - Mathematical Technician 23.13
30361 - Paralegal/Legal Assistant I 18.79
30362 - Paralegal/Legal Assistant II 23.27
30363 - Paralegal/Legal Assistant III 28.46
30364 - Paralegal/Legal Assistant IV 34.44
30375 - Petroleum Supply Specialist 25.68
30390 - Photo-Optics Technician 23.14
30395 - Radiation Control Technician 25.68
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 29.85
30502 - Weather Forecaster II 36.31
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.82
30621 - Weather Observer Senior (see 2) 23.13
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 13.79
31030 - Bus Driver 18.70

31043 - Driver Courier	13.68
31260 - Parking and Lot Attendant	13.21
31290 - Shuttle Bus Driver	13.97
31310 - Taxi Driver	15.92
31361 - Truckdriver Light	13.97
31362 - Truckdriver Medium	14.92
31363 - Truckdriver Heavy	21.12
31364 - Truckdriver Tractor-Trailer	21.12
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.13
99050 - Desk Clerk	9.12
99095 - Embalmer	27.12
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	16.34
99252 - Laboratory Animal Caretaker II	17.16
99260 - Marketing Analyst	25.82
99310 - Mortician	27.12
99410 - Pest Controller	15.84
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	15.10
99711 - Recycling Specialist	17.91
99730 - Refuse Collector	13.67
99810 - Sales Clerk	11.19
99820 - School Crossing Guard	14.58
99830 - Survey Party Chief	23.35
99831 - Surveying Aide	14.60
99832 - Surveying Technician	20.01
99840 - Vending Machine Attendant	18.72
99841 - Vending Machine Repairer	22.45
99842 - Vending Machine Repairer Helper	18.72

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 and 4 weeks after 15 years. Length of service includes the whole span of continuous service 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.: 2015-4513
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.

State: Georgia

Area: Georgia Counties of Clay Early Miller Seminole

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		16.40
01013 - Accounting Clerk III		18.34
01020 - Administrative Assistant		25.12
01035 - Court Reporter		15.35
01041 - Customer Service Representative I		11.65
01042 - Customer Service Representative II		13.10
01043 - Customer Service Representative III		14.30
01051 - Data Entry Operator I		12.53
01052 - Data Entry Operator II		14.01
01060 - Dispatcher Motor Vehicle		20.01
01070 - Document Preparation Clerk		12.22
01090 - Duplicating Machine Operator		12.22
01111 - General Clerk I		12.65
01112 - General Clerk II		14.25

01113 - General Clerk III 16.01
01120 - Housing Referral Assistant 17.11
01141 - Messenger Courier 10.78
01191 - Order Clerk I 12.89
01192 - Order Clerk II 14.06
01261 - Personnel Assistant (Employment) I 15.42
01262 - Personnel Assistant (Employment) II 18.04
01263 - Personnel Assistant (Employment) III 19.22
01270 - Production Control Clerk 25.81
01290 - Rental Clerk 13.44
01300 - Scheduler Maintenance 13.72
01311 - Secretary I 13.72
01312 - Secretary II 15.35
01313 - Secretary III 17.11
01320 - Service Order Dispatcher 17.90
01410 - Supply Technician 25.12
01420 - Survey Worker 15.43
01460 - Switchboard Operator/Receptionist 12.47
01531 - Travel Clerk I 13.68
01532 - Travel Clerk II 14.84
01533 - Travel Clerk III 15.96
01611 - Word Processor I 12.22
01612 - Word Processor II 13.72
01613 - Word Processor III 15.35
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.60
05010 - Automotive Electrician 17.46
05040 - Automotive Glass Installer 16.55
05070 - Automotive Worker 16.55
05110 - Mobile Equipment Servicer 14.61
05130 - Motor Equipment Metal Mechanic 18.39
05160 - Motor Equipment Metal Worker 16.55
05190 - Motor Vehicle Mechanic 18.39
05220 - Motor Vehicle Mechanic Helper 13.66
05250 - Motor Vehicle Upholstery Worker 15.59
05280 - Motor Vehicle Wrecker 16.55
05310 - Painter Automotive 17.46
05340 - Radiator Repair Specialist 16.55
05370 - Tire Repairer 12.32
05400 - Transmission Repair Specialist 18.39
07000 - Food Preparation And Service Occupations
07010 - Baker 11.45
07041 - Cook I 11.08
07042 - Cook II 12.55
07070 - Dishwasher 9.20
07130 - Food Service Worker 10.56
07210 - Meat Cutter 13.56
07260 - Waiter/Waitress 8.83
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 16.04

09040 - Furniture Handler 10.97
09080 - Furniture Refinisher 16.04
09090 - Furniture Refinisher Helper 12.67
09110 - Furniture Repairer Minor 14.35
09130 - Upholsterer 16.04
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 10.26
11060 - Elevator Operator 11.05
11090 - Gardener 17.81
11122 - Housekeeping Aide 11.05
11150 - Janitor 11.05
11210 - Laborer Grounds Maintenance 14.23
11240 - Maid or Houseman 9.26
11260 - Pruner 12.78
11270 - Tractor Operator 16.65
11330 - Trail Maintenance Worker 14.23
11360 - Window Cleaner 12.10
12000 - Health Occupations
12010 - Ambulance Driver 16.51
12011 - Breath Alcohol Technician 18.02
12012 - Certified Occupational Therapist Assistant 29.89
12015 - Certified Physical Therapist Assistant 28.48
12020 - Dental Assistant 16.02
12025 - Dental Hygienist 27.23
12030 - EKG Technician 30.23
12035 - Electroneurodiagnostic Technologist 30.23
12040 - Emergency Medical Technician 16.51
12071 - Licensed Practical Nurse I 16.12
12072 - Licensed Practical Nurse II 18.02
12073 - Licensed Practical Nurse III 20.09
12100 - Medical Assistant 13.98
12130 - Medical Laboratory Technician 23.01
12160 - Medical Record Clerk 15.27
12190 - Medical Record Technician 17.82
12195 - Medical Transcriptionist 15.30
12210 - Nuclear Medicine Technologist 39.60
12221 - Nursing Assistant I 11.31
12222 - Nursing Assistant II 12.71
12223 - Nursing Assistant III 13.87
12224 - Nursing Assistant IV 15.58
12235 - Optical Dispenser 16.46
12236 - Optical Technician 16.12
12250 - Pharmacy Technician 13.60
12280 - Phlebotomist 13.24
12305 - Radiologic Technologist 26.39
12311 - Registered Nurse I 24.16
12312 - Registered Nurse II 29.55
12313 - Registered Nurse II Specialist 29.55
12314 - Registered Nurse III 35.76
12315 - Registered Nurse III Anesthetist 35.76

12316 - Registered Nurse IV		42.85
12317 - Scheduler (Drug and Alcohol Testing)		22.32
12320 - Substance Abuse Treatment Counselor		20.06
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.41
13012 - Exhibits Specialist II		26.52
13013 - Exhibits Specialist III		32.44
13041 - Illustrator I		21.41
13042 - Illustrator II		26.52
13043 - Illustrator III		32.44
13047 - Librarian		29.37
13050 - Library Aide/Clerk		13.21
13054 - Library Information Technology Systems Administrator		26.52
13058 - Library Technician		15.47
13061 - Media Specialist I		19.14
13062 - Media Specialist II		21.41
13063 - Media Specialist III		23.86
13071 - Photographer I		18.19
13072 - Photographer II		20.50
13073 - Photographer III		25.40
13074 - Photographer IV		31.06
13075 - Photographer V		37.59
13090 - Technical Order Library Clerk		18.40
13110 - Video Teleconference Technician		19.14
14000 - Information Technology Occupations		
14041 - Computer Operator I		22.14
14042 - Computer Operator II		24.78
14043 - Computer Operator III		27.61
14044 - Computer Operator IV		30.69
14045 - Computer Operator V		33.99
14071 - Computer Programmer I	(see 1)	19.28
14072 - Computer Programmer II	(see 1)	24.89
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		22.14
14160 - Personal Computer Support Technician		30.69
14170 - System Support Specialist		31.10
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)		41.53
15050 - Computer Based Training Specialist / Instructor		28.63
15060 - Educational Technologist		29.70
15070 - Flight Instructor (Pilot)		41.53
15080 - Graphic Artist		25.02
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 20.44
15095 - Technical Instructor/Course Developer 25.00
15110 - Test Proctor 16.49
15120 - Tutor 16.49
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.04
16030 - Counter Attendant 10.04
16040 - Dry Cleaner 12.82
16070 - Finisher Flatwork Machine 11.28
16090 - Presser Hand 10.04
16110 - Presser Machine Drycleaning 10.04
16130 - Presser Machine Shirts 10.04
16160 - Presser Machine Wearing Apparel Laundry 10.04
16190 - Sewing Machine Operator 13.67
16220 - Tailor 14.50
16250 - Washer Machine 12.50
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.51
19040 - Tool And Die Maker 25.96
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.52
21030 - Material Coordinator 25.81
21040 - Material Expediter 25.81
21050 - Material Handling Laborer 12.66
21071 - Order Filler 12.10
21080 - Production Line Worker (Food Processing) 16.52
21110 - Shipping Packer 15.05
21130 - Shipping/Receiving Clerk 15.05
21140 - Store Worker I 13.33
21150 - Stock Clerk 17.47
21210 - Tools And Parts Attendant 16.52
21410 - Warehouse Specialist 16.52
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.70
23019 - Aircraft Logs and Records Technician 24.73
23021 - Aircraft Mechanic I 29.25
23022 - Aircraft Mechanic II 30.70
23023 - Aircraft Mechanic III 32.14
23040 - Aircraft Mechanic Helper 21.67
23050 - Aircraft Painter 27.85
23060 - Aircraft Servicer 24.73
23070 - Aircraft Survival Flight Equipment Technician 27.85
23080 - Aircraft Worker 26.90
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 26.90
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 29.25
23110 - Appliance Mechanic 20.02

23120 - Bicycle Repairer 16.72
23125 - Cable Splicer 26.09
23130 - Carpenter Maintenance 19.94
23140 - Carpet Layer 18.44
23160 - Electrician Maintenance 23.24
23181 - Electronics Technician Maintenance I 26.59
23182 - Electronics Technician Maintenance II 28.09
23183 - Electronics Technician Maintenance III 29.58
23260 - Fabric Worker 17.83
23290 - Fire Alarm System Mechanic 21.08
23310 - Fire Extinguisher Repairer 16.72
23311 - Fuel Distribution System Mechanic 21.56
23312 - Fuel Distribution System Operator 17.27
23370 - General Maintenance Worker 16.01
23380 - Ground Support Equipment Mechanic 29.25
23381 - Ground Support Equipment Servicer 24.73
23382 - Ground Support Equipment Worker 26.90
23391 - Gunsmith I 16.72
23392 - Gunsmith II 18.95
23393 - Gunsmith III 21.08
23410 - Heating Ventilation And Air-Conditioning Mechanic 18.85
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 19.80
23430 - Heavy Equipment Mechanic 26.42
23440 - Heavy Equipment Operator 16.65
23460 - Instrument Mechanic 21.08
23465 - Laboratory/Shelter Mechanic 20.02
23470 - Laborer 12.66
23510 - Locksmith 20.02
23530 - Machinery Maintenance Mechanic 23.06
23550 - Machinist Maintenance 19.57
23580 - Maintenance Trades Helper 15.20
23591 - Metrology Technician I 21.08
23592 - Metrology Technician II 22.14
23593 - Metrology Technician III 23.17
23640 - Millwright 20.59
23710 - Office Appliance Repairer 18.03
23760 - Painter Maintenance 21.35
23790 - Pipefitter Maintenance 25.30
23810 - Plumber Maintenance 24.04
23820 - Pneudraulic Systems Mechanic 21.08
23850 - Rigger 22.22
23870 - Scale Mechanic 18.95
23890 - Sheet-Metal Worker Maintenance 17.41
23910 - Small Engine Mechanic 18.53
23931 - Telecommunications Mechanic I 26.50
23932 - Telecommunications Mechanic II 27.83
23950 - Telephone Lineman 21.38
23960 - Welder Combination Maintenance 18.39

23965 - Well Driller		21.08
23970 - Woodcraft Worker		21.08
23980 - Woodworker		16.72
24000 - Personal Needs Occupations		
24550 - Case Manager		13.78
24570 - Child Care Attendant		9.33
24580 - Child Care Center Clerk		13.29
24610 - Chore Aide		10.98
24620 - Family Readiness And Support Services Coordinator		13.78
24630 - Homemaker		13.78
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		21.08
25040 - Sewage Plant Operator		18.15
25070 - Stationary Engineer		21.08
25190 - Ventilation Equipment Tender		14.46
25210 - Water Treatment Plant Operator		18.15
27000 - Protective Service Occupations		
27004 - Alarm Monitor		13.63
27007 - Baggage Inspector		17.07
27008 - Corrections Officer		15.64
27010 - Court Security Officer		16.23
27030 - Detection Dog Handler		19.31
27040 - Detention Officer		15.64
27070 - Firefighter		16.20
27101 - Guard I		17.07
27102 - Guard II		19.31
27131 - Police Officer I		17.31
27132 - Police Officer II		19.24
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		14.15
28042 - Carnival Equipment Repairer		14.87
28043 - Carnival Worker		10.85
28210 - Gate Attendant/Gate Tender		15.96
28310 - Lifeguard		12.47
28350 - Park Attendant (Aide)		17.86
28510 - Recreation Aide/Health Facility Attendant		13.04
28515 - Recreation Specialist		22.12
28630 - Sports Official		14.22
28690 - Swimming Pool Operator		17.61
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		26.41
29020 - Hatch Tender		26.41
29030 - Line Handler		26.41
29041 - Stevedore I		24.85
29042 - Stevedore II		27.90
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	40.29
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.78
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.59

30021 - Archeological Technician I		16.67
30022 - Archeological Technician II		18.65
30023 - Archeological Technician III		23.10
30030 - Cartographic Technician		23.10
30040 - Civil Engineering Technician		18.08
30051 - Cryogenic Technician I		25.58
30052 - Cryogenic Technician II		28.25
30061 - Drafter/CAD Operator I		16.67
30062 - Drafter/CAD Operator II		18.65
30063 - Drafter/CAD Operator III		20.78
30064 - Drafter/CAD Operator IV		25.58
30081 - Engineering Technician I		15.07
30082 - Engineering Technician II		16.91
30083 - Engineering Technician III		18.93
30084 - Engineering Technician IV		23.44
30085 - Engineering Technician V		28.68
30086 - Engineering Technician VI		34.70
30090 - Environmental Technician		22.53
30095 - Evidence Control Specialist		23.10
30210 - Laboratory Technician		25.91
30221 - Latent Fingerprint Technician I		25.58
30222 - Latent Fingerprint Technician II		28.25
30240 - Mathematical Technician		23.10
30361 - Paralegal/Legal Assistant I		20.74
30362 - Paralegal/Legal Assistant II		25.69
30363 - Paralegal/Legal Assistant III		31.43
30364 - Paralegal/Legal Assistant IV		38.04
30375 - Petroleum Supply Specialist		28.25
30390 - Photo-Optics Technician		23.10
30395 - Radiation Control Technician		28.25
30461 - Technical Writer I		23.10
30462 - Technical Writer II		28.25
30463 - Technical Writer III		34.18
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		25.58
30502 - Weather Forecaster II		31.11
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	20.78
30621 - Weather Observer Senior	(see 2)	23.10
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		13.13
31030 - Bus Driver		17.18
31043 - Driver Courier		15.45
31260 - Parking and Lot Attendant		13.22
31290 - Shuttle Bus Driver		15.27

31310 - Taxi Driver	15.13
31361 - Truckdriver Light	16.56
31362 - Truckdriver Medium	17.66
31363 - Truckdriver Heavy	20.78
31364 - Truckdriver Tractor-Trailer	20.78
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	9.49
99050 - Desk Clerk	9.19
99095 - Embalmer	21.85
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	13.73
99252 - Laboratory Animal Caretaker II	14.72
99260 - Marketing Analyst	25.82
99310 - Mortician	21.85
99410 - Pest Controller	17.77
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	14.78
99711 - Recycling Specialist	17.37
99730 - Refuse Collector	13.50
99810 - Sales Clerk	10.80
99820 - School Crossing Guard	14.69
99830 - Survey Party Chief	23.89
99831 - Surveying Aide	15.92
99832 - Surveying Technician	21.83
99840 - Vending Machine Attendant	14.42
99841 - Vending Machine Repairer	17.70
99842 - Vending Machine Repairer Helper	15.29

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 10 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4514
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: Georgia

Area: Georgia Counties of Clay Early Miller Seminole

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.18
01012 - Accounting Clerk II		15.35
01013 - Accounting Clerk III		17.35
01020 - Administrative Assistant		25.12
01035 - Court Reporter		15.35
01041 - Customer Service Representative I		10.59
01042 - Customer Service Representative II		11.91
01043 - Customer Service Representative III		13.00
01051 - Data Entry Operator I		11.39
01052 - Data Entry Operator II		12.74
01060 - Dispatcher Motor Vehicle		18.62
01070 - Document Preparation Clerk		12.22

01090 - Duplicating Machine Operator 12.22
01111 - General Clerk I 11.50
01112 - General Clerk II 13.35
01113 - General Clerk III 15.04
01120 - Housing Referral Assistant 17.11
01141 - Messenger Courier 10.78
01191 - Order Clerk I 12.89
01192 - Order Clerk II 14.06
01261 - Personnel Assistant (Employment) I 15.37
01262 - Personnel Assistant (Employment) II 18.04
01263 - Personnel Assistant (Employment) III 19.18
01270 - Production Control Clerk 25.81
01290 - Rental Clerk 13.08
01300 - Scheduler Maintenance 13.72
01311 - Secretary I 13.72
01312 - Secretary II 15.35
01313 - Secretary III 17.11
01320 - Service Order Dispatcher 16.64
01410 - Supply Technician 25.12
01420 - Survey Worker 15.43
01460 - Switchboard Operator/Receptionist 11.63
01531 - Travel Clerk I 13.14
01532 - Travel Clerk II 14.28
01533 - Travel Clerk III 15.34
01611 - Word Processor I 12.22
01612 - Word Processor II 13.72
01613 - Word Processor III 15.35
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.60
05010 - Automotive Electrician 17.46
05040 - Automotive Glass Installer 16.55
05070 - Automotive Worker 16.55
05110 - Mobile Equipment Servicer 14.61
05130 - Motor Equipment Metal Mechanic 18.39
05160 - Motor Equipment Metal Worker 16.55
05190 - Motor Vehicle Mechanic 18.39
05220 - Motor Vehicle Mechanic Helper 13.66
05250 - Motor Vehicle Upholstery Worker 15.59
05280 - Motor Vehicle Wrecker 16.55
05310 - Painter Automotive 17.46
05340 - Radiator Repair Specialist 16.55
05370 - Tire Repairer 12.32
05400 - Transmission Repair Specialist 18.39
07000 - Food Preparation And Service Occupations
07010 - Baker 10.83
07041 - Cook I 10.07
07042 - Cook II 11.41
07070 - Dishwasher 9.20
07130 - Food Service Worker 9.60
07210 - Meat Cutter 13.41

07260 - Waiter/Waitress	8.83
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.04
09040 - Furniture Handler	10.97
09080 - Furniture Refinisher	16.04
09090 - Furniture Refinisher Helper	12.67
09110 - Furniture Repairer Minor	14.35
09130 - Upholsterer	16.04
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	9.81
11060 - Elevator Operator	10.67
11090 - Gardener	17.81
11122 - Housekeeping Aide	10.67
11150 - Janitor	10.67
11210 - Laborer Grounds Maintenance	14.23
11240 - Maid or Houseman	8.82
11260 - Pruner	12.78
11270 - Tractor Operator	16.65
11330 - Trail Maintenance Worker	14.23
11360 - Window Cleaner	11.68
12000 - Health Occupations	
12010 - Ambulance Driver	15.90
12011 - Breath Alcohol Technician	17.52
12012 - Certified Occupational Therapist Assistant	29.89
12015 - Certified Physical Therapist Assistant	27.78
12020 - Dental Assistant	16.02
12025 - Dental Hygienist	27.23
12030 - EKG Technician	30.23
12035 - Electroneurodiagnostic Technologist	30.23
12040 - Emergency Medical Technician	15.90
12071 - Licensed Practical Nurse I	15.66
12072 - Licensed Practical Nurse II	17.52
12073 - Licensed Practical Nurse III	19.53
12100 - Medical Assistant	13.43
12130 - Medical Laboratory Technician	22.99
12160 - Medical Record Clerk	13.88
12190 - Medical Record Technician	17.08
12195 - Medical Transcriptionist	15.30
12210 - Nuclear Medicine Technologist	38.50
12221 - Nursing Assistant I	10.84
12222 - Nursing Assistant II	12.18
12223 - Nursing Assistant III	13.29
12224 - Nursing Assistant IV	14.92
12235 - Optical Dispenser	16.46
12236 - Optical Technician	15.66
12250 - Pharmacy Technician	13.60
12280 - Phlebotomist	13.24
12305 - Radiologic Technologist	26.39
12311 - Registered Nurse I	23.48
12312 - Registered Nurse II	28.73

12313 - Registered Nurse II Specialist		28.73
12314 - Registered Nurse III		34.76
12315 - Registered Nurse III Anesthetist		34.76
12316 - Registered Nurse IV		41.66
12317 - Scheduler (Drug and Alcohol Testing)		21.70
12320 - Substance Abuse Treatment Counselor		20.06
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.50
13012 - Exhibits Specialist II		25.40
13013 - Exhibits Specialist III		31.06
13041 - Illustrator I		20.35
13042 - Illustrator II		25.21
13043 - Illustrator III		30.83
13047 - Librarian		27.92
13050 - Library Aide/Clerk		12.01
13054 - Library Information Technology Systems Administrator		25.21
13058 - Library Technician		15.47
13061 - Media Specialist I		18.19
13062 - Media Specialist II		20.35
13063 - Media Specialist III		22.68
13071 - Photographer I		18.19
13072 - Photographer II		20.50
13073 - Photographer III		25.40
13074 - Photographer IV		31.06
13075 - Photographer V		37.59
13090 - Technical Order Library Clerk		16.73
13110 - Video Teleconference Technician		17.93
14000 - Information Technology Occupations		
14041 - Computer Operator I		22.14
14042 - Computer Operator II		24.78
14043 - Computer Operator III		27.61
14044 - Computer Operator IV		30.69
14045 - Computer Operator V		33.99
14071 - Computer Programmer I	(see 1)	19.28
14072 - Computer Programmer II	(see 1)	24.89
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		22.14
14160 - Personal Computer Support Technician		30.69
14170 - System Support Specialist		31.10
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)		41.53
15050 - Computer Based Training Specialist / Instructor		28.63
15060 - Educational Technologist		29.70

15070 - Flight Instructor (Pilot) 41.53
15080 - Graphic Artist 25.02
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 20.44
15095 - Technical Instructor/Course Developer 25.00
15110 - Test Proctor 16.49
15120 - Tutor 16.49
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.04
16030 - Counter Attendant 10.04
16040 - Dry Cleaner 12.82
16070 - Finisher Flatwork Machine 11.28
16090 - Presser Hand 10.04
16110 - Presser Machine Drycleaning 10.04
16130 - Presser Machine Shirts 10.04
16160 - Presser Machine Wearing Apparel Laundry 10.04
16190 - Sewing Machine Operator 13.67
16220 - Tailor 14.50
16250 - Washer Machine 12.50
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.55
19040 - Tool And Die Maker 23.60
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.32
21030 - Material Coordinator 25.81
21040 - Material Expediter 25.81
21050 - Material Handling Laborer 12.27
21071 - Order Filler 11.76
21080 - Production Line Worker (Food Processing) 16.32
21110 - Shipping Packer 14.56
21130 - Shipping/Receiving Clerk 14.56
21140 - Store Worker I 13.13
21150 - Stock Clerk 17.21
21210 - Tools And Parts Attendant 16.32
21410 - Warehouse Specialist 16.32
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.91
23019 - Aircraft Logs and Records Technician 22.48
23021 - Aircraft Mechanic I 26.59
23022 - Aircraft Mechanic II 27.91
23023 - Aircraft Mechanic III 29.22
23040 - Aircraft Mechanic Helper 19.70
23050 - Aircraft Painter 25.32
23060 - Aircraft Servicer 22.48
23070 - Aircraft Survival Flight Equipment Technician 25.32
23080 - Aircraft Worker 24.45
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.45

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.59
23110 - Appliance Mechanic 18.53
23120 - Bicycle Repairer 15.48
23125 - Cable Splicer 26.09
23130 - Carpenter Maintenance 18.13
23140 - Carpet Layer 16.76
23160 - Electrician Maintenance 21.85
23181 - Electronics Technician Maintenance I 24.57
23182 - Electronics Technician Maintenance II 26.68
23183 - Electronics Technician Maintenance III 28.09
23260 - Fabric Worker 16.50
23290 - Fire Alarm System Mechanic 19.52
23310 - Fire Extinguisher Repairer 15.48
23311 - Fuel Distribution System Mechanic 21.56
23312 - Fuel Distribution System Operator 17.27
23370 - General Maintenance Worker 15.76
23380 - Ground Support Equipment Mechanic 26.59
23381 - Ground Support Equipment Servicer 22.48
23382 - Ground Support Equipment Worker 24.45
23391 - Gunsmith I 15.48
23392 - Gunsmith II 17.54
23393 - Gunsmith III 19.52
23410 - Heating Ventilation And Air-Conditioning Mechanic 18.69
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 19.62
23430 - Heavy Equipment Mechanic 25.10
23440 - Heavy Equipment Operator 16.65
23460 - Instrument Mechanic 19.52
23465 - Laboratory/Shelter Mechanic 18.53
23470 - Laborer 12.27
23510 - Locksmith 18.53
23530 - Machinery Maintenance Mechanic 22.72
23550 - Machinist Maintenance 18.47
23580 - Maintenance Trades Helper 13.82
23591 - Metrology Technician I 19.52
23592 - Metrology Technician II 20.49
23593 - Metrology Technician III 21.45
23640 - Millwright 20.11
23710 - Office Appliance Repairer 18.03
23760 - Painter Maintenance 20.68
23790 - Pipefitter Maintenance 23.00
23810 - Plumber Maintenance 21.85
23820 - Pneudraulic Systems Mechanic 19.52
23850 - Rigger 20.66
23870 - Scale Mechanic 17.54
23890 - Sheet-Metal Worker Maintenance 15.83
23910 - Small Engine Mechanic 17.85
23931 - Telecommunications Mechanic I 25.57

23932 - Telecommunications Mechanic II 26.84
23950 - Telephone Lineman 21.38
23960 - Welder Combination Maintenance 17.46
23965 - Well Driller 19.52
23970 - Woodcraft Worker 19.52
23980 - Woodworker 15.48
24000 - Personal Needs Occupations
24550 - Case Manager 13.07
24570 - Child Care Attendant 9.22
24580 - Child Care Center Clerk 13.29
24610 - Chore Aide 10.98
24620 - Family Readiness And Support Services Coordinator 13.07
24630 - Homemaker 13.64
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 19.52
25040 - Sewage Plant Operator 18.15
25070 - Stationary Engineer 19.52
25190 - Ventilation Equipment Tender 14.46
25210 - Water Treatment Plant Operator 18.15
27000 - Protective Service Occupations
27004 - Alarm Monitor 13.28
27007 - Baggage Inspector 15.52
27008 - Corrections Officer 15.64
27010 - Court Security Officer 15.72
27030 - Detection Dog Handler 17.55
27040 - Detention Officer 15.64
27070 - Firefighter 15.31
27101 - Guard I 15.52
27102 - Guard II 17.55
27131 - Police Officer I 17.31
27132 - Police Officer II 19.24
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.86
28042 - Carnival Equipment Repairer 13.52
28043 - Carnival Worker 9.86
28210 - Gate Attendant/Gate Tender 14.51
28310 - Lifeguard 11.34
28350 - Park Attendant (Aide) 16.24
28510 - Recreation Aide/Health Facility Attendant 11.85
28515 - Recreation Specialist 20.11
28630 - Sports Official 12.93
28690 - Swimming Pool Operator 16.22
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 24.17
29020 - Hatch Tender 24.17
29030 - Line Handler 24.17
29041 - Stevedore I 22.74
29042 - Stevedore II 25.53
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 16.67
30022 - Archeological Technician II 18.65
30023 - Archeological Technician III 23.10
30030 - Cartographic Technician 23.10
30040 - Civil Engineering Technician 18.08
30051 - Cryogenic Technician I 25.58
30052 - Cryogenic Technician II 28.25
30061 - Drafter/CAD Operator I 16.67
30062 - Drafter/CAD Operator II 18.65
30063 - Drafter/CAD Operator III 20.78
30064 - Drafter/CAD Operator IV 25.58
30081 - Engineering Technician I 15.07
30082 - Engineering Technician II 16.91
30083 - Engineering Technician III 18.93
30084 - Engineering Technician IV 23.44
30085 - Engineering Technician V 28.68
30086 - Engineering Technician VI 34.70
30090 - Environmental Technician 22.53
30095 - Evidence Control Specialist 23.10
30210 - Laboratory Technician 25.91
30221 - Latent Fingerprint Technician I 25.58
30222 - Latent Fingerprint Technician II 28.25
30240 - Mathematical Technician 23.10
30361 - Paralegal/Legal Assistant I 19.82
30362 - Paralegal/Legal Assistant II 24.55
30363 - Paralegal/Legal Assistant III 30.03
30364 - Paralegal/Legal Assistant IV 36.33
30375 - Petroleum Supply Specialist 28.25
30390 - Photo-Optics Technician 23.10
30395 - Radiation Control Technician 28.25
30461 - Technical Writer I 23.10
30462 - Technical Writer II 28.25
30463 - Technical Writer III 34.18
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 25.58
30502 - Weather Forecaster II 31.11
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.78
30621 - Weather Observer Senior (see 2) 23.10
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 11.94
31030 - Bus Driver 15.62

31043 - Driver Courier	14.28
31260 - Parking and Lot Attendant	13.22
31290 - Shuttle Bus Driver	15.27
31310 - Taxi Driver	15.13
31361 - Truckdriver Light	15.27
31362 - Truckdriver Medium	16.28
31363 - Truckdriver Heavy	20.64
31364 - Truckdriver Tractor-Trailer	20.64
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.15
99050 - Desk Clerk	9.19
99095 - Embalmer	21.58
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.39
99252 - Laboratory Animal Caretaker II	14.33
99260 - Marketing Analyst	25.82
99310 - Mortician	21.58
99410 - Pest Controller	17.10
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	14.61
99711 - Recycling Specialist	17.18
99730 - Refuse Collector	13.35
99810 - Sales Clerk	10.38
99820 - School Crossing Guard	14.47
99830 - Survey Party Chief	23.82
99831 - Surveying Aide	15.88
99832 - Surveying Technician	21.77
99840 - Vending Machine Attendant	14.42
99841 - Vending Machine Repairer	17.70
99842 - Vending Machine Repairer Helper	15.29

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 10 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4515
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.

State: Georgia

Area: Georgia Counties of Camden Charlton Pierce

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		16.16
01013 - Accounting Clerk III		18.08
01020 - Administrative Assistant		24.40
01035 - Court Reporter		15.35
01041 - Customer Service Representative I		11.65
01042 - Customer Service Representative II		13.10
01043 - Customer Service Representative III		14.30
01051 - Data Entry Operator I		12.68
01052 - Data Entry Operator II		14.22
01060 - Dispatcher Motor Vehicle		20.01
01070 - Document Preparation Clerk		12.22
01090 - Duplicating Machine Operator		12.22
01111 - General Clerk I		12.71
01112 - General Clerk II		13.86

01113 - General Clerk III 18.09
01120 - Housing Referral Assistant 17.11
01141 - Messenger Courier 13.18
01191 - Order Clerk I 12.89
01192 - Order Clerk II 14.06
01261 - Personnel Assistant (Employment) I 15.42
01262 - Personnel Assistant (Employment) II 17.24
01263 - Personnel Assistant (Employment) III 19.22
01270 - Production Control Clerk 25.81
01290 - Rental Clerk 13.44
01300 - Scheduler Maintenance 13.72
01311 - Secretary I 13.72
01312 - Secretary II 15.35
01313 - Secretary III 17.11
01320 - Service Order Dispatcher 17.90
01410 - Supply Technician 24.40
01420 - Survey Worker 15.50
01460 - Switchboard Operator/Receptionist 12.47
01531 - Travel Clerk I 13.68
01532 - Travel Clerk II 14.84
01533 - Travel Clerk III 15.96
01611 - Word Processor I 12.58
01612 - Word Processor II 15.29
01613 - Word Processor III 17.11
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.22
05010 - Automotive Electrician 17.46
05040 - Automotive Glass Installer 16.55
05070 - Automotive Worker 16.55
05110 - Mobile Equipment Servicer 14.61
05130 - Motor Equipment Metal Mechanic 18.39
05160 - Motor Equipment Metal Worker 16.55
05190 - Motor Vehicle Mechanic 18.39
05220 - Motor Vehicle Mechanic Helper 13.66
05250 - Motor Vehicle Upholstery Worker 15.59
05280 - Motor Vehicle Wrecker 16.55
05310 - Painter Automotive 17.46
05340 - Radiator Repair Specialist 16.55
05370 - Tire Repairer 12.32
05400 - Transmission Repair Specialist 18.39
07000 - Food Preparation And Service Occupations
07010 - Baker 11.75
07041 - Cook I 11.43
07042 - Cook II 12.95
07070 - Dishwasher 9.20
07130 - Food Service Worker 10.56
07210 - Meat Cutter 13.65
07260 - Waiter/Waitress 9.87
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 16.52

09040 - Furniture Handler 10.58
09080 - Furniture Refinisher 16.52
09090 - Furniture Refinisher Helper 12.29
09110 - Furniture Repairer Minor 14.40
09130 - Upholsterer 16.52
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 10.26
11060 - Elevator Operator 11.05
11090 - Gardener 17.81
11122 - Housekeeping Aide 11.17
11150 - Janitor 11.17
11210 - Laborer Grounds Maintenance 14.37
11240 - Maid or Houseman 9.26
11260 - Pruner 12.78
11270 - Tractor Operator 16.84
11330 - Trail Maintenance Worker 14.37
11360 - Window Cleaner 12.59
12000 - Health Occupations
12010 - Ambulance Driver 16.67
12011 - Breath Alcohol Technician 18.02
12012 - Certified Occupational Therapist Assistant 30.22
12015 - Certified Physical Therapist Assistant 28.48
12020 - Dental Assistant 16.28
12025 - Dental Hygienist 30.13
12030 - EKG Technician 29.91
12035 - Electroneurodiagnostic Technologist 29.91
12040 - Emergency Medical Technician 16.67
12071 - Licensed Practical Nurse I 16.12
12072 - Licensed Practical Nurse II 18.02
12073 - Licensed Practical Nurse III 20.09
12100 - Medical Assistant 13.98
12130 - Medical Laboratory Technician 23.01
12160 - Medical Record Clerk 15.27
12190 - Medical Record Technician 17.82
12195 - Medical Transcriptionist 15.65
12210 - Nuclear Medicine Technologist 39.60
12221 - Nursing Assistant I 11.31
12222 - Nursing Assistant II 12.71
12223 - Nursing Assistant III 13.87
12224 - Nursing Assistant IV 15.58
12235 - Optical Dispenser 19.34
12236 - Optical Technician 16.12
12250 - Pharmacy Technician 14.44
12280 - Phlebotomist 14.29
12305 - Radiologic Technologist 26.39
12311 - Registered Nurse I 24.16
12312 - Registered Nurse II 29.55
12313 - Registered Nurse II Specialist 29.55
12314 - Registered Nurse III 35.76
12315 - Registered Nurse III Anesthetist 35.76

12316 - Registered Nurse IV		42.85
12317 - Scheduler (Drug and Alcohol Testing)		22.32
12320 - Substance Abuse Treatment Counselor		20.06
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.41
13012 - Exhibits Specialist II		26.52
13013 - Exhibits Specialist III		32.44
13041 - Illustrator I		21.41
13042 - Illustrator II		26.52
13043 - Illustrator III		32.44
13047 - Librarian		29.37
13050 - Library Aide/Clerk		13.64
13054 - Library Information Technology Systems Administrator		26.52
13058 - Library Technician		13.25
13061 - Media Specialist I		19.14
13062 - Media Specialist II		21.41
13063 - Media Specialist III		23.86
13071 - Photographer I		18.19
13072 - Photographer II		20.50
13073 - Photographer III		25.21
13074 - Photographer IV		30.83
13075 - Photographer V		37.30
13090 - Technical Order Library Clerk		18.40
13110 - Video Teleconference Technician		19.14
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.68
14042 - Computer Operator II		22.00
14043 - Computer Operator III		24.84
14044 - Computer Operator IV		30.48
14045 - Computer Operator V		33.84
14071 - Computer Programmer I	(see 1)	24.20
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.68
14160 - Personal Computer Support Technician		30.48
14170 - System Support Specialist		31.10
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)		41.53
15050 - Computer Based Training Specialist / Instructor		28.63
15060 - Educational Technologist		29.23
15070 - Flight Instructor (Pilot)		41.53
15080 - Graphic Artist		22.77
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 20.53
15095 - Technical Instructor/Course Developer 25.11
15110 - Test Proctor 16.56
15120 - Tutor 16.56
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.04
16030 - Counter Attendant 10.04
16040 - Dry Cleaner 12.82
16070 - Finisher Flatwork Machine 10.04
16090 - Presser Hand 10.04
16110 - Presser Machine Drycleaning 10.04
16130 - Presser Machine Shirts 10.04
16160 - Presser Machine Wearing Apparel Laundry 10.04
16190 - Sewing Machine Operator 13.67
16220 - Tailor 14.50
16250 - Washer Machine 10.94
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.51
19040 - Tool And Die Maker 25.96
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.52
21030 - Material Coordinator 25.81
21040 - Material Expediter 25.81
21050 - Material Handling Laborer 12.93
21071 - Order Filler 12.10
21080 - Production Line Worker (Food Processing) 16.52
21110 - Shipping Packer 15.05
21130 - Shipping/Receiving Clerk 15.05
21140 - Store Worker I 13.33
21150 - Stock Clerk 17.47
21210 - Tools And Parts Attendant 16.52
21410 - Warehouse Specialist 16.52
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 31.64
23019 - Aircraft Logs and Records Technician 25.50
23021 - Aircraft Mechanic I 30.13
23022 - Aircraft Mechanic II 31.64
23023 - Aircraft Mechanic III 33.12
23040 - Aircraft Mechanic Helper 22.36
23050 - Aircraft Painter 28.61
23060 - Aircraft Servicer 25.50
23070 - Aircraft Survival Flight Equipment Technician 28.61
23080 - Aircraft Worker 27.09
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 27.09
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 30.13
23110 - Appliance Mechanic 20.02

23120 - Bicycle Repairer	16.72
23125 - Cable Splicer	26.09
23130 - Carpenter Maintenance	20.59
23140 - Carpet Layer	18.95
23160 - Electrician Maintenance	23.24
23181 - Electronics Technician Maintenance I	26.59
23182 - Electronics Technician Maintenance II	28.09
23183 - Electronics Technician Maintenance III	29.58
23260 - Fabric Worker	17.83
23290 - Fire Alarm System Mechanic	21.08
23310 - Fire Extinguisher Repairer	16.72
23311 - Fuel Distribution System Mechanic	26.61
23312 - Fuel Distribution System Operator	21.15
23370 - General Maintenance Worker	16.01
23380 - Ground Support Equipment Mechanic	30.13
23381 - Ground Support Equipment Servicer	25.50
23382 - Ground Support Equipment Worker	27.09
23391 - Gunsmith I	16.81
23392 - Gunsmith II	18.95
23393 - Gunsmith III	21.08
23410 - Heating Ventilation And Air-Conditioning Mechanic	19.33
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	20.50
23430 - Heavy Equipment Mechanic	26.42
23440 - Heavy Equipment Operator	20.02
23460 - Instrument Mechanic	24.25
23465 - Laboratory/Shelter Mechanic	20.02
23470 - Laborer	12.93
23510 - Locksmith	20.02
23530 - Machinery Maintenance Mechanic	23.06
23550 - Machinist Maintenance	19.57
23580 - Maintenance Trades Helper	14.87
23591 - Metrology Technician I	24.25
23592 - Metrology Technician II	25.81
23593 - Metrology Technician III	27.31
23640 - Millwright	20.59
23710 - Office Appliance Repairer	21.11
23760 - Painter Maintenance	21.56
23790 - Pipefitter Maintenance	25.30
23810 - Plumber Maintenance	24.04
23820 - Pneudraulic Systems Mechanic	21.08
23850 - Rigger	22.22
23870 - Scale Mechanic	18.95
23890 - Sheet-Metal Worker Maintenance	21.08
23910 - Small Engine Mechanic	18.53
23931 - Telecommunications Mechanic I	27.56
23932 - Telecommunications Mechanic II	28.94
23950 - Telephone Lineman	21.89
23960 - Welder Combination Maintenance	18.39

23965 - Well Driller	21.08
23970 - Woodcraft Worker	21.08
23980 - Woodworker	16.72
24000 - Personal Needs Occupations	
24550 - Case Manager	14.20
24570 - Child Care Attendant	9.49
24580 - Child Care Center Clerk	13.34
24610 - Chore Aide	10.38
24620 - Family Readiness And Support Services Coordinator	14.20
24630 - Homemaker	19.49
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.27
25040 - Sewage Plant Operator	22.26
25070 - Stationary Engineer	22.27
25190 - Ventilation Equipment Tender	15.47
25210 - Water Treatment Plant Operator	22.26
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.83
27007 - Baggage Inspector	16.93
27008 - Corrections Officer	15.87
27010 - Court Security Officer	16.23
27030 - Detection Dog Handler	19.31
27040 - Detention Officer	15.87
27070 - Firefighter	16.05
27101 - Guard I	16.93
27102 - Guard II	19.31
27131 - Police Officer I	19.58
27132 - Police Officer II	21.77
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.15
28042 - Carnival Equipment Repairer	15.14
28043 - Carnival Worker	11.17
28210 - Gate Attendant/Gate Tender	15.96
28310 - Lifeguard	12.42
28350 - Park Attendant (Aide)	17.86
28510 - Recreation Aide/Health Facility Attendant	13.04
28515 - Recreation Specialist	22.12
28630 - Sports Official	14.22
28690 - Swimming Pool Operator	17.61
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	26.41
29020 - Hatch Tender	26.41
29030 - Line Handler	26.41
29041 - Stevedore I	24.85
29042 - Stevedore II	27.90
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.29
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.78
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.59

30021 - Archeological Technician I		16.67
30022 - Archeological Technician II		18.65
30023 - Archeological Technician III		23.10
30030 - Cartographic Technician		23.10
30040 - Civil Engineering Technician		22.04
30051 - Cryogenic Technician I		25.58
30052 - Cryogenic Technician II		28.25
30061 - Drafter/CAD Operator I		16.67
30062 - Drafter/CAD Operator II		18.65
30063 - Drafter/CAD Operator III		20.78
30064 - Drafter/CAD Operator IV		25.58
30081 - Engineering Technician I		15.07
30082 - Engineering Technician II		16.71
30083 - Engineering Technician III		20.34
30084 - Engineering Technician IV		23.88
30085 - Engineering Technician V		29.16
30086 - Engineering Technician VI		35.34
30090 - Environmental Technician		22.13
30095 - Evidence Control Specialist		23.10
30210 - Laboratory Technician		24.88
30221 - Latent Fingerprint Technician I		25.58
30222 - Latent Fingerprint Technician II		28.25
30240 - Mathematical Technician		23.10
30361 - Paralegal/Legal Assistant I		20.74
30362 - Paralegal/Legal Assistant II		25.69
30363 - Paralegal/Legal Assistant III		31.43
30364 - Paralegal/Legal Assistant IV		38.04
30375 - Petroleum Supply Specialist		28.25
30390 - Photo-Optics Technician		23.10
30395 - Radiation Control Technician		28.25
30461 - Technical Writer I		23.10
30462 - Technical Writer II		28.25
30463 - Technical Writer III		34.18
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		25.58
30502 - Weather Forecaster II		31.11
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	20.78
30621 - Weather Observer Senior	(see 2)	23.10
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		14.47
31030 - Bus Driver		19.55
31043 - Driver Courier		15.45
31260 - Parking and Lot Attendant		13.22
31290 - Shuttle Bus Driver		16.08

31310 - Taxi Driver	12.61
31361 - Truckdriver Light	16.56
31362 - Truckdriver Medium	18.16
31363 - Truckdriver Heavy	20.78
31364 - Truckdriver Tractor-Trailer	20.78
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	9.49
99050 - Desk Clerk	9.66
99095 - Embalmer	24.27
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	13.73
99252 - Laboratory Animal Caretaker II	14.72
99260 - Marketing Analyst	25.82
99310 - Mortician	24.27
99410 - Pest Controller	17.77
99510 - Photofinishing Worker	13.91
99710 - Recycling Laborer	15.26
99711 - Recycling Specialist	19.47
99730 - Refuse Collector	13.54
99810 - Sales Clerk	12.62
99820 - School Crossing Guard	14.69
99830 - Survey Party Chief	28.12
99831 - Surveying Aide	15.94
99832 - Surveying Technician	21.83
99840 - Vending Machine Attendant	12.78
99841 - Vending Machine Repairer	16.09
99842 - Vending Machine Repairer Helper	12.78

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4516
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: Georgia

Area: Georgia Counties of Camden Charlton Pierce

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.09
01012 - Accounting Clerk II		14.69
01013 - Accounting Clerk III		16.44
01020 - Administrative Assistant		24.40
01035 - Court Reporter		15.35
01041 - Customer Service Representative I		10.59
01042 - Customer Service Representative II		11.91
01043 - Customer Service Representative III		13.00
01051 - Data Entry Operator I		11.53
01052 - Data Entry Operator II		13.15
01060 - Dispatcher Motor Vehicle		18.62
01070 - Document Preparation Clerk		12.22

01090 - Duplicating Machine Operator 12.22
01111 - General Clerk I 11.55
01112 - General Clerk II 12.60
01113 - General Clerk III 18.09
01120 - Housing Referral Assistant 17.11
01141 - Messenger Courier 13.18
01191 - Order Clerk I 12.89
01192 - Order Clerk II 14.06
01261 - Personnel Assistant (Employment) I 15.37
01262 - Personnel Assistant (Employment) II 17.21
01263 - Personnel Assistant (Employment) III 19.18
01270 - Production Control Clerk 25.81
01290 - Rental Clerk 13.08
01300 - Scheduler Maintenance 13.72
01311 - Secretary I 13.72
01312 - Secretary II 15.35
01313 - Secretary III 17.11
01320 - Service Order Dispatcher 16.64
01410 - Supply Technician 24.40
01420 - Survey Worker 15.50
01460 - Switchboard Operator/Receptionist 11.93
01531 - Travel Clerk I 13.14
01532 - Travel Clerk II 14.28
01533 - Travel Clerk III 15.34
01611 - Word Processor I 12.58
01612 - Word Processor II 15.29
01613 - Word Processor III 17.11
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.22
05010 - Automotive Electrician 17.46
05040 - Automotive Glass Installer 16.55
05070 - Automotive Worker 16.55
05110 - Mobile Equipment Servicer 14.61
05130 - Motor Equipment Metal Mechanic 18.39
05160 - Motor Equipment Metal Worker 16.55
05190 - Motor Vehicle Mechanic 18.39
05220 - Motor Vehicle Mechanic Helper 13.66
05250 - Motor Vehicle Upholstery Worker 15.59
05280 - Motor Vehicle Wrecker 16.55
05310 - Painter Automotive 17.46
05340 - Radiator Repair Specialist 16.55
05370 - Tire Repairer 12.32
05400 - Transmission Repair Specialist 18.39
07000 - Food Preparation And Service Occupations
07010 - Baker 11.75
07041 - Cook I 10.86
07042 - Cook II 12.20
07070 - Dishwasher 9.20
07130 - Food Service Worker 9.60
07210 - Meat Cutter 13.65

07260 - Waiter/Waitress	9.87
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.52
09040 - Furniture Handler	10.58
09080 - Furniture Refinisher	16.52
09090 - Furniture Refinisher Helper	12.29
09110 - Furniture Repairer Minor	14.40
09130 - Upholsterer	16.52
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.02
11060 - Elevator Operator	10.67
11090 - Gardener	17.81
11122 - Housekeeping Aide	11.17
11150 - Janitor	11.17
11210 - Laborer Grounds Maintenance	14.37
11240 - Maid or Houseman	8.91
11260 - Pruner	12.78
11270 - Tractor Operator	16.84
11330 - Trail Maintenance Worker	14.37
11360 - Window Cleaner	12.59
12000 - Health Occupations	
12010 - Ambulance Driver	16.67
12011 - Breath Alcohol Technician	17.67
12012 - Certified Occupational Therapist Assistant	30.22
12015 - Certified Physical Therapist Assistant	27.46
12020 - Dental Assistant	16.28
12025 - Dental Hygienist	30.13
12030 - EKG Technician	29.91
12035 - Electroneurodiagnostic Technologist	29.91
12040 - Emergency Medical Technician	16.67
12071 - Licensed Practical Nurse I	15.80
12072 - Licensed Practical Nurse II	17.67
12073 - Licensed Practical Nurse III	18.89
12100 - Medical Assistant	13.57
12130 - Medical Laboratory Technician	22.99
12160 - Medical Record Clerk	13.88
12190 - Medical Record Technician	17.08
12195 - Medical Transcriptionist	15.65
12210 - Nuclear Medicine Technologist	38.50
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	19.34
12236 - Optical Technician	15.66
12250 - Pharmacy Technician	14.44
12280 - Phlebotomist	14.29
12305 - Radiologic Technologist	26.39
12311 - Registered Nurse I	23.48
12312 - Registered Nurse II	28.73

12313 - Registered Nurse II Specialist		28.73
12314 - Registered Nurse III		34.76
12315 - Registered Nurse III Anesthetist		34.76
12316 - Registered Nurse IV		41.66
12317 - Scheduler (Drug and Alcohol Testing)		21.70
12320 - Substance Abuse Treatment Counselor		20.06
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.77
13012 - Exhibits Specialist II		25.72
13013 - Exhibits Specialist III		31.47
13041 - Illustrator I		20.77
13042 - Illustrator II		25.72
13043 - Illustrator III		31.47
13047 - Librarian		28.49
13050 - Library Aide/Clerk		12.40
13054 - Library Information Technology Systems Administrator		25.72
13058 - Library Technician		13.25
13061 - Media Specialist I		18.57
13062 - Media Specialist II		20.77
13063 - Media Specialist III		23.15
13071 - Photographer I		18.19
13072 - Photographer II		20.50
13073 - Photographer III		25.21
13074 - Photographer IV		30.83
13075 - Photographer V		37.30
13090 - Technical Order Library Clerk		16.73
13110 - Video Teleconference Technician		18.57
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.68
14042 - Computer Operator II		22.00
14043 - Computer Operator III		24.84
14044 - Computer Operator IV		30.48
14045 - Computer Operator V		33.84
14071 - Computer Programmer I	(see 1)	24.20
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.68
14160 - Personal Computer Support Technician		30.48
14170 - System Support Specialist		31.10
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)		41.53
15050 - Computer Based Training Specialist / Instructor		28.63
15060 - Educational Technologist		29.23

15070 - Flight Instructor (Pilot) 41.53
15080 - Graphic Artist 22.77
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 20.53
15095 - Technical Instructor/Course Developer 25.11
15110 - Test Proctor 16.56
15120 - Tutor 16.56
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.04
16030 - Counter Attendant 10.04
16040 - Dry Cleaner 12.82
16070 - Finisher Flatwork Machine 10.04
16090 - Presser Hand 10.04
16110 - Presser Machine Drycleaning 10.04
16130 - Presser Machine Shirts 10.04
16160 - Presser Machine Wearing Apparel Laundry 10.04
16190 - Sewing Machine Operator 13.67
16220 - Tailor 14.50
16250 - Washer Machine 10.94
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.55
19040 - Tool And Die Maker 23.60
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.32
21030 - Material Coordinator 25.81
21040 - Material Expediter 25.81
21050 - Material Handling Laborer 12.93
21071 - Order Filler 12.08
21080 - Production Line Worker (Food Processing) 16.32
21110 - Shipping Packer 14.88
21130 - Shipping/Receiving Clerk 14.88
21140 - Store Worker I 13.13
21150 - Stock Clerk 17.21
21210 - Tools And Parts Attendant 16.32
21410 - Warehouse Specialist 16.32
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.76
23019 - Aircraft Logs and Records Technician 23.18
23021 - Aircraft Mechanic I 27.39
23022 - Aircraft Mechanic II 28.76
23023 - Aircraft Mechanic III 30.11
23040 - Aircraft Mechanic Helper 20.33
23050 - Aircraft Painter 26.01
23060 - Aircraft Servicer 23.18
23070 - Aircraft Survival Flight Equipment Technician 26.01
23080 - Aircraft Worker 24.63
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.63

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.39
23110 - Appliance Mechanic 18.66
23120 - Bicycle Repairer 15.48
23125 - Cable Splicer 26.09
23130 - Carpenter Maintenance 19.11
23140 - Carpet Layer 17.55
23160 - Electrician Maintenance 22.43
23181 - Electronics Technician Maintenance I 25.26
23182 - Electronics Technician Maintenance II 26.68
23183 - Electronics Technician Maintenance III 28.09
23260 - Fabric Worker 16.50
23290 - Fire Alarm System Mechanic 19.52
23310 - Fire Extinguisher Repairer 15.48
23311 - Fuel Distribution System Mechanic 26.61
23312 - Fuel Distribution System Operator 21.15
23370 - General Maintenance Worker 15.76
23380 - Ground Support Equipment Mechanic 27.39
23381 - Ground Support Equipment Servicer 23.18
23382 - Ground Support Equipment Worker 24.63
23391 - Gunsmith I 16.81
23392 - Gunsmith II 18.67
23393 - Gunsmith III 20.74
23410 - Heating Ventilation And Air-Conditioning Mechanic 19.33
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 20.50
23430 - Heavy Equipment Mechanic 25.10
23440 - Heavy Equipment Operator 20.02
23460 - Instrument Mechanic 24.25
23465 - Laboratory/Shelter Mechanic 18.79
23470 - Laborer 12.93
23510 - Locksmith 18.53
23530 - Machinery Maintenance Mechanic 22.72
23550 - Machinist Maintenance 18.54
23580 - Maintenance Trades Helper 13.52
23591 - Metrology Technician I 24.25
23592 - Metrology Technician II 25.81
23593 - Metrology Technician III 27.31
23640 - Millwright 20.21
23710 - Office Appliance Repairer 21.11
23760 - Painter Maintenance 21.56
23790 - Pipefitter Maintenance 23.00
23810 - Plumber Maintenance 21.85
23820 - Pneudraulic Systems Mechanic 20.02
23850 - Rigger 21.62
23870 - Scale Mechanic 17.55
23890 - Sheet-Metal Worker Maintenance 19.44
23910 - Small Engine Mechanic 17.85
23931 - Telecommunications Mechanic I 27.56

23932 - Telecommunications Mechanic II 28.94
23950 - Telephone Lineman 21.89
23960 - Welder Combination Maintenance 17.46
23965 - Well Driller 20.02
23970 - Woodcraft Worker 20.02
23980 - Woodworker 15.48
24000 - Personal Needs Occupations
24550 - Case Manager 14.20
24570 - Child Care Attendant 9.49
24580 - Child Care Center Clerk 13.34
24610 - Chore Aide 10.38
24620 - Family Readiness And Support Services Coordinator 14.20
24630 - Homemaker 19.49
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 22.27
25040 - Sewage Plant Operator 22.26
25070 - Stationary Engineer 22.27
25190 - Ventilation Equipment Tender 15.47
25210 - Water Treatment Plant Operator 22.26
27000 - Protective Service Occupations
27004 - Alarm Monitor 15.83
27007 - Baggage Inspector 15.39
27008 - Corrections Officer 15.87
27010 - Court Security Officer 15.87
27030 - Detection Dog Handler 17.55
27040 - Detention Officer 15.87
27070 - Firefighter 14.59
27101 - Guard I 15.39
27102 - Guard II 17.55
27131 - Police Officer I 19.58
27132 - Police Officer II 21.77
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.86
28042 - Carnival Equipment Repairer 13.76
28043 - Carnival Worker 10.15
28210 - Gate Attendant/Gate Tender 14.51
28310 - Lifeguard 11.29
28350 - Park Attendant (Aide) 16.24
28510 - Recreation Aide/Health Facility Attendant 11.85
28515 - Recreation Specialist 20.11
28630 - Sports Official 12.93
28690 - Swimming Pool Operator 16.22
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 25.14
29020 - Hatch Tender 25.14
29030 - Line Handler 25.14
29041 - Stevedore I 23.66
29042 - Stevedore II 26.55
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 16.67
30022 - Archeological Technician II 18.65
30023 - Archeological Technician III 23.10
30030 - Cartographic Technician 23.10
30040 - Civil Engineering Technician 22.04
30051 - Cryogenic Technician I 25.58
30052 - Cryogenic Technician II 28.25
30061 - Drafter/CAD Operator I 16.67
30062 - Drafter/CAD Operator II 18.65
30063 - Drafter/CAD Operator III 20.78
30064 - Drafter/CAD Operator IV 25.58
30081 - Engineering Technician I 15.07
30082 - Engineering Technician II 16.57
30083 - Engineering Technician III 20.34
30084 - Engineering Technician IV 23.88
30085 - Engineering Technician V 29.16
30086 - Engineering Technician VI 35.34
30090 - Environmental Technician 21.21
30095 - Evidence Control Specialist 23.10
30210 - Laboratory Technician 24.88
30221 - Latent Fingerprint Technician I 25.58
30222 - Latent Fingerprint Technician II 28.25
30240 - Mathematical Technician 23.10
30361 - Paralegal/Legal Assistant I 19.82
30362 - Paralegal/Legal Assistant II 24.55
30363 - Paralegal/Legal Assistant III 30.03
30364 - Paralegal/Legal Assistant IV 36.33
30375 - Petroleum Supply Specialist 28.25
30390 - Photo-Optics Technician 23.10
30395 - Radiation Control Technician 28.25
30461 - Technical Writer I 23.10
30462 - Technical Writer II 28.25
30463 - Technical Writer III 34.18
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 25.58
30502 - Weather Forecaster II 31.11
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.78
30621 - Weather Observer Senior (see 2) 23.10
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.47
31030 - Bus Driver 19.42

31043 - Driver Courier	15.41
31260 - Parking and Lot Attendant	13.22
31290 - Shuttle Bus Driver	16.08
31310 - Taxi Driver	12.61
31361 - Truckdriver Light	16.08
31362 - Truckdriver Medium	18.16
31363 - Truckdriver Heavy	20.64
31364 - Truckdriver Tractor-Trailer	20.64
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.15
99050 - Desk Clerk	9.66
99095 - Embalmer	24.27
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.39
99252 - Laboratory Animal Caretaker II	14.33
99260 - Marketing Analyst	25.82
99310 - Mortician	24.27
99410 - Pest Controller	17.10
99510 - Photofinishing Worker	13.91
99710 - Recycling Laborer	15.26
99711 - Recycling Specialist	19.47
99730 - Refuse Collector	13.54
99810 - Sales Clerk	12.62
99820 - School Crossing Guard	14.47
99830 - Survey Party Chief	28.04
99831 - Surveying Aide	15.90
99832 - Surveying Technician	21.77
99840 - Vending Machine Attendant	12.78
99841 - Vending Machine Repairer	16.09
99842 - Vending Machine Repairer Helper	12.78

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4517
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.

State: Georgia

Area: Georgia Counties of Atkinson Ben Hill Berrien Calhoun Clinch Coffee Colquitt Cook Decatur Grady Irwin Mitchell Randolph Thomas Tift Turner Ware

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		16.16
01013 - Accounting Clerk III		19.10
01020 - Administrative Assistant		24.32
01035 - Court Reporter		15.35
01041 - Customer Service Representative I		11.65
01042 - Customer Service Representative II		13.10
01043 - Customer Service Representative III		14.30
01051 - Data Entry Operator I		12.53
01052 - Data Entry Operator II		13.67
01060 - Dispatcher Motor Vehicle		20.01
01070 - Document Preparation Clerk		12.22
01090 - Duplicating Machine Operator		12.22

01111 - General Clerk I	12.71
01112 - General Clerk II	13.86
01113 - General Clerk III	15.55
01120 - Housing Referral Assistant	17.11
01141 - Messenger Courier	10.73
01191 - Order Clerk I	12.12
01192 - Order Clerk II	14.83
01261 - Personnel Assistant (Employment) I	15.42
01262 - Personnel Assistant (Employment) II	17.24
01263 - Personnel Assistant (Employment) III	19.22
01270 - Production Control Clerk	25.81
01290 - Rental Clerk	13.44
01300 - Scheduler Maintenance	13.72
01311 - Secretary I	13.72
01312 - Secretary II	15.35
01313 - Secretary III	17.11
01320 - Service Order Dispatcher	17.90
01410 - Supply Technician	24.32
01420 - Survey Worker	15.14
01460 - Switchboard Operator/Receptionist	12.47
01531 - Travel Clerk I	13.68
01532 - Travel Clerk II	14.84
01533 - Travel Clerk III	15.96
01611 - Word Processor I	12.24
01612 - Word Processor II	14.15
01613 - Word Processor III	15.83
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	22.65
05010 - Automotive Electrician	17.46
05040 - Automotive Glass Installer	16.55
05070 - Automotive Worker	16.55
05110 - Mobile Equipment Servicer	14.61
05130 - Motor Equipment Metal Mechanic	18.39
05160 - Motor Equipment Metal Worker	16.55
05190 - Motor Vehicle Mechanic	18.39
05220 - Motor Vehicle Mechanic Helper	13.81
05250 - Motor Vehicle Upholstery Worker	15.59
05280 - Motor Vehicle Wrecker	16.55
05310 - Painter Automotive	17.46
05340 - Radiator Repair Specialist	16.55
05370 - Tire Repairer	13.35
05400 - Transmission Repair Specialist	18.39
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.85
07041 - Cook I	11.13
07042 - Cook II	12.55
07070 - Dishwasher	9.20
07130 - Food Service Worker	10.56
07210 - Meat Cutter	13.56
07260 - Waiter/Waitress	8.83

09000 - Furniture Maintenance And Repair Occupations
  09010 - Electrostatic Spray Painter 16.96
  09040 - Furniture Handler 11.92
  09080 - Furniture Refinisher 16.96
  09090 - Furniture Refinisher Helper 13.91
  09110 - Furniture Repairer Minor 15.64
  09130 - Upholsterer 16.96
11000 - General Services And Support Occupations
  11030 - Cleaner Vehicles 10.24
  11060 - Elevator Operator 11.05
  11090 - Gardener 17.81
  11122 - Housekeeping Aide 11.05
  11150 - Janitor 11.05
  11210 - Laborer Grounds Maintenance 14.23
  11240 - Maid or Houseman 9.26
  11260 - Pruner 12.78
  11270 - Tractor Operator 16.65
  11330 - Trail Maintenance Worker 14.23
  11360 - Window Cleaner 12.10
12000 - Health Occupations
  12010 - Ambulance Driver 17.29
  12011 - Breath Alcohol Technician 18.02
  12012 - Certified Occupational Therapist Assistant 29.52
  12015 - Certified Physical Therapist Assistant 28.48
  12020 - Dental Assistant 16.02
  12025 - Dental Hygienist 27.23
  12030 - EKG Technician 30.23
  12035 - Electroneurodiagnostic Technologist 30.23
  12040 - Emergency Medical Technician 17.29
  12071 - Licensed Practical Nurse I 16.12
  12072 - Licensed Practical Nurse II 18.02
  12073 - Licensed Practical Nurse III 20.09
  12100 - Medical Assistant 13.98
  12130 - Medical Laboratory Technician 23.01
  12160 - Medical Record Clerk 15.27
  12190 - Medical Record Technician 17.82
  12195 - Medical Transcriptionist 15.30
  12210 - Nuclear Medicine Technologist 39.60
  12221 - Nursing Assistant I 11.31
  12222 - Nursing Assistant II 12.71
  12223 - Nursing Assistant III 13.87
  12224 - Nursing Assistant IV 15.58
  12235 - Optical Dispenser 16.68
  12236 - Optical Technician 16.12
  12250 - Pharmacy Technician 13.60
  12280 - Phlebotomist 13.24
  12305 - Radiologic Technologist 26.39
  12311 - Registered Nurse I 24.16
  12312 - Registered Nurse II 29.55
  12313 - Registered Nurse II Specialist 29.55

12314 - Registered Nurse III		35.76
12315 - Registered Nurse III Anesthetist		35.76
12316 - Registered Nurse IV		42.85
12317 - Scheduler (Drug and Alcohol Testing)		22.32
12320 - Substance Abuse Treatment Counselor		20.06
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.41
13012 - Exhibits Specialist II		26.52
13013 - Exhibits Specialist III		32.44
13041 - Illustrator I		21.41
13042 - Illustrator II		26.52
13043 - Illustrator III		32.44
13047 - Librarian		29.37
13050 - Library Aide/Clerk		13.93
13054 - Library Information Technology Systems Administrator		26.52
13058 - Library Technician		16.18
13061 - Media Specialist I		19.14
13062 - Media Specialist II		21.41
13063 - Media Specialist III		23.86
13071 - Photographer I		18.33
13072 - Photographer II		20.50
13073 - Photographer III		25.40
13074 - Photographer IV		31.06
13075 - Photographer V		37.59
13090 - Technical Order Library Clerk		18.40
13110 - Video Teleconference Technician		19.14
14000 - Information Technology Occupations		
14041 - Computer Operator I		20.85
14042 - Computer Operator II		23.32
14043 - Computer Operator III		27.31
14044 - Computer Operator IV		30.32
14045 - Computer Operator V		33.65
14071 - Computer Programmer I	(see 1)	19.28
14072 - Computer Programmer II	(see 1)	23.87
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		20.85
14160 - Personal Computer Support Technician		30.32
14170 - System Support Specialist		31.10
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)		41.53
15050 - Computer Based Training Specialist / Instructor		28.63
15060 - Educational Technologist		30.86
15070 - Flight Instructor (Pilot)		41.53

15080 - Graphic Artist 27.04
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 20.08
15095 - Technical Instructor/Course Developer 24.56
15110 - Test Proctor 16.20
15120 - Tutor 16.20
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.04
16030 - Counter Attendant 10.04
16040 - Dry Cleaner 12.82
16070 - Finisher Flatwork Machine 10.04
16090 - Presser Hand 10.04
16110 - Presser Machine Drycleaning 10.04
16130 - Presser Machine Shirts 10.04
16160 - Presser Machine Wearing Apparel Laundry 10.04
16190 - Sewing Machine Operator 13.67
16220 - Tailor 14.50
16250 - Washer Machine 10.94
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.51
19040 - Tool And Die Maker 25.96
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.52
21030 - Material Coordinator 25.81
21040 - Material Expediter 25.81
21050 - Material Handling Laborer 12.66
21071 - Order Filler 12.50
21080 - Production Line Worker (Food Processing) 16.52
21110 - Shipping Packer 15.22
21130 - Shipping/Receiving Clerk 15.22
21140 - Store Worker I 13.33
21150 - Stock Clerk 17.47
21210 - Tools And Parts Attendant 16.52
21410 - Warehouse Specialist 16.52
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.70
23019 - Aircraft Logs and Records Technician 24.73
23021 - Aircraft Mechanic I 29.25
23022 - Aircraft Mechanic II 30.70
23023 - Aircraft Mechanic III 32.14
23040 - Aircraft Mechanic Helper 21.78
23050 - Aircraft Painter 27.81
23060 - Aircraft Servicer 24.73
23070 - Aircraft Survival Flight Equipment Technician 27.81
23080 - Aircraft Worker 26.29
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 26.29
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 29.25

II
23110 - Appliance Mechanic 20.02
23120 - Bicycle Repairer 16.72
23125 - Cable Splicer 26.09
23130 - Carpenter Maintenance 20.53
23140 - Carpet Layer 18.80
23160 - Electrician Maintenance 23.24
23181 - Electronics Technician Maintenance I 26.59
23182 - Electronics Technician Maintenance II 28.09
23183 - Electronics Technician Maintenance III 29.58
23260 - Fabric Worker 17.83
23290 - Fire Alarm System Mechanic 21.08
23310 - Fire Extinguisher Repairer 16.72
23311 - Fuel Distribution System Mechanic 21.40
23312 - Fuel Distribution System Operator 20.19
23370 - General Maintenance Worker 16.69
23380 - Ground Support Equipment Mechanic 29.25
23381 - Ground Support Equipment Servicer 24.73
23382 - Ground Support Equipment Worker 26.29
23391 - Gunsmith I 16.72
23392 - Gunsmith II 18.95
23393 - Gunsmith III 21.08
23410 - Heating Ventilation And Air-Conditioning Mechanic 18.85
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 19.80
23430 - Heavy Equipment Mechanic 26.42
23440 - Heavy Equipment Operator 16.61
23460 - Instrument Mechanic 21.32
23465 - Laboratory/Shelter Mechanic 20.02
23470 - Laborer 12.66
23510 - Locksmith 20.02
23530 - Machinery Maintenance Mechanic 23.06
23550 - Machinist Maintenance 19.57
23580 - Maintenance Trades Helper 15.30
23591 - Metrology Technician I 21.32
23592 - Metrology Technician II 22.17
23593 - Metrology Technician III 23.17
23640 - Millwright 20.59
23710 - Office Appliance Repairer 18.03
23760 - Painter Maintenance 21.56
23790 - Pipefitter Maintenance 25.30
23810 - Plumber Maintenance 24.04
23820 - Pneudraulic Systems Mechanic 21.08
23850 - Rigger 22.22
23870 - Scale Mechanic 18.95
23890 - Sheet-Metal Worker Maintenance 19.45
23910 - Small Engine Mechanic 18.53
23931 - Telecommunications Mechanic I 27.05
23932 - Telecommunications Mechanic II 28.39

23950 - Telephone Lineman	22.99
23960 - Welder Combination Maintenance	18.39
23965 - Well Driller	21.08
23970 - Woodcraft Worker	21.08
23980 - Woodworker	16.72
24000 - Personal Needs Occupations	
24550 - Case Manager	13.78
24570 - Child Care Attendant	9.45
24580 - Child Care Center Clerk	14.51
24610 - Chore Aide	9.87
24620 - Family Readiness And Support Services Coordinator	13.78
24630 - Homemaker	16.13
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.08
25040 - Sewage Plant Operator	16.96
25070 - Stationary Engineer	21.08
25190 - Ventilation Equipment Tender	15.20
25210 - Water Treatment Plant Operator	16.96
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.63
27007 - Baggage Inspector	15.04
27008 - Corrections Officer	15.52
27010 - Court Security Officer	16.23
27030 - Detection Dog Handler	18.79
27040 - Detention Officer	15.52
27070 - Firefighter	16.20
27101 - Guard I	15.04
27102 - Guard II	18.79
27131 - Police Officer I	16.96
27132 - Police Officer II	18.85
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.15
28042 - Carnival Equipment Repairer	15.14
28043 - Carnival Worker	10.99
28210 - Gate Attendant/Gate Tender	15.96
28310 - Lifeguard	12.47
28350 - Park Attendant (Aide)	17.86
28510 - Recreation Aide/Health Facility Attendant	13.04
28515 - Recreation Specialist	22.12
28630 - Sports Official	14.22
28690 - Swimming Pool Operator	17.61
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	26.41
29020 - Hatch Tender	26.41
29030 - Line Handler	26.41
29041 - Stevedore I	24.85
29042 - Stevedore II	27.90
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.29

30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.78
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.59
30021 - Archeological Technician I 16.93
30022 - Archeological Technician II 19.38
30023 - Archeological Technician III 23.82
30030 - Cartographic Technician 23.82
30040 - Civil Engineering Technician 23.82
30051 - Cryogenic Technician I 25.58
30052 - Cryogenic Technician II 28.25
30061 - Drafter/CAD Operator I 16.93
30062 - Drafter/CAD Operator II 19.38
30063 - Drafter/CAD Operator III 21.60
30064 - Drafter/CAD Operator IV 25.58
30081 - Engineering Technician I 15.07
30082 - Engineering Technician II 16.93
30083 - Engineering Technician III 19.38
30084 - Engineering Technician IV 24.04
30085 - Engineering Technician V 29.33
30086 - Engineering Technician VI 35.57
30090 - Environmental Technician 24.04
30095 - Evidence Control Specialist 23.10
30210 - Laboratory Technician 26.08
30221 - Latent Fingerprint Technician I 25.58
30222 - Latent Fingerprint Technician II 28.25
30240 - Mathematical Technician 24.04
30361 - Paralegal/Legal Assistant I 20.74
30362 - Paralegal/Legal Assistant II 25.69
30363 - Paralegal/Legal Assistant III 31.43
30364 - Paralegal/Legal Assistant IV 38.04
30375 - Petroleum Supply Specialist 28.25
30390 - Photo-Optics Technician 24.04
30395 - Radiation Control Technician 28.25
30461 - Technical Writer I 24.04
30462 - Technical Writer II 29.33
30463 - Technical Writer III 35.57
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 25.58
30502 - Weather Forecaster II 31.11
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.60
30621 - Weather Observer Senior (see 2) 24.04
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.98
31020 - Bus Aide 13.55
31030 - Bus Driver 19.31
31043 - Driver Courier 15.45

31260 - Parking and Lot Attendant	13.22
31290 - Shuttle Bus Driver	15.83
31310 - Taxi Driver	15.13
31361 - Truckdriver Light	16.56
31362 - Truckdriver Medium	17.66
31363 - Truckdriver Heavy	20.78
31364 - Truckdriver Tractor-Trailer	20.78
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	9.49
99050 - Desk Clerk	9.61
99095 - Embalmer	22.74
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	13.73
99252 - Laboratory Animal Caretaker II	14.72
99260 - Marketing Analyst	25.82
99310 - Mortician	22.74
99410 - Pest Controller	17.77
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	15.54
99711 - Recycling Specialist	17.37
99730 - Refuse Collector	14.22
99810 - Sales Clerk	10.80
99820 - School Crossing Guard	14.69
99830 - Survey Party Chief	27.02
99831 - Surveying Aide	15.92
99832 - Surveying Technician	21.83
99840 - Vending Machine Attendant	18.13
99841 - Vending Machine Repairer	21.12
99842 - Vending Machine Repairer Helper	18.13

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; 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.: 2015-4518
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: Georgia

Area: Georgia Counties of Atkinson Ben Hill Berrien Calhoun Clinch Coffee Colquitt Cook Decatur Grady Irwin Mitchell Randolph Thomas Tift Turner Ware

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.09
01012 - Accounting Clerk II		14.69
01013 - Accounting Clerk III		19.10
01020 - Administrative Assistant		24.32
01035 - Court Reporter		15.35
01041 - Customer Service Representative I		10.59
01042 - Customer Service Representative II		11.91
01043 - Customer Service Representative III		13.00
01051 - Data Entry Operator I		11.39
01052 - Data Entry Operator II		12.43

01060 - Dispatcher Motor Vehicle 18.62
01070 - Document Preparation Clerk 12.22
01090 - Duplicating Machine Operator 12.22
01111 - General Clerk I 11.55
01112 - General Clerk II 12.60
01113 - General Clerk III 14.14
01120 - Housing Referral Assistant 17.11
01141 - Messenger Courier 10.73
01191 - Order Clerk I 11.98
01192 - Order Clerk II 14.83
01261 - Personnel Assistant (Employment) I 15.37
01262 - Personnel Assistant (Employment) II 17.21
01263 - Personnel Assistant (Employment) III 19.18
01270 - Production Control Clerk 25.81
01290 - Rental Clerk 13.08
01300 - Scheduler Maintenance 13.72
01311 - Secretary I 13.72
01312 - Secretary II 15.35
01313 - Secretary III 17.11
01320 - Service Order Dispatcher 16.64
01410 - Supply Technician 24.32
01420 - Survey Worker 15.14
01460 - Switchboard Operator/Receptionist 11.63
01531 - Travel Clerk I 13.14
01532 - Travel Clerk II 14.28
01533 - Travel Clerk III 15.34
01611 - Word Processor I 12.24
01612 - Word Processor II 14.15
01613 - Word Processor III 15.83
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.65
05010 - Automotive Electrician 17.46
05040 - Automotive Glass Installer 16.55
05070 - Automotive Worker 16.55
05110 - Mobile Equipment Servicer 14.61
05130 - Motor Equipment Metal Mechanic 18.39
05160 - Motor Equipment Metal Worker 16.55
05190 - Motor Vehicle Mechanic 18.39
05220 - Motor Vehicle Mechanic Helper 13.81
05250 - Motor Vehicle Upholstery Worker 15.59
05280 - Motor Vehicle Wrecker 16.55
05310 - Painter Automotive 17.46
05340 - Radiator Repair Specialist 16.55
05370 - Tire Repairer 13.35
05400 - Transmission Repair Specialist 18.39
07000 - Food Preparation And Service Occupations
07010 - Baker 11.85
07041 - Cook I 10.12
07042 - Cook II 11.41
07070 - Dishwasher 9.20

07130 - Food Service Worker	9.60
07210 - Meat Cutter	12.74
07260 - Waiter/Waitress	8.83
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.96
09040 - Furniture Handler	11.92
09080 - Furniture Refinisher	16.96
09090 - Furniture Refinisher Helper	13.91
09110 - Furniture Repairer Minor	15.64
09130 - Upholsterer	16.96
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	9.31
11060 - Elevator Operator	10.67
11090 - Gardener	17.81
11122 - Housekeeping Aide	10.67
11150 - Janitor	10.67
11210 - Laborer Grounds Maintenance	14.23
11240 - Maid or Houseman	8.82
11260 - Pruner	12.78
11270 - Tractor Operator	16.65
11330 - Trail Maintenance Worker	14.23
11360 - Window Cleaner	11.68
12000 - Health Occupations	
12010 - Ambulance Driver	17.29
12011 - Breath Alcohol Technician	17.52
12012 - Certified Occupational Therapist Assistant	29.52
12015 - Certified Physical Therapist Assistant	27.46
12020 - Dental Assistant	16.02
12025 - Dental Hygienist	27.23
12030 - EKG Technician	30.23
12035 - Electroneurodiagnostic Technologist	30.23
12040 - Emergency Medical Technician	17.29
12071 - Licensed Practical Nurse I	15.66
12072 - Licensed Practical Nurse II	17.52
12073 - Licensed Practical Nurse III	19.53
12100 - Medical Assistant	13.43
12130 - Medical Laboratory Technician	22.04
12160 - Medical Record Clerk	13.88
12190 - Medical Record Technician	17.08
12195 - Medical Transcriptionist	15.30
12210 - Nuclear Medicine Technologist	38.50
12221 - Nursing Assistant I	10.84
12222 - Nursing Assistant II	12.18
12223 - Nursing Assistant III	13.29
12224 - Nursing Assistant IV	14.92
12235 - Optical Dispenser	16.68
12236 - Optical Technician	15.66
12250 - Pharmacy Technician	13.60
12280 - Phlebotomist	13.24
12305 - Radiologic Technologist	26.39

12311 - Registered Nurse I		23.48
12312 - Registered Nurse II		28.73
12313 - Registered Nurse II Specialist		28.73
12314 - Registered Nurse III		34.76
12315 - Registered Nurse III Anesthetist		34.76
12316 - Registered Nurse IV		41.66
12317 - Scheduler (Drug and Alcohol Testing)		21.70
12320 - Substance Abuse Treatment Counselor		20.06
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.77
13012 - Exhibits Specialist II		25.66
13013 - Exhibits Specialist III		31.47
13041 - Illustrator I		20.77
13042 - Illustrator II		25.66
13043 - Illustrator III		31.47
13047 - Librarian		28.49
13050 - Library Aide/Clerk		12.66
13054 - Library Information Technology Systems Administrator		25.72
13058 - Library Technician		16.18
13061 - Media Specialist I		18.57
13062 - Media Specialist II		20.77
13063 - Media Specialist III		23.15
13071 - Photographer I		18.33
13072 - Photographer II		20.50
13073 - Photographer III		25.40
13074 - Photographer IV		31.06
13075 - Photographer V		37.59
13090 - Technical Order Library Clerk		16.73
13110 - Video Teleconference Technician		18.57
14000 - Information Technology Occupations		
14041 - Computer Operator I		20.85
14042 - Computer Operator II		23.32
14043 - Computer Operator III		27.31
14044 - Computer Operator IV		30.32
14045 - Computer Operator V		33.65
14071 - Computer Programmer I	(see 1)	19.28
14072 - Computer Programmer II	(see 1)	23.87
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		20.85
14160 - Personal Computer Support Technician		30.32
14170 - System Support Specialist		31.10
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)		41.53

15050 - Computer Based Training Specialist / Instructor 28.63
15060 - Educational Technologist 30.86
15070 - Flight Instructor (Pilot) 41.53
15080 - Graphic Artist 27.04
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 20.08
15095 - Technical Instructor/Course Developer 24.56
15110 - Test Proctor 16.20
15120 - Tutor 16.20
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.04
16030 - Counter Attendant 10.04
16040 - Dry Cleaner 12.82
16070 - Finisher Flatwork Machine 10.04
16090 - Presser Hand 10.04
16110 - Presser Machine Drycleaning 10.04
16130 - Presser Machine Shirts 10.04
16160 - Presser Machine Wearing Apparel Laundry 10.04
16190 - Sewing Machine Operator 13.67
16220 - Tailor 14.50
16250 - Washer Machine 10.94
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.55
19040 - Tool And Die Maker 23.60
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.32
21030 - Material Coordinator 25.81
21040 - Material Expediter 25.81
21050 - Material Handling Laborer 12.27
21071 - Order Filler 12.50
21080 - Production Line Worker (Food Processing) 16.32
21110 - Shipping Packer 15.22
21130 - Shipping/Receiving Clerk 15.22
21140 - Store Worker I 13.13
21150 - Stock Clerk 17.21
21210 - Tools And Parts Attendant 16.32
21410 - Warehouse Specialist 16.32
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.91
23019 - Aircraft Logs and Records Technician 22.48
23021 - Aircraft Mechanic I 26.59
23022 - Aircraft Mechanic II 27.91
23023 - Aircraft Mechanic III 29.22
23040 - Aircraft Mechanic Helper 19.80
23050 - Aircraft Painter 25.28
23060 - Aircraft Servicer 22.48
23070 - Aircraft Survival Flight Equipment Technician 25.28
23080 - Aircraft Worker 23.90

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.90
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.59
23110 - Appliance Mechanic 18.53
23120 - Bicycle Repairer 15.48
23125 - Cable Splicer 26.09
23130 - Carpenter Maintenance 18.66
23140 - Carpet Layer 17.09
23160 - Electrician Maintenance 22.43
23181 - Electronics Technician Maintenance I 25.26
23182 - Electronics Technician Maintenance II 26.68
23183 - Electronics Technician Maintenance III 28.09
23260 - Fabric Worker 16.50
23290 - Fire Alarm System Mechanic 19.52
23310 - Fire Extinguisher Repairer 15.48
23311 - Fuel Distribution System Mechanic 21.40
23312 - Fuel Distribution System Operator 20.19
23370 - General Maintenance Worker 16.69
23380 - Ground Support Equipment Mechanic 26.59
23381 - Ground Support Equipment Servicer 22.48
23382 - Ground Support Equipment Worker 23.90
23391 - Gunsmith I 15.48
23392 - Gunsmith II 17.54
23393 - Gunsmith III 19.52
23410 - Heating Ventilation And Air-Conditioning Mechanic 18.69
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 19.62
23430 - Heavy Equipment Mechanic 25.10
23440 - Heavy Equipment Operator 16.61
23460 - Instrument Mechanic 21.32
23465 - Laboratory/Shelter Mechanic 18.53
23470 - Laborer 12.27
23510 - Locksmith 18.53
23530 - Machinery Maintenance Mechanic 22.72
23550 - Machinist Maintenance 19.56
23580 - Maintenance Trades Helper 13.91
23591 - Metrology Technician I 21.32
23592 - Metrology Technician II 22.17
23593 - Metrology Technician III 23.02
23640 - Millwright 20.11
23710 - Office Appliance Repairer 18.03
23760 - Painter Maintenance 21.56
23790 - Pipefitter Maintenance 23.00
23810 - Plumber Maintenance 21.85
23820 - Pneudraulic Systems Mechanic 19.52
23850 - Rigger 20.69
23870 - Scale Mechanic 17.54
23890 - Sheet-Metal Worker Maintenance 17.68

23910 - Small Engine Mechanic	17.90
23931 - Telecommunications Mechanic I	27.05
23932 - Telecommunications Mechanic II	28.39
23950 - Telephone Lineman	22.99
23960 - Welder Combination Maintenance	17.68
23965 - Well Driller	19.52
23970 - Woodcraft Worker	19.52
23980 - Woodworker	15.48
24000 - Personal Needs Occupations	
24550 - Case Manager	13.54
24570 - Child Care Attendant	9.45
24580 - Child Care Center Clerk	14.51
24610 - Chore Aide	9.87
24620 - Family Readiness And Support Services Coordinator	13.54
24630 - Homemaker	16.13
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.71
25040 - Sewage Plant Operator	16.96
25070 - Stationary Engineer	20.90
25190 - Ventilation Equipment Tender	15.20
25210 - Water Treatment Plant Operator	16.96
27000 - Protective Service Occupations	
27004 - Alarm Monitor	12.40
27007 - Baggage Inspector	13.67
27008 - Corrections Officer	15.24
27010 - Court Security Officer	15.65
27030 - Detection Dog Handler	17.08
27040 - Detention Officer	15.24
27070 - Firefighter	15.31
27101 - Guard I	13.67
27102 - Guard II	17.08
27131 - Police Officer I	16.21
27132 - Police Officer II	18.01
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.86
28042 - Carnival Equipment Repairer	13.76
28043 - Carnival Worker	9.99
28210 - Gate Attendant/Gate Tender	14.51
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	16.24
28510 - Recreation Aide/Health Facility Attendant	11.85
28515 - Recreation Specialist	20.11
28630 - Sports Official	12.93
28690 - Swimming Pool Operator	16.22
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.17
29020 - Hatch Tender	24.17
29030 - Line Handler	24.17
29041 - Stevedore I	22.89

29042 - Stevedore II		25.53
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29
30021 - Archeological Technician I		16.93
30022 - Archeological Technician II		19.38
30023 - Archeological Technician III		23.82
30030 - Cartographic Technician		23.82
30040 - Civil Engineering Technician		23.82
30051 - Cryogenic Technician I		25.58
30052 - Cryogenic Technician II		28.25
30061 - Drafter/CAD Operator I		16.93
30062 - Drafter/CAD Operator II		19.38
30063 - Drafter/CAD Operator III		21.60
30064 - Drafter/CAD Operator IV		25.58
30081 - Engineering Technician I		15.07
30082 - Engineering Technician II		16.93
30083 - Engineering Technician III		19.38
30084 - Engineering Technician IV		24.04
30085 - Engineering Technician V		29.33
30086 - Engineering Technician VI		35.57
30090 - Environmental Technician		24.04
30095 - Evidence Control Specialist		23.10
30210 - Laboratory Technician		26.08
30221 - Latent Fingerprint Technician I		25.58
30222 - Latent Fingerprint Technician II		28.25
30240 - Mathematical Technician		24.04
30361 - Paralegal/Legal Assistant I		19.82
30362 - Paralegal/Legal Assistant II		24.55
30363 - Paralegal/Legal Assistant III		30.03
30364 - Paralegal/Legal Assistant IV		36.33
30375 - Petroleum Supply Specialist		28.25
30390 - Photo-Optics Technician		24.04
30395 - Radiation Control Technician		28.25
30461 - Technical Writer I		24.04
30462 - Technical Writer II		29.33
30463 - Technical Writer III		35.57
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		25.58
30502 - Weather Forecaster II		31.11
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.60
30621 - Weather Observer Senior	(see 2)	24.04
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67

31020 - Bus Aide	13.55
31030 - Bus Driver	17.55
31043 - Driver Courier	14.91
31260 - Parking and Lot Attendant	13.22
31290 - Shuttle Bus Driver	15.83
31310 - Taxi Driver	15.13
31361 - Truckdriver Light	15.83
31362 - Truckdriver Medium	16.75
31363 - Truckdriver Heavy	20.64
31364 - Truckdriver Tractor-Trailer	20.64
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.15
99050 - Desk Clerk	9.61
99095 - Embalmer	22.74
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.39
99252 - Laboratory Animal Caretaker II	14.33
99260 - Marketing Analyst	25.82
99310 - Mortician	22.74
99410 - Pest Controller	17.10
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	15.54
99711 - Recycling Specialist	17.33
99730 - Refuse Collector	14.22
99810 - Sales Clerk	10.78
99820 - School Crossing Guard	14.47
99830 - Survey Party Chief	26.95
99831 - Surveying Aide	15.88
99832 - Surveying Technician	21.77
99840 - Vending Machine Attendant	18.13
99841 - Vending Machine Repairer	21.12
99842 - Vending Machine Repairer Helper	18.13

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; 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.: 2015-4519
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.

State: Georgia

Area: Georgia County of Quitman

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		16.40
01013 - Accounting Clerk III		18.34
01020 - Administrative Assistant		25.12
01035 - Court Reporter		15.35
01041 - Customer Service Representative I		11.65
01042 - Customer Service Representative II		13.10
01043 - Customer Service Representative III		14.30
01051 - Data Entry Operator I		13.03
01052 - Data Entry Operator II		14.22
01060 - Dispatcher Motor Vehicle		20.01
01070 - Document Preparation Clerk		12.22
01090 - Duplicating Machine Operator		12.22
01111 - General Clerk I		12.71
01112 - General Clerk II		13.86

01113 - General Clerk III 15.55
01120 - Housing Referral Assistant 17.11
01141 - Messenger Courier 12.36
01191 - Order Clerk I 12.33
01192 - Order Clerk II 13.67
01261 - Personnel Assistant (Employment) I 15.42
01262 - Personnel Assistant (Employment) II 17.24
01263 - Personnel Assistant (Employment) III 19.22
01270 - Production Control Clerk 25.81
01290 - Rental Clerk 13.44
01300 - Scheduler Maintenance 13.72
01311 - Secretary I 13.72
01312 - Secretary II 15.35
01313 - Secretary III 17.11
01320 - Service Order Dispatcher 17.90
01410 - Supply Technician 25.12
01420 - Survey Worker 15.14
01460 - Switchboard Operator/Receptionist 12.47
01531 - Travel Clerk I 13.68
01532 - Travel Clerk II 14.84
01533 - Travel Clerk III 15.96
01611 - Word Processor I 12.22
01612 - Word Processor II 13.72
01613 - Word Processor III 15.35
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.35
05010 - Automotive Electrician 17.62
05040 - Automotive Glass Installer 16.55
05070 - Automotive Worker 16.55
05110 - Mobile Equipment Servicer 14.61
05130 - Motor Equipment Metal Mechanic 18.39
05160 - Motor Equipment Metal Worker 16.55
05190 - Motor Vehicle Mechanic 18.39
05220 - Motor Vehicle Mechanic Helper 13.86
05250 - Motor Vehicle Upholstery Worker 15.59
05280 - Motor Vehicle Wrecker 16.55
05310 - Painter Automotive 17.46
05340 - Radiator Repair Specialist 16.55
05370 - Tire Repairer 12.32
05400 - Transmission Repair Specialist 18.39
07000 - Food Preparation And Service Occupations
07010 - Baker 13.07
07041 - Cook I 11.08
07042 - Cook II 12.55
07070 - Dishwasher 9.20
07130 - Food Service Worker 10.56
07210 - Meat Cutter 13.56
07260 - Waiter/Waitress 8.83
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 16.78

09040 - Furniture Handler	11.16
09080 - Furniture Refinisher	15.55
09090 - Furniture Refinisher Helper	13.03
09110 - Furniture Repairer Minor	14.91
09130 - Upholsterer	16.78
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.24
11060 - Elevator Operator	11.05
11090 - Gardener	17.66
11122 - Housekeeping Aide	11.05
11150 - Janitor	11.05
11210 - Laborer Grounds Maintenance	14.23
11240 - Maid or Houseman	9.26
11260 - Pruner	12.78
11270 - Tractor Operator	16.65
11330 - Trail Maintenance Worker	14.23
11360 - Window Cleaner	12.10
12000 - Health Occupations	
12010 - Ambulance Driver	16.51
12011 - Breath Alcohol Technician	18.02
12012 - Certified Occupational Therapist Assistant	29.89
12015 - Certified Physical Therapist Assistant	28.48
12020 - Dental Assistant	16.02
12025 - Dental Hygienist	36.12
12030 - EKG Technician	30.23
12035 - Electroneurodiagnostic Technologist	30.23
12040 - Emergency Medical Technician	16.51
12071 - Licensed Practical Nurse I	16.12
12072 - Licensed Practical Nurse II	18.02
12073 - Licensed Practical Nurse III	20.09
12100 - Medical Assistant	13.98
12130 - Medical Laboratory Technician	23.01
12160 - Medical Record Clerk	15.27
12190 - Medical Record Technician	17.82
12195 - Medical Transcriptionist	15.30
12210 - Nuclear Medicine Technologist	39.60
12221 - Nursing Assistant I	11.31
12222 - Nursing Assistant II	12.47
12223 - Nursing Assistant III	13.62
12224 - Nursing Assistant IV	15.28
12235 - Optical Dispenser	16.68
12236 - Optical Technician	16.12
12250 - Pharmacy Technician	13.60
12280 - Phlebotomist	13.24
12305 - Radiologic Technologist	26.39
12311 - Registered Nurse I	24.16
12312 - Registered Nurse II	29.55
12313 - Registered Nurse II Specialist	29.55
12314 - Registered Nurse III	35.76
12315 - Registered Nurse III Anesthetist	35.76

12316 - Registered Nurse IV		42.85
12317 - Scheduler (Drug and Alcohol Testing)		22.32
12320 - Substance Abuse Treatment Counselor		20.06
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.41
13012 - Exhibits Specialist II		26.52
13013 - Exhibits Specialist III		32.44
13041 - Illustrator I		21.41
13042 - Illustrator II		26.52
13043 - Illustrator III		32.44
13047 - Librarian		29.37
13050 - Library Aide/Clerk		12.85
13054 - Library Information Technology Systems Administrator		26.52
13058 - Library Technician		19.12
13061 - Media Specialist I		19.14
13062 - Media Specialist II		21.41
13063 - Media Specialist III		23.86
13071 - Photographer I		18.24
13072 - Photographer II		20.50
13073 - Photographer III		25.21
13074 - Photographer IV		30.90
13075 - Photographer V		37.37
13090 - Technical Order Library Clerk		18.40
13110 - Video Teleconference Technician		19.14
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.75
14042 - Computer Operator II		22.10
14043 - Computer Operator III		24.64
14044 - Computer Operator IV		27.38
14045 - Computer Operator V		30.32
14071 - Computer Programmer I	(see 1)	20.24
14072 - Computer Programmer II	(see 1)	25.08
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		19.75
14160 - Personal Computer Support Technician		27.38
14170 - System Support Specialist		30.32
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)		41.53
15050 - Computer Based Training Specialist / Instructor		28.63
15060 - Educational Technologist		30.24
15070 - Flight Instructor (Pilot)		41.53
15080 - Graphic Artist		19.48
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 21.88
15095 - Technical Instructor/Course Developer 26.77
15110 - Test Proctor 17.66
15120 - Tutor 17.66
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.04
16030 - Counter Attendant 10.04
16040 - Dry Cleaner 12.82
16070 - Finisher Flatwork Machine 10.04
16090 - Presser Hand 10.04
16110 - Presser Machine Drycleaning 10.04
16130 - Presser Machine Shirts 10.04
16160 - Presser Machine Wearing Apparel Laundry 10.04
16190 - Sewing Machine Operator 13.67
16220 - Tailor 14.50
16250 - Washer Machine 10.94
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.51
19040 - Tool And Die Maker 25.96
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.52
21030 - Material Coordinator 25.81
21040 - Material Expediter 25.81
21050 - Material Handling Laborer 12.66
21071 - Order Filler 12.35
21080 - Production Line Worker (Food Processing) 16.52
21110 - Shipping Packer 15.05
21130 - Shipping/Receiving Clerk 15.05
21140 - Store Worker I 13.33
21150 - Stock Clerk 17.47
21210 - Tools And Parts Attendant 16.52
21410 - Warehouse Specialist 16.52
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 31.64
23019 - Aircraft Logs and Records Technician 25.50
23021 - Aircraft Mechanic I 30.13
23022 - Aircraft Mechanic II 31.64
23023 - Aircraft Mechanic III 33.12
23040 - Aircraft Mechanic Helper 22.36
23050 - Aircraft Painter 28.61
23060 - Aircraft Servicer 25.50
23070 - Aircraft Survival Flight Equipment Technician 28.61
23080 - Aircraft Worker 27.09
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 27.09
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 30.13
23110 - Appliance Mechanic 20.02

23120 - Bicycle Repairer	16.72
23125 - Cable Splicer	26.09
23130 - Carpenter Maintenance	18.88
23140 - Carpet Layer	18.80
23160 - Electrician Maintenance	23.24
23181 - Electronics Technician Maintenance I	26.59
23182 - Electronics Technician Maintenance II	28.09
23183 - Electronics Technician Maintenance III	29.58
23260 - Fabric Worker	17.83
23290 - Fire Alarm System Mechanic	21.08
23310 - Fire Extinguisher Repairer	16.72
23311 - Fuel Distribution System Mechanic	21.46
23312 - Fuel Distribution System Operator	16.91
23370 - General Maintenance Worker	16.01
23380 - Ground Support Equipment Mechanic	30.13
23381 - Ground Support Equipment Servicer	25.50
23382 - Ground Support Equipment Worker	27.09
23391 - Gunsmith I	16.72
23392 - Gunsmith II	18.95
23393 - Gunsmith III	21.08
23410 - Heating Ventilation And Air-Conditioning Mechanic	18.85
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	19.80
23430 - Heavy Equipment Mechanic	26.42
23440 - Heavy Equipment Operator	15.91
23460 - Instrument Mechanic	21.08
23465 - Laboratory/Shelter Mechanic	20.02
23470 - Laborer	12.66
23510 - Locksmith	20.02
23530 - Machinery Maintenance Mechanic	23.06
23550 - Machinist Maintenance	19.57
23580 - Maintenance Trades Helper	13.96
23591 - Metrology Technician I	21.08
23592 - Metrology Technician II	22.14
23593 - Metrology Technician III	23.17
23640 - Millwright	20.59
23710 - Office Appliance Repairer	18.03
23760 - Painter Maintenance	21.35
23790 - Pipefitter Maintenance	25.30
23810 - Plumber Maintenance	24.04
23820 - Pneudraulic Systems Mechanic	21.08
23850 - Rigger	22.22
23870 - Scale Mechanic	18.95
23890 - Sheet-Metal Worker Maintenance	19.20
23910 - Small Engine Mechanic	18.53
23931 - Telecommunications Mechanic I	27.05
23932 - Telecommunications Mechanic II	28.39
23950 - Telephone Lineman	16.99
23960 - Welder Combination Maintenance	18.39

23965 - Well Driller	21.08
23970 - Woodcraft Worker	21.08
23980 - Woodworker	16.72
24000 - Personal Needs Occupations	
24550 - Case Manager	13.78
24570 - Child Care Attendant	11.06
24580 - Child Care Center Clerk	13.83
24610 - Chore Aide	10.01
24620 - Family Readiness And Support Services Coordinator	13.78
24630 - Homemaker	15.32
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.08
25040 - Sewage Plant Operator	16.62
25070 - Stationary Engineer	21.08
25190 - Ventilation Equipment Tender	14.46
25210 - Water Treatment Plant Operator	16.62
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.33
27007 - Baggage Inspector	17.37
27008 - Corrections Officer	16.85
27010 - Court Security Officer	16.23
27030 - Detection Dog Handler	19.44
27040 - Detention Officer	16.85
27070 - Firefighter	16.20
27101 - Guard I	17.37
27102 - Guard II	19.44
27131 - Police Officer I	16.96
27132 - Police Officer II	18.85
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.15
28042 - Carnival Equipment Repairer	15.14
28043 - Carnival Worker	11.27
28210 - Gate Attendant/Gate Tender	15.96
28310 - Lifeguard	12.47
28350 - Park Attendant (Aide)	17.86
28510 - Recreation Aide/Health Facility Attendant	13.04
28515 - Recreation Specialist	22.12
28630 - Sports Official	14.22
28690 - Swimming Pool Operator	17.61
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	26.41
29020 - Hatch Tender	26.41
29030 - Line Handler	26.41
29041 - Stevedore I	24.85
29042 - Stevedore II	27.90
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.29
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.78
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.59

30021 - Archeological Technician I		16.67
30022 - Archeological Technician II		18.65
30023 - Archeological Technician III		23.10
30030 - Cartographic Technician		23.10
30040 - Civil Engineering Technician		20.50
30051 - Cryogenic Technician I		25.58
30052 - Cryogenic Technician II		28.25
30061 - Drafter/CAD Operator I		16.67
30062 - Drafter/CAD Operator II		18.65
30063 - Drafter/CAD Operator III		20.78
30064 - Drafter/CAD Operator IV		25.58
30081 - Engineering Technician I		15.07
30082 - Engineering Technician II		16.91
30083 - Engineering Technician III		18.93
30084 - Engineering Technician IV		27.52
30085 - Engineering Technician V		33.30
30086 - Engineering Technician VI		34.70
30090 - Environmental Technician		22.13
30095 - Evidence Control Specialist		23.10
30210 - Laboratory Technician		23.93
30221 - Latent Fingerprint Technician I		25.58
30222 - Latent Fingerprint Technician II		28.25
30240 - Mathematical Technician		23.10
30361 - Paralegal/Legal Assistant I		20.74
30362 - Paralegal/Legal Assistant II		25.69
30363 - Paralegal/Legal Assistant III		31.43
30364 - Paralegal/Legal Assistant IV		38.04
30375 - Petroleum Supply Specialist		28.25
30390 - Photo-Optics Technician		23.24
30395 - Radiation Control Technician		28.25
30461 - Technical Writer I		23.10
30462 - Technical Writer II		28.25
30463 - Technical Writer III		34.18
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		25.58
30502 - Weather Forecaster II		31.11
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	20.94
30621 - Weather Observer Senior	(see 2)	23.24
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		12.43
31030 - Bus Driver		16.60
31043 - Driver Courier		15.45
31260 - Parking and Lot Attendant		13.22
31290 - Shuttle Bus Driver		15.27

31310 - Taxi Driver	12.74
31361 - Truckdriver Light	16.56
31362 - Truckdriver Medium	17.66
31363 - Truckdriver Heavy	20.78
31364 - Truckdriver Tractor-Trailer	20.78
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	9.49
99050 - Desk Clerk	10.10
99095 - Embalmer	22.74
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	13.73
99252 - Laboratory Animal Caretaker II	14.72
99260 - Marketing Analyst	25.82
99310 - Mortician	22.74
99410 - Pest Controller	17.77
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	14.78
99711 - Recycling Specialist	17.37
99730 - Refuse Collector	13.50
99810 - Sales Clerk	10.80
99820 - School Crossing Guard	14.69
99830 - Survey Party Chief	22.54
99831 - Surveying Aide	15.97
99832 - Surveying Technician	21.83
99840 - Vending Machine Attendant	16.37
99841 - Vending Machine Repairer	18.10
99842 - Vending Machine Repairer Helper	16.37

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 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.: 2015-4520
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: Georgia

Area: Georgia County of Quitman

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.09
01012 - Accounting Clerk II		15.15
01013 - Accounting Clerk III		17.27
01020 - Administrative Assistant		25.12
01035 - Court Reporter		15.35
01041 - Customer Service Representative I		10.59
01042 - Customer Service Representative II		11.91
01043 - Customer Service Representative III		13.00
01051 - Data Entry Operator I		12.11
01052 - Data Entry Operator II		13.34
01060 - Dispatcher Motor Vehicle		18.62
01070 - Document Preparation Clerk		12.22

01090 - Duplicating Machine Operator 12.22
01111 - General Clerk I 11.55
01112 - General Clerk II 12.60
01113 - General Clerk III 14.14
01120 - Housing Referral Assistant 17.11
01141 - Messenger Courier 12.36
01191 - Order Clerk I 12.33
01192 - Order Clerk II 13.67
01261 - Personnel Assistant (Employment) I 15.37
01262 - Personnel Assistant (Employment) II 17.21
01263 - Personnel Assistant (Employment) III 19.18
01270 - Production Control Clerk 25.81
01290 - Rental Clerk 13.08
01300 - Scheduler Maintenance 13.72
01311 - Secretary I 13.72
01312 - Secretary II 15.35
01313 - Secretary III 17.11
01320 - Service Order Dispatcher 16.64
01410 - Supply Technician 25.12
01420 - Survey Worker 15.14
01460 - Switchboard Operator/Receptionist 11.63
01531 - Travel Clerk I 13.14
01532 - Travel Clerk II 14.28
01533 - Travel Clerk III 15.34
01611 - Word Processor I 12.22
01612 - Word Processor II 13.72
01613 - Word Processor III 15.35
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.35
05010 - Automotive Electrician 17.62
05040 - Automotive Glass Installer 16.55
05070 - Automotive Worker 16.55
05110 - Mobile Equipment Servicer 14.61
05130 - Motor Equipment Metal Mechanic 18.39
05160 - Motor Equipment Metal Worker 16.55
05190 - Motor Vehicle Mechanic 18.39
05220 - Motor Vehicle Mechanic Helper 13.86
05250 - Motor Vehicle Upholstery Worker 15.59
05280 - Motor Vehicle Wrecker 16.55
05310 - Painter Automotive 17.46
05340 - Radiator Repair Specialist 16.55
05370 - Tire Repairer 12.32
05400 - Transmission Repair Specialist 18.39
07000 - Food Preparation And Service Occupations
07010 - Baker 13.07
07041 - Cook I 10.07
07042 - Cook II 11.41
07070 - Dishwasher 9.20
07130 - Food Service Worker 9.60
07210 - Meat Cutter 13.02

07260 - Waiter/Waitress	8.83
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.78
09040 - Furniture Handler	11.16
09080 - Furniture Refinisher	15.55
09090 - Furniture Refinisher Helper	13.03
09110 - Furniture Repairer Minor	14.91
09130 - Upholsterer	16.78
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	9.31
11060 - Elevator Operator	10.67
11090 - Gardener	17.66
11122 - Housekeeping Aide	10.67
11150 - Janitor	10.67
11210 - Laborer Grounds Maintenance	14.23
11240 - Maid or Houseman	8.82
11260 - Pruner	12.78
11270 - Tractor Operator	16.65
11330 - Trail Maintenance Worker	14.23
11360 - Window Cleaner	11.68
12000 - Health Occupations	
12010 - Ambulance Driver	15.90
12011 - Breath Alcohol Technician	17.52
12012 - Certified Occupational Therapist Assistant	29.89
12015 - Certified Physical Therapist Assistant	27.46
12020 - Dental Assistant	16.02
12025 - Dental Hygienist	36.12
12030 - EKG Technician	30.23
12035 - Electroneurodiagnostic Technologist	30.23
12040 - Emergency Medical Technician	15.90
12071 - Licensed Practical Nurse I	15.66
12072 - Licensed Practical Nurse II	17.52
12073 - Licensed Practical Nurse III	19.53
12100 - Medical Assistant	13.43
12130 - Medical Laboratory Technician	22.99
12160 - Medical Record Clerk	13.88
12190 - Medical Record Technician	17.52
12195 - Medical Transcriptionist	15.30
12210 - Nuclear Medicine Technologist	38.50
12221 - Nursing Assistant I	10.86
12222 - Nursing Assistant II	11.34
12223 - Nursing Assistant III	12.38
12224 - Nursing Assistant IV	13.89
12235 - Optical Dispenser	16.68
12236 - Optical Technician	15.66
12250 - Pharmacy Technician	13.60
12280 - Phlebotomist	13.24
12305 - Radiologic Technologist	26.39
12311 - Registered Nurse I	23.48
12312 - Registered Nurse II	28.73

12313 - Registered Nurse II Specialist		28.73
12314 - Registered Nurse III		34.76
12315 - Registered Nurse III Anesthetist		34.76
12316 - Registered Nurse IV		41.66
12317 - Scheduler (Drug and Alcohol Testing)		21.70
12320 - Substance Abuse Treatment Counselor		20.06
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.77
13012 - Exhibits Specialist II		25.72
13013 - Exhibits Specialist III		31.47
13041 - Illustrator I		20.77
13042 - Illustrator II		25.72
13043 - Illustrator III		31.47
13047 - Librarian		28.49
13050 - Library Aide/Clerk		11.68
13054 - Library Information Technology Systems Administrator		25.72
13058 - Library Technician		19.12
13061 - Media Specialist I		18.57
13062 - Media Specialist II		20.77
13063 - Media Specialist III		23.15
13071 - Photographer I		18.24
13072 - Photographer II		20.50
13073 - Photographer III		25.21
13074 - Photographer IV		30.90
13075 - Photographer V		37.37
13090 - Technical Order Library Clerk		16.73
13110 - Video Teleconference Technician		18.57
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.75
14042 - Computer Operator II		22.10
14043 - Computer Operator III		24.64
14044 - Computer Operator IV		27.38
14045 - Computer Operator V		30.32
14071 - Computer Programmer I	(see 1)	20.24
14072 - Computer Programmer II	(see 1)	25.08
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		19.75
14160 - Personal Computer Support Technician		27.38
14170 - System Support Specialist		30.32
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)		41.53
15050 - Computer Based Training Specialist / Instructor		28.63
15060 - Educational Technologist		30.24

15070 - Flight Instructor (Pilot) 41.53
15080 - Graphic Artist 19.48
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 21.88
15095 - Technical Instructor/Course Developer 26.77
15110 - Test Proctor 17.66
15120 - Tutor 17.66
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.04
16030 - Counter Attendant 10.04
16040 - Dry Cleaner 12.82
16070 - Finisher Flatwork Machine 10.04
16090 - Presser Hand 10.04
16110 - Presser Machine Drycleaning 10.04
16130 - Presser Machine Shirts 10.04
16160 - Presser Machine Wearing Apparel Laundry 10.04
16190 - Sewing Machine Operator 13.67
16220 - Tailor 14.50
16250 - Washer Machine 10.94
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.55
19040 - Tool And Die Maker 23.60
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.32
21030 - Material Coordinator 25.81
21040 - Material Expediter 25.81
21050 - Material Handling Laborer 12.27
21071 - Order Filler 12.35
21080 - Production Line Worker (Food Processing) 16.32
21110 - Shipping Packer 14.56
21130 - Shipping/Receiving Clerk 14.56
21140 - Store Worker I 13.13
21150 - Stock Clerk 17.21
21210 - Tools And Parts Attendant 16.32
21410 - Warehouse Specialist 16.32
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.76
23019 - Aircraft Logs and Records Technician 23.18
23021 - Aircraft Mechanic I 27.39
23022 - Aircraft Mechanic II 28.76
23023 - Aircraft Mechanic III 30.11
23040 - Aircraft Mechanic Helper 20.33
23050 - Aircraft Painter 26.01
23060 - Aircraft Servicer 23.18
23070 - Aircraft Survival Flight Equipment Technician 26.01
23080 - Aircraft Worker 24.63
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.63

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.39
23110 - Appliance Mechanic 18.53
23120 - Bicycle Repairer 15.48
23125 - Cable Splicer 26.09
23130 - Carpenter Maintenance 17.16
23140 - Carpet Layer 17.09
23160 - Electrician Maintenance 21.85
23181 - Electronics Technician Maintenance I 25.26
23182 - Electronics Technician Maintenance II 26.68
23183 - Electronics Technician Maintenance III 28.09
23260 - Fabric Worker 16.50
23290 - Fire Alarm System Mechanic 19.52
23310 - Fire Extinguisher Repairer 15.48
23311 - Fuel Distribution System Mechanic 21.46
23312 - Fuel Distribution System Operator 16.91
23370 - General Maintenance Worker 15.76
23380 - Ground Support Equipment Mechanic 27.39
23381 - Ground Support Equipment Servicer 23.18
23382 - Ground Support Equipment Worker 24.63
23391 - Gunsmith I 15.53
23392 - Gunsmith II 17.61
23393 - Gunsmith III 19.72
23410 - Heating Ventilation And Air-Conditioning Mechanic 18.69
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 19.62
23430 - Heavy Equipment Mechanic 25.10
23440 - Heavy Equipment Operator 15.91
23460 - Instrument Mechanic 19.52
23465 - Laboratory/Shelter Mechanic 18.67
23470 - Laborer 12.27
23510 - Locksmith 18.53
23530 - Machinery Maintenance Mechanic 22.72
23550 - Machinist Maintenance 18.47
23580 - Maintenance Trades Helper 12.69
23591 - Metrology Technician I 19.52
23592 - Metrology Technician II 20.49
23593 - Metrology Technician III 21.45
23640 - Millwright 20.11
23710 - Office Appliance Repairer 18.03
23760 - Painter Maintenance 20.76
23790 - Pipefitter Maintenance 23.00
23810 - Plumber Maintenance 21.85
23820 - Pneudraulic Systems Mechanic 19.52
23850 - Rigger 20.69
23870 - Scale Mechanic 17.54
23890 - Sheet-Metal Worker Maintenance 17.45
23910 - Small Engine Mechanic 17.85
23931 - Telecommunications Mechanic I 27.05

23932 - Telecommunications Mechanic II 28.39
23950 - Telephone Lineman 16.99
23960 - Welder Combination Maintenance 17.44
23965 - Well Driller 19.52
23970 - Woodcraft Worker 19.52
23980 - Woodworker 15.48
24000 - Personal Needs Occupations
24550 - Case Manager 13.70
24570 - Child Care Attendant 11.06
24580 - Child Care Center Clerk 13.83
24610 - Chore Aide 10.01
24620 - Family Readiness And Support Services Coordinator 13.70
24630 - Homemaker 15.32
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 19.52
25040 - Sewage Plant Operator 16.12
25070 - Stationary Engineer 19.52
25190 - Ventilation Equipment Tender 14.46
25210 - Water Treatment Plant Operator 16.12
27000 - Protective Service Occupations
27004 - Alarm Monitor 15.33
27007 - Baggage Inspector 15.79
27008 - Corrections Officer 16.85
27010 - Court Security Officer 15.72
27030 - Detection Dog Handler 17.67
27040 - Detention Officer 16.85
27070 - Firefighter 15.68
27101 - Guard I 15.79
27102 - Guard II 17.67
27131 - Police Officer I 16.23
27132 - Police Officer II 18.04
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.86
28042 - Carnival Equipment Repairer 13.76
28043 - Carnival Worker 10.45
28210 - Gate Attendant/Gate Tender 14.51
28310 - Lifeguard 11.34
28350 - Park Attendant (Aide) 16.24
28510 - Recreation Aide/Health Facility Attendant 11.85
28515 - Recreation Specialist 20.11
28630 - Sports Official 12.93
28690 - Swimming Pool Operator 17.09
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 24.17
29020 - Hatch Tender 24.17
29030 - Line Handler 24.17
29041 - Stevedore I 22.74
29042 - Stevedore II 25.53
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 16.67
30022 - Archeological Technician II 18.65
30023 - Archeological Technician III 23.10
30030 - Cartographic Technician 23.10
30040 - Civil Engineering Technician 20.50
30051 - Cryogenic Technician I 25.58
30052 - Cryogenic Technician II 28.25
30061 - Drafter/CAD Operator I 16.67
30062 - Drafter/CAD Operator II 18.65
30063 - Drafter/CAD Operator III 20.78
30064 - Drafter/CAD Operator IV 25.58
30081 - Engineering Technician I 15.07
30082 - Engineering Technician II 16.91
30083 - Engineering Technician III 18.93
30084 - Engineering Technician IV 27.52
30085 - Engineering Technician V 33.30
30086 - Engineering Technician VI 34.70
30090 - Environmental Technician 21.72
30095 - Evidence Control Specialist 23.10
30210 - Laboratory Technician 23.93
30221 - Latent Fingerprint Technician I 25.58
30222 - Latent Fingerprint Technician II 28.25
30240 - Mathematical Technician 23.10
30361 - Paralegal/Legal Assistant I 19.82
30362 - Paralegal/Legal Assistant II 24.55
30363 - Paralegal/Legal Assistant III 30.03
30364 - Paralegal/Legal Assistant IV 36.33
30375 - Petroleum Supply Specialist 28.25
30390 - Photo-Optics Technician 23.24
30395 - Radiation Control Technician 28.25
30461 - Technical Writer I 23.10
30462 - Technical Writer II 28.25
30463 - Technical Writer III 34.18
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 25.58
30502 - Weather Forecaster II 31.11
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.94
30621 - Weather Observer Senior (see 2) 23.24
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 11.30
31030 - Bus Driver 15.09

31043 - Driver Courier	14.28
31260 - Parking and Lot Attendant	13.22
31290 - Shuttle Bus Driver	15.27
31310 - Taxi Driver	12.74
31361 - Truckdriver Light	15.27
31362 - Truckdriver Medium	16.28
31363 - Truckdriver Heavy	20.64
31364 - Truckdriver Tractor-Trailer	20.64
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.15
99050 - Desk Clerk	10.10
99095 - Embalmer	22.74
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.39
99252 - Laboratory Animal Caretaker II	14.33
99260 - Marketing Analyst	25.82
99310 - Mortician	22.74
99410 - Pest Controller	17.10
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	14.75
99711 - Recycling Specialist	17.33
99730 - Refuse Collector	13.47
99810 - Sales Clerk	10.80
99820 - School Crossing Guard	14.47
99830 - Survey Party Chief	20.66
99831 - Surveying Aide	14.64
99832 - Surveying Technician	20.01
99840 - Vending Machine Attendant	16.37
99841 - Vending Machine Repairer	18.10
99842 - Vending Machine Repairer Helper	16.37

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.: 2015-4521
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.

State: Georgia

Area: Georgia County of Telfair

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		16.16
01013 - Accounting Clerk III		18.08
01020 - Administrative Assistant		24.32
01035 - Court Reporter		15.35
01041 - Customer Service Representative I		11.65
01042 - Customer Service Representative II		13.10
01043 - Customer Service Representative III		14.30
01051 - Data Entry Operator I		13.03
01052 - Data Entry Operator II		14.22
01060 - Dispatcher Motor Vehicle		20.01
01070 - Document Preparation Clerk		12.22
01090 - Duplicating Machine Operator		12.22
01111 - General Clerk I		12.71
01112 - General Clerk II		13.86

01113 - General Clerk III 15.55
01120 - Housing Referral Assistant 17.11
01141 - Messenger Courier 13.15
01191 - Order Clerk I 12.89
01192 - Order Clerk II 14.06
01261 - Personnel Assistant (Employment) I 15.42
01262 - Personnel Assistant (Employment) II 17.24
01263 - Personnel Assistant (Employment) III 19.22
01270 - Production Control Clerk 25.81
01290 - Rental Clerk 13.44
01300 - Scheduler Maintenance 13.72
01311 - Secretary I 13.72
01312 - Secretary II 15.35
01313 - Secretary III 17.11
01320 - Service Order Dispatcher 17.90
01410 - Supply Technician 24.32
01420 - Survey Worker 15.14
01460 - Switchboard Operator/Receptionist 12.47
01531 - Travel Clerk I 13.68
01532 - Travel Clerk II 14.84
01533 - Travel Clerk III 15.96
01611 - Word Processor I 12.22
01612 - Word Processor II 13.72
01613 - Word Processor III 15.35
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.55
05010 - Automotive Electrician 17.65
05040 - Automotive Glass Installer 16.98
05070 - Automotive Worker 16.98
05110 - Mobile Equipment Servicer 15.63
05130 - Motor Equipment Metal Mechanic 18.39
05160 - Motor Equipment Metal Worker 16.98
05190 - Motor Vehicle Mechanic 18.39
05220 - Motor Vehicle Mechanic Helper 14.95
05250 - Motor Vehicle Upholstery Worker 16.30
05280 - Motor Vehicle Wrecker 16.98
05310 - Painter Automotive 17.65
05340 - Radiator Repair Specialist 16.98
05370 - Tire Repairer 14.01
05400 - Transmission Repair Specialist 18.39
07000 - Food Preparation And Service Occupations
07010 - Baker 11.45
07041 - Cook I 11.08
07042 - Cook II 12.55
07070 - Dishwasher 9.20
07130 - Food Service Worker 10.56
07210 - Meat Cutter 13.56
07260 - Waiter/Waitress 8.83
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 17.28

09040 - Furniture Handler 12.35
09080 - Furniture Refinisher 17.28
09090 - Furniture Refinisher Helper 14.63
09110 - Furniture Repairer Minor 15.95
09130 - Upholsterer 17.28
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 10.26
11060 - Elevator Operator 11.05
11090 - Gardener 18.02
11122 - Housekeeping Aide 11.05
11150 - Janitor 11.05
11210 - Laborer Grounds Maintenance 14.37
11240 - Maid or Houseman 9.26
11260 - Pruner 12.78
11270 - Tractor Operator 16.65
11330 - Trail Maintenance Worker 14.37
11360 - Window Cleaner 12.10
12000 - Health Occupations
12010 - Ambulance Driver 16.51
12011 - Breath Alcohol Technician 18.02
12012 - Certified Occupational Therapist Assistant 29.89
12015 - Certified Physical Therapist Assistant 28.64
12020 - Dental Assistant 16.02
12025 - Dental Hygienist 27.23
12030 - EKG Technician 30.23
12035 - Electroneurodiagnostic Technologist 30.23
12040 - Emergency Medical Technician 16.51
12071 - Licensed Practical Nurse I 16.12
12072 - Licensed Practical Nurse II 18.02
12073 - Licensed Practical Nurse III 20.09
12100 - Medical Assistant 14.21
12130 - Medical Laboratory Technician 23.01
12160 - Medical Record Clerk 15.27
12190 - Medical Record Technician 17.82
12195 - Medical Transcriptionist 15.30
12210 - Nuclear Medicine Technologist 39.60
12221 - Nursing Assistant I 11.31
12222 - Nursing Assistant II 12.71
12223 - Nursing Assistant III 13.87
12224 - Nursing Assistant IV 15.58
12235 - Optical Dispenser 21.66
12236 - Optical Technician 16.12
12250 - Pharmacy Technician 13.63
12280 - Phlebotomist 13.24
12305 - Radiologic Technologist 26.39
12311 - Registered Nurse I 24.16
12312 - Registered Nurse II 29.55
12313 - Registered Nurse II Specialist 29.55
12314 - Registered Nurse III 35.76
12315 - Registered Nurse III Anesthetist 35.76

12316 - Registered Nurse IV		42.85
12317 - Scheduler (Drug and Alcohol Testing)		22.32
12320 - Substance Abuse Treatment Counselor		20.06
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.41
13012 - Exhibits Specialist II		26.52
13013 - Exhibits Specialist III		32.44
13041 - Illustrator I		21.41
13042 - Illustrator II		26.52
13043 - Illustrator III		32.44
13047 - Librarian		29.37
13050 - Library Aide/Clerk		13.17
13054 - Library Information Technology Systems Administrator		26.52
13058 - Library Technician		17.94
13061 - Media Specialist I		19.14
13062 - Media Specialist II		21.41
13063 - Media Specialist III		23.86
13071 - Photographer I		18.19
13072 - Photographer II		20.50
13073 - Photographer III		25.40
13074 - Photographer IV		31.06
13075 - Photographer V		37.59
13090 - Technical Order Library Clerk		18.40
13110 - Video Teleconference Technician		19.14
14000 - Information Technology Occupations		
14041 - Computer Operator I		21.27
14042 - Computer Operator II		23.80
14043 - Computer Operator III		27.39
14044 - Computer Operator IV		30.69
14045 - Computer Operator V		33.99
14071 - Computer Programmer I	(see 1)	21.48
14072 - Computer Programmer II	(see 1)	26.62
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		21.27
14160 - Personal Computer Support Technician		30.69
14170 - System Support Specialist		31.10
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)		41.53
15050 - Computer Based Training Specialist / Instructor		29.61
15060 - Educational Technologist		29.70
15070 - Flight Instructor (Pilot)		41.53
15080 - Graphic Artist		17.98
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 20.87
15095 - Technical Instructor/Course Developer 25.53
15110 - Test Proctor 16.84
15120 - Tutor 16.84
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.04
16030 - Counter Attendant 10.04
16040 - Dry Cleaner 12.82
16070 - Finisher Flatwork Machine 10.04
16090 - Presser Hand 10.04
16110 - Presser Machine Drycleaning 10.04
16130 - Presser Machine Shirts 10.04
16160 - Presser Machine Wearing Apparel Laundry 10.04
16190 - Sewing Machine Operator 13.67
16220 - Tailor 14.50
16250 - Washer Machine 10.94
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.28
19040 - Tool And Die Maker 26.90
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.52
21030 - Material Coordinator 25.81
21040 - Material Expediter 25.81
21050 - Material Handling Laborer 12.66
21071 - Order Filler 12.10
21080 - Production Line Worker (Food Processing) 16.52
21110 - Shipping Packer 15.05
21130 - Shipping/Receiving Clerk 15.05
21140 - Store Worker I 13.47
21150 - Stock Clerk 17.47
21210 - Tools And Parts Attendant 16.52
21410 - Warehouse Specialist 16.52
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 31.64
23019 - Aircraft Logs and Records Technician 25.50
23021 - Aircraft Mechanic I 30.13
23022 - Aircraft Mechanic II 31.64
23023 - Aircraft Mechanic III 33.12
23040 - Aircraft Mechanic Helper 22.36
23050 - Aircraft Painter 28.61
23060 - Aircraft Servicer 25.50
23070 - Aircraft Survival Flight Equipment Technician 28.61
23080 - Aircraft Worker 27.09
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 27.09
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 30.13
23110 - Appliance Mechanic 20.02

23120 - Bicycle Repairer	16.72
23125 - Cable Splicer	26.17
23130 - Carpenter Maintenance	20.59
23140 - Carpet Layer	19.81
23160 - Electrician Maintenance	23.24
23181 - Electronics Technician Maintenance I	26.59
23182 - Electronics Technician Maintenance II	28.09
23183 - Electronics Technician Maintenance III	29.58
23260 - Fabric Worker	17.83
23290 - Fire Alarm System Mechanic	21.08
23310 - Fire Extinguisher Repairer	16.72
23311 - Fuel Distribution System Mechanic	25.56
23312 - Fuel Distribution System Operator	21.15
23370 - General Maintenance Worker	16.96
23380 - Ground Support Equipment Mechanic	30.13
23381 - Ground Support Equipment Servicer	25.50
23382 - Ground Support Equipment Worker	27.09
23391 - Gunsmith I	16.72
23392 - Gunsmith II	18.95
23393 - Gunsmith III	21.08
23410 - Heating Ventilation And Air-Conditioning Mechanic	18.95
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	19.90
23430 - Heavy Equipment Mechanic	26.42
23440 - Heavy Equipment Operator	16.10
23460 - Instrument Mechanic	21.08
23465 - Laboratory/Shelter Mechanic	20.02
23470 - Laborer	12.66
23510 - Locksmith	20.02
23530 - Machinery Maintenance Mechanic	23.06
23550 - Machinist Maintenance	19.57
23580 - Maintenance Trades Helper	16.10
23591 - Metrology Technician I	21.08
23592 - Metrology Technician II	22.14
23593 - Metrology Technician III	23.17
23640 - Millwright	22.52
23710 - Office Appliance Repairer	18.03
23760 - Painter Maintenance	21.56
23790 - Pipefitter Maintenance	25.30
23810 - Plumber Maintenance	24.04
23820 - Pneudraulic Systems Mechanic	21.08
23850 - Rigger	22.22
23870 - Scale Mechanic	18.95
23890 - Sheet-Metal Worker Maintenance	22.36
23910 - Small Engine Mechanic	18.53
23931 - Telecommunications Mechanic I	27.56
23932 - Telecommunications Mechanic II	28.94
23950 - Telephone Lineman	21.63
23960 - Welder Combination Maintenance	18.52

23965 - Well Driller	21.08
23970 - Woodcraft Worker	21.08
23980 - Woodworker	16.72
24000 - Personal Needs Occupations	
24550 - Case Manager	13.78
24570 - Child Care Attendant	9.33
24580 - Child Care Center Clerk	12.58
24610 - Chore Aide	9.87
24620 - Family Readiness And Support Services Coordinator	13.78
24630 - Homemaker	13.78
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.48
25040 - Sewage Plant Operator	17.43
25070 - Stationary Engineer	22.48
25190 - Ventilation Equipment Tender	15.26
25210 - Water Treatment Plant Operator	17.43
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.63
27007 - Baggage Inspector	17.26
27008 - Corrections Officer	15.52
27010 - Court Security Officer	16.23
27030 - Detection Dog Handler	19.31
27040 - Detention Officer	15.52
27070 - Firefighter	16.20
27101 - Guard I	17.26
27102 - Guard II	19.31
27131 - Police Officer I	16.96
27132 - Police Officer II	18.85
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.95
28042 - Carnival Equipment Repairer	14.92
28043 - Carnival Worker	10.99
28210 - Gate Attendant/Gate Tender	15.96
28310 - Lifeguard	12.91
28350 - Park Attendant (Aide)	17.86
28510 - Recreation Aide/Health Facility Attendant	13.04
28515 - Recreation Specialist	22.12
28630 - Sports Official	14.22
28690 - Swimming Pool Operator	17.61
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	26.41
29020 - Hatch Tender	26.41
29030 - Line Handler	26.41
29041 - Stevedore I	24.85
29042 - Stevedore II	27.90
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		18.00
30022 - Archeological Technician II		20.72
30023 - Archeological Technician III		23.10
30030 - Cartographic Technician		23.13
30040 - Civil Engineering Technician		21.32
30051 - Cryogenic Technician I		25.58
30052 - Cryogenic Technician II		28.25
30061 - Drafter/CAD Operator I		18.00
30062 - Drafter/CAD Operator II		20.72
30063 - Drafter/CAD Operator III		20.95
30064 - Drafter/CAD Operator IV		25.58
30081 - Engineering Technician I		15.07
30082 - Engineering Technician II		16.91
30083 - Engineering Technician III		18.93
30084 - Engineering Technician IV		23.44
30085 - Engineering Technician V		28.68
30086 - Engineering Technician VI		34.70
30090 - Environmental Technician		22.26
30095 - Evidence Control Specialist		23.10
30210 - Laboratory Technician		25.36
30221 - Latent Fingerprint Technician I		25.58
30222 - Latent Fingerprint Technician II		28.25
30240 - Mathematical Technician		23.10
30361 - Paralegal/Legal Assistant I		20.74
30362 - Paralegal/Legal Assistant II		25.69
30363 - Paralegal/Legal Assistant III		31.43
30364 - Paralegal/Legal Assistant IV		38.04
30375 - Petroleum Supply Specialist		28.25
30390 - Photo-Optics Technician		23.10
30395 - Radiation Control Technician		28.25
30461 - Technical Writer I		23.10
30462 - Technical Writer II		28.25
30463 - Technical Writer III		34.18
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		25.58
30502 - Weather Forecaster II		31.11
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	20.95
30621 - Weather Observer Senior	(see 2)	23.10
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		13.15
31030 - Bus Driver		16.97
31043 - Driver Courier		15.45
31260 - Parking and Lot Attendant		13.22
31290 - Shuttle Bus Driver		15.74

31310 - Taxi Driver	12.58
31361 - Truckdriver Light	16.56
31362 - Truckdriver Medium	17.66
31363 - Truckdriver Heavy	20.78
31364 - Truckdriver Tractor-Trailer	20.78
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	9.49
99050 - Desk Clerk	9.19
99095 - Embalmer	22.74
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	13.73
99252 - Laboratory Animal Caretaker II	14.72
99260 - Marketing Analyst	25.82
99310 - Mortician	22.74
99410 - Pest Controller	17.77
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	14.78
99711 - Recycling Specialist	17.37
99730 - Refuse Collector	13.50
99810 - Sales Clerk	11.45
99820 - School Crossing Guard	14.14
99830 - Survey Party Chief	24.01
99831 - Surveying Aide	18.52
99832 - Surveying Technician	21.83
99840 - Vending Machine Attendant	17.18
99841 - Vending Machine Repairer	20.69
99842 - Vending Machine Repairer Helper	17.18

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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

Wage Determination No.: 2015-4522
Revision No.: 15
Date Of Last Revision: 05/01/2020

Daniel W. Simms
Director

Division of
Wage Determinations

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Georgia

Area: Georgia County of Telfair

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.09
01012 - Accounting Clerk II		14.69
01013 - Accounting Clerk III		16.44
01020 - Administrative Assistant		24.32
01035 - Court Reporter		15.35
01041 - Customer Service Representative I		10.59
01042 - Customer Service Representative II		11.91
01043 - Customer Service Representative III		13.00
01051 - Data Entry Operator I		12.01
01052 - Data Entry Operator II		13.11
01060 - Dispatcher Motor Vehicle		18.62
01070 - Document Preparation Clerk		12.22

01090 - Duplicating Machine Operator 12.22
01111 - General Clerk I 11.55
01112 - General Clerk II 12.60
01113 - General Clerk III 14.14
01120 - Housing Referral Assistant 17.11
01141 - Messenger Courier 13.15
01191 - Order Clerk I 12.89
01192 - Order Clerk II 14.06
01261 - Personnel Assistant (Employment) I 15.37
01262 - Personnel Assistant (Employment) II 17.21
01263 - Personnel Assistant (Employment) III 19.18
01270 - Production Control Clerk 25.81
01290 - Rental Clerk 13.08
01300 - Scheduler Maintenance 13.72
01311 - Secretary I 13.72
01312 - Secretary II 15.35
01313 - Secretary III 17.11
01320 - Service Order Dispatcher 16.64
01410 - Supply Technician 24.32
01420 - Survey Worker 15.14
01460 - Switchboard Operator/Receptionist 11.63
01531 - Travel Clerk I 13.14
01532 - Travel Clerk II 14.28
01533 - Travel Clerk III 15.34
01611 - Word Processor I 12.22
01612 - Word Processor II 13.72
01613 - Word Processor III 15.35
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.55
05010 - Automotive Electrician 17.65
05040 - Automotive Glass Installer 16.98
05070 - Automotive Worker 16.98
05110 - Mobile Equipment Servicer 15.63
05130 - Motor Equipment Metal Mechanic 18.39
05160 - Motor Equipment Metal Worker 16.98
05190 - Motor Vehicle Mechanic 18.39
05220 - Motor Vehicle Mechanic Helper 14.95
05250 - Motor Vehicle Upholstery Worker 16.30
05280 - Motor Vehicle Wrecker 16.98
05310 - Painter Automotive 17.65
05340 - Radiator Repair Specialist 16.98
05370 - Tire Repairer 14.01
05400 - Transmission Repair Specialist 18.39
07000 - Food Preparation And Service Occupations
07010 - Baker 11.28
07041 - Cook I 10.07
07042 - Cook II 11.41
07070 - Dishwasher 9.20
07130 - Food Service Worker 9.60
07210 - Meat Cutter 13.23

07260 - Waiter/Waitress	8.83
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.28
09040 - Furniture Handler	12.35
09080 - Furniture Refinisher	17.28
09090 - Furniture Refinisher Helper	14.63
09110 - Furniture Repairer Minor	15.95
09130 - Upholsterer	17.28
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	9.84
11060 - Elevator Operator	10.67
11090 - Gardener	18.02
11122 - Housekeeping Aide	10.67
11150 - Janitor	10.67
11210 - Laborer Grounds Maintenance	14.37
11240 - Maid or Houseman	8.82
11260 - Pruner	12.78
11270 - Tractor Operator	16.65
11330 - Trail Maintenance Worker	14.37
11360 - Window Cleaner	11.68
12000 - Health Occupations	
12010 - Ambulance Driver	15.90
12011 - Breath Alcohol Technician	17.52
12012 - Certified Occupational Therapist Assistant	29.89
12015 - Certified Physical Therapist Assistant	28.64
12020 - Dental Assistant	16.02
12025 - Dental Hygienist	27.23
12030 - EKG Technician	30.23
12035 - Electroneurodiagnostic Technologist	30.23
12040 - Emergency Medical Technician	15.90
12071 - Licensed Practical Nurse I	15.66
12072 - Licensed Practical Nurse II	17.52
12073 - Licensed Practical Nurse III	19.53
12100 - Medical Assistant	14.21
12130 - Medical Laboratory Technician	22.99
12160 - Medical Record Clerk	13.88
12190 - Medical Record Technician	17.08
12195 - Medical Transcriptionist	15.30
12210 - Nuclear Medicine Technologist	38.50
12221 - Nursing Assistant I	10.84
12222 - Nursing Assistant II	12.18
12223 - Nursing Assistant III	13.29
12224 - Nursing Assistant IV	14.92
12235 - Optical Dispenser	21.66
12236 - Optical Technician	15.66
12250 - Pharmacy Technician	13.63
12280 - Phlebotomist	13.24
12305 - Radiologic Technologist	26.39
12311 - Registered Nurse I	23.48
12312 - Registered Nurse II	28.73

12313 - Registered Nurse II Specialist		28.73
12314 - Registered Nurse III		34.76
12315 - Registered Nurse III Anesthetist		34.76
12316 - Registered Nurse IV		41.66
12317 - Scheduler (Drug and Alcohol Testing)		21.70
12320 - Substance Abuse Treatment Counselor		20.06
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.77
13012 - Exhibits Specialist II		25.72
13013 - Exhibits Specialist III		31.47
13041 - Illustrator I		20.77
13042 - Illustrator II		25.72
13043 - Illustrator III		31.47
13047 - Librarian		28.49
13050 - Library Aide/Clerk		11.97
13054 - Library Information Technology Systems Administrator		25.72
13058 - Library Technician		17.94
13061 - Media Specialist I		18.57
13062 - Media Specialist II		20.77
13063 - Media Specialist III		23.15
13071 - Photographer I		18.19
13072 - Photographer II		20.50
13073 - Photographer III		25.40
13074 - Photographer IV		31.06
13075 - Photographer V		37.59
13090 - Technical Order Library Clerk		16.73
13110 - Video Teleconference Technician		18.57
14000 - Information Technology Occupations		
14041 - Computer Operator I		21.27
14042 - Computer Operator II		23.80
14043 - Computer Operator III		27.39
14044 - Computer Operator IV		30.69
14045 - Computer Operator V		33.99
14071 - Computer Programmer I	(see 1)	21.48
14072 - Computer Programmer II	(see 1)	26.62
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		21.27
14160 - Personal Computer Support Technician		30.69
14170 - System Support Specialist		31.10
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)		41.53
15050 - Computer Based Training Specialist / Instructor		29.61
15060 - Educational Technologist		29.70

15070 - Flight Instructor (Pilot) 41.53
15080 - Graphic Artist 16.91
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 20.87
15095 - Technical Instructor/Course Developer 25.53
15110 - Test Proctor 16.84
15120 - Tutor 16.84
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.04
16030 - Counter Attendant 10.04
16040 - Dry Cleaner 12.82
16070 - Finisher Flatwork Machine 10.04
16090 - Presser Hand 10.04
16110 - Presser Machine Drycleaning 10.04
16130 - Presser Machine Shirts 10.04
16160 - Presser Machine Wearing Apparel Laundry 10.04
16190 - Sewing Machine Operator 13.67
16220 - Tailor 14.50
16250 - Washer Machine 10.94
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.54
19040 - Tool And Die Maker 24.92
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.32
21030 - Material Coordinator 25.81
21040 - Material Expediter 25.81
21050 - Material Handling Laborer 12.27
21071 - Order Filler 11.92
21080 - Production Line Worker (Food Processing) 16.32
21110 - Shipping Packer 14.56
21130 - Shipping/Receiving Clerk 14.56
21140 - Store Worker I 13.47
21150 - Stock Clerk 17.21
21210 - Tools And Parts Attendant 16.32
21410 - Warehouse Specialist 16.32
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.76
23019 - Aircraft Logs and Records Technician 23.18
23021 - Aircraft Mechanic I 27.39
23022 - Aircraft Mechanic II 28.76
23023 - Aircraft Mechanic III 30.11
23040 - Aircraft Mechanic Helper 20.33
23050 - Aircraft Painter 26.01
23060 - Aircraft Servicer 23.18
23070 - Aircraft Survival Flight Equipment Technician 26.01
23080 - Aircraft Worker 24.63
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.63

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.39
23110 - Appliance Mechanic 19.83
23120 - Bicycle Repairer 15.48
23125 - Cable Splicer 26.17
23130 - Carpenter Maintenance 19.11
23140 - Carpet Layer 19.81
23160 - Electrician Maintenance 22.43
23181 - Electronics Technician Maintenance I 25.26
23182 - Electronics Technician Maintenance II 26.68
23183 - Electronics Technician Maintenance III 28.09
23260 - Fabric Worker 16.50
23290 - Fire Alarm System Mechanic 19.52
23310 - Fire Extinguisher Repairer 15.48
23311 - Fuel Distribution System Mechanic 25.56
23312 - Fuel Distribution System Operator 21.15
23370 - General Maintenance Worker 16.96
23380 - Ground Support Equipment Mechanic 27.39
23381 - Ground Support Equipment Servicer 23.18
23382 - Ground Support Equipment Worker 24.63
23391 - Gunsmith I 15.48
23392 - Gunsmith II 17.54
23393 - Gunsmith III 19.52
23410 - Heating Ventilation And Air-Conditioning Mechanic 18.95
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 19.90
23430 - Heavy Equipment Mechanic 25.10
23440 - Heavy Equipment Operator 16.10
23460 - Instrument Mechanic 20.61
23465 - Laboratory/Shelter Mechanic 18.53
23470 - Laborer 12.27
23510 - Locksmith 18.53
23530 - Machinery Maintenance Mechanic 22.72
23550 - Machinist Maintenance 18.52
23580 - Maintenance Trades Helper 14.64
23591 - Metrology Technician I 20.61
23592 - Metrology Technician II 21.65
23593 - Metrology Technician III 22.73
23640 - Millwright 22.52
23710 - Office Appliance Repairer 18.03
23760 - Painter Maintenance 21.56
23790 - Pipefitter Maintenance 23.00
23810 - Plumber Maintenance 21.85
23820 - Pneudraulic Systems Mechanic 19.52
23850 - Rigger 20.69
23870 - Scale Mechanic 17.54
23890 - Sheet-Metal Worker Maintenance 22.36
23910 - Small Engine Mechanic 17.90
23931 - Telecommunications Mechanic I 27.56

23932 - Telecommunications Mechanic II 28.94
23950 - Telephone Lineman 21.63
23960 - Welder Combination Maintenance 18.52
23965 - Well Driller 19.52
23970 - Woodcraft Worker 19.52
23980 - Woodworker 15.48
24000 - Personal Needs Occupations
24550 - Case Manager 12.66
24570 - Child Care Attendant 9.11
24580 - Child Care Center Clerk 12.58
24610 - Chore Aide 9.87
24620 - Family Readiness And Support Services Coordinator 12.66
24630 - Homemaker 13.66
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 22.48
25040 - Sewage Plant Operator 17.43
25070 - Stationary Engineer 22.48
25190 - Ventilation Equipment Tender 15.26
25210 - Water Treatment Plant Operator 17.43
27000 - Protective Service Occupations
27004 - Alarm Monitor 12.40
27007 - Baggage Inspector 15.69
27008 - Corrections Officer 15.41
27010 - Court Security Officer 15.72
27030 - Detection Dog Handler 17.55
27040 - Detention Officer 15.41
27070 - Firefighter 15.31
27101 - Guard I 15.69
27102 - Guard II 17.55
27131 - Police Officer I 16.73
27132 - Police Officer II 18.59
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.68
28042 - Carnival Equipment Repairer 13.56
28043 - Carnival Worker 9.99
28210 - Gate Attendant/Gate Tender 14.51
28310 - Lifeguard 11.74
28350 - Park Attendant (Aide) 16.24
28510 - Recreation Aide/Health Facility Attendant 11.85
28515 - Recreation Specialist 20.11
28630 - Sports Official 12.93
28690 - Swimming Pool Operator 16.22
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 25.14
29020 - Hatch Tender 25.14
29030 - Line Handler 25.14
29041 - Stevedore I 23.66
29042 - Stevedore II 26.55
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 18.00
30022 - Archeological Technician II 20.72
30023 - Archeological Technician III 23.10
30030 - Cartographic Technician 23.13
30040 - Civil Engineering Technician 21.32
30051 - Cryogenic Technician I 25.58
30052 - Cryogenic Technician II 28.25
30061 - Drafter/CAD Operator I 18.00
30062 - Drafter/CAD Operator II 20.72
30063 - Drafter/CAD Operator III 20.95
30064 - Drafter/CAD Operator IV 25.58
30081 - Engineering Technician I 15.07
30082 - Engineering Technician II 16.91
30083 - Engineering Technician III 18.93
30084 - Engineering Technician IV 23.44
30085 - Engineering Technician V 28.68
30086 - Engineering Technician VI 34.70
30090 - Environmental Technician 22.26
30095 - Evidence Control Specialist 23.10
30210 - Laboratory Technician 25.36
30221 - Latent Fingerprint Technician I 25.58
30222 - Latent Fingerprint Technician II 28.25
30240 - Mathematical Technician 23.10
30361 - Paralegal/Legal Assistant I 19.82
30362 - Paralegal/Legal Assistant II 24.55
30363 - Paralegal/Legal Assistant III 30.03
30364 - Paralegal/Legal Assistant IV 36.33
30375 - Petroleum Supply Specialist 28.25
30390 - Photo-Optics Technician 23.10
30395 - Radiation Control Technician 28.25
30461 - Technical Writer I 23.10
30462 - Technical Writer II 28.25
30463 - Technical Writer III 34.18
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 25.58
30502 - Weather Forecaster II 31.11
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.95
30621 - Weather Observer Senior (see 2) 23.10
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.42
31030 - Bus Driver 15.43

31043 - Driver Courier	14.87
31260 - Parking and Lot Attendant	13.22
31290 - Shuttle Bus Driver	15.74
31310 - Taxi Driver	12.58
31361 - Truckdriver Light	15.74
31362 - Truckdriver Medium	16.61
31363 - Truckdriver Heavy	20.64
31364 - Truckdriver Tractor-Trailer	20.64
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.15
99050 - Desk Clerk	9.19
99095 - Embalmer	22.74
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.39
99252 - Laboratory Animal Caretaker II	14.33
99260 - Marketing Analyst	25.82
99310 - Mortician	22.74
99410 - Pest Controller	17.10
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	14.61
99711 - Recycling Specialist	17.18
99730 - Refuse Collector	13.35
99810 - Sales Clerk	11.45
99820 - School Crossing Guard	12.85
99830 - Survey Party Chief	23.94
99831 - Surveying Aide	18.47
99832 - Surveying Technician	21.77
99840 - Vending Machine Attendant	17.18
99841 - Vending Machine Repairer	20.69
99842 - Vending Machine Repairer Helper	17.18

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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.: 2015-4523
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.

State: Georgia

Area: Georgia Counties of Appling Bacon Jeff Davis Wayne

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		16.16
01013 - Accounting Clerk III		18.08
01020 - Administrative Assistant		24.32
01035 - Court Reporter		15.35
01041 - Customer Service Representative I		11.65
01042 - Customer Service Representative II		13.10
01043 - Customer Service Representative III		14.30
01051 - Data Entry Operator I		12.53
01052 - Data Entry Operator II		14.10
01060 - Dispatcher Motor Vehicle		20.01
01070 - Document Preparation Clerk		12.22
01090 - Duplicating Machine Operator		12.22
01111 - General Clerk I		12.71
01112 - General Clerk II		13.86

01113 - General Clerk III	15.55
01120 - Housing Referral Assistant	17.11
01141 - Messenger Courier	12.55
01191 - Order Clerk I	12.12
01192 - Order Clerk II	14.06
01261 - Personnel Assistant (Employment) I	17.24
01262 - Personnel Assistant (Employment) II	20.67
01263 - Personnel Assistant (Employment) III	24.58
01270 - Production Control Clerk	25.81
01290 - Rental Clerk	13.44
01300 - Scheduler Maintenance	13.72
01311 - Secretary I	13.72
01312 - Secretary II	15.35
01313 - Secretary III	17.11
01320 - Service Order Dispatcher	17.90
01410 - Supply Technician	24.32
01420 - Survey Worker	15.14
01460 - Switchboard Operator/Receptionist	12.47
01531 - Travel Clerk I	13.68
01532 - Travel Clerk II	14.84
01533 - Travel Clerk III	15.96
01611 - Word Processor I	12.22
01612 - Word Processor II	13.72
01613 - Word Processor III	15.35
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	22.55
05010 - Automotive Electrician	17.46
05040 - Automotive Glass Installer	16.55
05070 - Automotive Worker	16.55
05110 - Mobile Equipment Servicer	14.61
05130 - Motor Equipment Metal Mechanic	18.39
05160 - Motor Equipment Metal Worker	16.55
05190 - Motor Vehicle Mechanic	18.39
05220 - Motor Vehicle Mechanic Helper	13.66
05250 - Motor Vehicle Upholstery Worker	15.59
05280 - Motor Vehicle Wrecker	16.55
05310 - Painter Automotive	17.46
05340 - Radiator Repair Specialist	16.55
05370 - Tire Repairer	12.32
05400 - Transmission Repair Specialist	18.39
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.67
07041 - Cook I	11.08
07042 - Cook II	12.55
07070 - Dishwasher	9.20
07130 - Food Service Worker	10.66
07210 - Meat Cutter	13.56
07260 - Waiter/Waitress	9.39
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.52

09040 - Furniture Handler 12.95
09080 - Furniture Refinisher 20.14
09090 - Furniture Refinisher Helper 15.40
09110 - Furniture Repairer Minor 17.71
09130 - Upholsterer 20.14
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 10.63
11060 - Elevator Operator 11.05
11090 - Gardener 17.81
11122 - Housekeeping Aide 11.05
11150 - Janitor 11.05
11210 - Laborer Grounds Maintenance 14.37
11240 - Maid or Houseman 9.26
11260 - Pruner 13.05
11270 - Tractor Operator 16.65
11330 - Trail Maintenance Worker 14.37
11360 - Window Cleaner 12.10
12000 - Health Occupations
12010 - Ambulance Driver 17.24
12011 - Breath Alcohol Technician 18.02
12012 - Certified Occupational Therapist Assistant 29.89
12015 - Certified Physical Therapist Assistant 28.48
12020 - Dental Assistant 16.02
12025 - Dental Hygienist 36.12
12030 - EKG Technician 30.23
12035 - Electroneurodiagnostic Technologist 30.23
12040 - Emergency Medical Technician 17.24
12071 - Licensed Practical Nurse I 16.12
12072 - Licensed Practical Nurse II 18.02
12073 - Licensed Practical Nurse III 20.09
12100 - Medical Assistant 13.98
12130 - Medical Laboratory Technician 23.01
12160 - Medical Record Clerk 15.27
12190 - Medical Record Technician 17.82
12195 - Medical Transcriptionist 16.94
12210 - Nuclear Medicine Technologist 39.60
12221 - Nursing Assistant I 11.31
12222 - Nursing Assistant II 12.71
12223 - Nursing Assistant III 13.87
12224 - Nursing Assistant IV 15.58
12235 - Optical Dispenser 17.75
12236 - Optical Technician 16.12
12250 - Pharmacy Technician 15.16
12280 - Phlebotomist 13.89
12305 - Radiologic Technologist 26.39
12311 - Registered Nurse I 24.16
12312 - Registered Nurse II 29.55
12313 - Registered Nurse II Specialist 29.55
12314 - Registered Nurse III 35.76
12315 - Registered Nurse III Anesthetist 35.76

12316 - Registered Nurse IV		42.85
12317 - Scheduler (Drug and Alcohol Testing)		22.32
12320 - Substance Abuse Treatment Counselor		20.06
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.41
13012 - Exhibits Specialist II		26.52
13013 - Exhibits Specialist III		32.44
13041 - Illustrator I		21.41
13042 - Illustrator II		26.52
13043 - Illustrator III		32.44
13047 - Librarian		29.37
13050 - Library Aide/Clerk		13.88
13054 - Library Information Technology Systems Administrator		26.52
13058 - Library Technician		17.42
13061 - Media Specialist I		19.14
13062 - Media Specialist II		21.41
13063 - Media Specialist III		23.86
13071 - Photographer I		18.33
13072 - Photographer II		20.50
13073 - Photographer III		25.40
13074 - Photographer IV		31.06
13075 - Photographer V		37.59
13090 - Technical Order Library Clerk		18.40
13110 - Video Teleconference Technician		19.14
14000 - Information Technology Occupations		
14041 - Computer Operator I		22.14
14042 - Computer Operator II		24.78
14043 - Computer Operator III		28.26
14044 - Computer Operator IV		31.44
14045 - Computer Operator V		34.77
14071 - Computer Programmer I	(see 1)	20.15
14072 - Computer Programmer II	(see 1)	26.57
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		22.14
14160 - Personal Computer Support Technician		31.44
14170 - System Support Specialist		31.10
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.92
15020 - Aircrew Training Devices Instructor (Rated)		34.99
15030 - Air Crew Training Devices Instructor (Pilot)		41.53
15050 - Computer Based Training Specialist / Instructor		28.92
15060 - Educational Technologist		29.33
15070 - Flight Instructor (Pilot)		41.53
15080 - Graphic Artist		24.84
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 21.66
15095 - Technical Instructor/Course Developer 26.49
15110 - Test Proctor 17.47
15120 - Tutor 17.47
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.04
16030 - Counter Attendant 10.04
16040 - Dry Cleaner 12.82
16070 - Finisher Flatwork Machine 10.04
16090 - Presser Hand 10.04
16110 - Presser Machine Drycleaning 10.04
16130 - Presser Machine Shirts 10.04
16160 - Presser Machine Wearing Apparel Laundry 10.04
16190 - Sewing Machine Operator 13.67
16220 - Tailor 14.50
16250 - Washer Machine 10.94
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.51
19040 - Tool And Die Maker 25.96
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.52
21030 - Material Coordinator 25.81
21040 - Material Expediter 25.81
21050 - Material Handling Laborer 14.26
21071 - Order Filler 13.92
21080 - Production Line Worker (Food Processing) 16.52
21110 - Shipping Packer 15.62
21130 - Shipping/Receiving Clerk 15.62
21140 - Store Worker I 13.33
21150 - Stock Clerk 17.47
21210 - Tools And Parts Attendant 16.52
21410 - Warehouse Specialist 16.52
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 31.64
23019 - Aircraft Logs and Records Technician 25.50
23021 - Aircraft Mechanic I 30.13
23022 - Aircraft Mechanic II 31.64
23023 - Aircraft Mechanic III 33.12
23040 - Aircraft Mechanic Helper 22.36
23050 - Aircraft Painter 28.61
23060 - Aircraft Servicer 25.50
23070 - Aircraft Survival Flight Equipment Technician 28.61
23080 - Aircraft Worker 27.09
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 27.09
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 30.13
23110 - Appliance Mechanic 20.02

23120 - Bicycle Repairer 16.72
23125 - Cable Splicer 25.82
23130 - Carpenter Maintenance 19.82
23140 - Carpet Layer 18.95
23160 - Electrician Maintenance 23.24
23181 - Electronics Technician Maintenance I 26.59
23182 - Electronics Technician Maintenance II 28.09
23183 - Electronics Technician Maintenance III 29.58
23260 - Fabric Worker 17.83
23290 - Fire Alarm System Mechanic 21.08
23310 - Fire Extinguisher Repairer 16.72
23311 - Fuel Distribution System Mechanic 22.33
23312 - Fuel Distribution System Operator 17.79
23370 - General Maintenance Worker 16.01
23380 - Ground Support Equipment Mechanic 30.13
23381 - Ground Support Equipment Servicer 25.50
23382 - Ground Support Equipment Worker 27.09
23391 - Gunsmith I 16.72
23392 - Gunsmith II 18.95
23393 - Gunsmith III 21.08
23410 - Heating Ventilation And Air-Conditioning Mechanic 19.62
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 20.62
23430 - Heavy Equipment Mechanic 26.42
23440 - Heavy Equipment Operator 19.62
23460 - Instrument Mechanic 21.25
23465 - Laboratory/Shelter Mechanic 20.02
23470 - Laborer 14.26
23510 - Locksmith 20.02
23530 - Machinery Maintenance Mechanic 23.45
23550 - Machinist Maintenance 22.08
23580 - Maintenance Trades Helper 15.20
23591 - Metrology Technician I 21.25
23592 - Metrology Technician II 22.32
23593 - Metrology Technician III 23.43
23640 - Millwright 20.82
23710 - Office Appliance Repairer 19.44
23760 - Painter Maintenance 21.56
23790 - Pipefitter Maintenance 25.30
23810 - Plumber Maintenance 24.04
23820 - Pneudraulic Systems Mechanic 21.08
23850 - Rigger 22.22
23870 - Scale Mechanic 18.95
23890 - Sheet-Metal Worker Maintenance 21.08
23910 - Small Engine Mechanic 18.53
23931 - Telecommunications Mechanic I 27.56
23932 - Telecommunications Mechanic II 28.94
23950 - Telephone Lineman 20.38
23960 - Welder Combination Maintenance 18.65

23965 - Well Driller		21.08
23970 - Woodcraft Worker		21.08
23980 - Woodworker		16.72
24000 - Personal Needs Occupations		
24550 - Case Manager		13.78
24570 - Child Care Attendant		9.33
24580 - Child Care Center Clerk		12.75
24610 - Chore Aide		10.40
24620 - Family Readiness And Support Services Coordinator		13.78
24630 - Homemaker		14.19
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		21.46
25040 - Sewage Plant Operator		16.82
25070 - Stationary Engineer		21.46
25190 - Ventilation Equipment Tender		14.46
25210 - Water Treatment Plant Operator		16.82
27000 - Protective Service Occupations		
27004 - Alarm Monitor		14.01
27007 - Baggage Inspector		17.01
27008 - Corrections Officer		17.25
27010 - Court Security Officer		17.41
27030 - Detection Dog Handler		19.31
27040 - Detention Officer		17.25
27070 - Firefighter		17.11
27101 - Guard I		17.01
27102 - Guard II		19.31
27131 - Police Officer I		17.71
27132 - Police Officer II		19.68
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		14.42
28042 - Carnival Equipment Repairer		15.39
28043 - Carnival Worker		11.27
28210 - Gate Attendant/Gate Tender		16.27
28310 - Lifeguard		12.75
28350 - Park Attendant (Aide)		18.19
28510 - Recreation Aide/Health Facility Attendant		13.27
28515 - Recreation Specialist		22.12
28630 - Sports Official		14.48
28690 - Swimming Pool Operator		17.61
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		26.41
29020 - Hatch Tender		26.41
29030 - Line Handler		26.41
29041 - Stevedore I		24.85
29042 - Stevedore II		27.90
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	40.29
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.78
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.59

30021 - Archeological Technician I		16.69
30022 - Archeological Technician II		18.67
30023 - Archeological Technician III		23.13
30030 - Cartographic Technician		23.10
30040 - Civil Engineering Technician		21.31
30051 - Cryogenic Technician I		25.58
30052 - Cryogenic Technician II		28.25
30061 - Drafter/CAD Operator I		16.69
30062 - Drafter/CAD Operator II		18.67
30063 - Drafter/CAD Operator III		20.82
30064 - Drafter/CAD Operator IV		25.61
30081 - Engineering Technician I		15.31
30082 - Engineering Technician II		17.18
30083 - Engineering Technician III		19.22
30084 - Engineering Technician IV		23.78
30085 - Engineering Technician V		29.14
30086 - Engineering Technician VI		34.70
30090 - Environmental Technician		22.79
30095 - Evidence Control Specialist		23.10
30210 - Laboratory Technician		25.38
30221 - Latent Fingerprint Technician I		25.58
30222 - Latent Fingerprint Technician II		28.25
30240 - Mathematical Technician		23.13
30361 - Paralegal/Legal Assistant I		20.74
30362 - Paralegal/Legal Assistant II		25.69
30363 - Paralegal/Legal Assistant III		31.43
30364 - Paralegal/Legal Assistant IV		38.04
30375 - Petroleum Supply Specialist		28.25
30390 - Photo-Optics Technician		23.14
30395 - Radiation Control Technician		28.25
30461 - Technical Writer I		23.13
30462 - Technical Writer II		28.30
30463 - Technical Writer III		34.24
30491 - Unexploded Ordnance (UXO) Technician I		25.60
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		25.58
30502 - Weather Forecaster II		31.11
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	20.82
30621 - Weather Observer Senior	(see 2)	23.13
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		13.15
31030 - Bus Driver		17.01
31043 - Driver Courier		15.45
31260 - Parking and Lot Attendant		13.22
31290 - Shuttle Bus Driver		15.27

31310 - Taxi Driver	13.15
31361 - Truckdriver Light	16.56
31362 - Truckdriver Medium	17.66
31363 - Truckdriver Heavy	20.78
31364 - Truckdriver Tractor-Trailer	20.78
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	9.49
99050 - Desk Clerk	9.19
99095 - Embalmer	22.74
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	13.73
99252 - Laboratory Animal Caretaker II	14.72
99260 - Marketing Analyst	25.82
99310 - Mortician	22.74
99410 - Pest Controller	17.77
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	14.78
99711 - Recycling Specialist	17.37
99730 - Refuse Collector	13.50
99810 - Sales Clerk	11.19
99820 - School Crossing Guard	14.69
99830 - Survey Party Chief	25.48
99831 - Surveying Aide	15.92
99832 - Surveying Technician	21.83
99840 - Vending Machine Attendant	12.78
99841 - Vending Machine Repairer	15.33
99842 - Vending Machine Repairer Helper	12.78

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years and 4 weeks after 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.: 2015-4524
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: Georgia

Area: Georgia Counties of Appling Bacon Jeff Davis Wayne

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.09
01012 - Accounting Clerk II		14.69
01013 - Accounting Clerk III		16.44
01020 - Administrative Assistant		24.32
01035 - Court Reporter		15.35
01041 - Customer Service Representative I		10.59
01042 - Customer Service Representative II		11.91
01043 - Customer Service Representative III		13.00
01051 - Data Entry Operator I		11.39
01052 - Data Entry Operator II		12.82
01060 - Dispatcher Motor Vehicle		18.62
01070 - Document Preparation Clerk		12.22

01090 - Duplicating Machine Operator 12.22
01111 - General Clerk I 11.55
01112 - General Clerk II 12.60
01113 - General Clerk III 14.14
01120 - Housing Referral Assistant 17.11
01141 - Messenger Courier 12.55
01191 - Order Clerk I 11.98
01192 - Order Clerk II 14.06
01261 - Personnel Assistant (Employment) I 17.24
01262 - Personnel Assistant (Employment) II 20.67
01263 - Personnel Assistant (Employment) III 24.58
01270 - Production Control Clerk 25.81
01290 - Rental Clerk 13.08
01300 - Scheduler Maintenance 13.72
01311 - Secretary I 13.72
01312 - Secretary II 15.35
01313 - Secretary III 17.11
01320 - Service Order Dispatcher 16.64
01410 - Supply Technician 24.32
01420 - Survey Worker 15.14
01460 - Switchboard Operator/Receptionist 11.63
01531 - Travel Clerk I 13.14
01532 - Travel Clerk II 14.28
01533 - Travel Clerk III 15.34
01611 - Word Processor I 12.22
01612 - Word Processor II 13.72
01613 - Word Processor III 15.35
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.55
05010 - Automotive Electrician 17.46
05040 - Automotive Glass Installer 16.55
05070 - Automotive Worker 16.55
05110 - Mobile Equipment Servicer 14.61
05130 - Motor Equipment Metal Mechanic 18.39
05160 - Motor Equipment Metal Worker 16.55
05190 - Motor Vehicle Mechanic 18.39
05220 - Motor Vehicle Mechanic Helper 13.66
05250 - Motor Vehicle Upholstery Worker 15.59
05280 - Motor Vehicle Wrecker 16.55
05310 - Painter Automotive 17.46
05340 - Radiator Repair Specialist 16.55
05370 - Tire Repairer 12.32
05400 - Transmission Repair Specialist 18.39
07000 - Food Preparation And Service Occupations
07010 - Baker 11.67
07041 - Cook I 10.07
07042 - Cook II 11.41
07070 - Dishwasher 9.20
07130 - Food Service Worker 9.69
07210 - Meat Cutter 13.03

07260 - Waiter/Waitress	9.39
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.52
09040 - Furniture Handler	12.95
09080 - Furniture Refinisher	20.14
09090 - Furniture Refinisher Helper	15.40
09110 - Furniture Repairer Minor	17.71
09130 - Upholsterer	20.14
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.63
11060 - Elevator Operator	10.67
11090 - Gardener	17.81
11122 - Housekeeping Aide	10.67
11150 - Janitor	10.67
11210 - Laborer Grounds Maintenance	14.37
11240 - Maid or Houseman	8.82
11260 - Pruner	13.05
11270 - Tractor Operator	16.65
11330 - Trail Maintenance Worker	14.37
11360 - Window Cleaner	11.68
12000 - Health Occupations	
12010 - Ambulance Driver	17.24
12011 - Breath Alcohol Technician	17.52
12012 - Certified Occupational Therapist Assistant	29.89
12015 - Certified Physical Therapist Assistant	27.46
12020 - Dental Assistant	16.02
12025 - Dental Hygienist	36.12
12030 - EKG Technician	30.23
12035 - Electroneurodiagnostic Technologist	30.23
12040 - Emergency Medical Technician	17.24
12071 - Licensed Practical Nurse I	15.66
12072 - Licensed Practical Nurse II	17.52
12073 - Licensed Practical Nurse III	19.53
12100 - Medical Assistant	13.43
12130 - Medical Laboratory Technician	21.68
12160 - Medical Record Clerk	13.88
12190 - Medical Record Technician	17.08
12195 - Medical Transcriptionist	16.94
12210 - Nuclear Medicine Technologist	38.50
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	17.75
12236 - Optical Technician	15.66
12250 - Pharmacy Technician	15.16
12280 - Phlebotomist	13.89
12305 - Radiologic Technologist	26.39
12311 - Registered Nurse I	23.48
12312 - Registered Nurse II	28.73

12313 - Registered Nurse II Specialist		28.73
12314 - Registered Nurse III		34.76
12315 - Registered Nurse III Anesthetist		35.53
12316 - Registered Nurse IV		41.66
12317 - Scheduler (Drug and Alcohol Testing)		21.70
12320 - Substance Abuse Treatment Counselor		20.06
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.77
13012 - Exhibits Specialist II		25.72
13013 - Exhibits Specialist III		31.47
13041 - Illustrator I		20.77
13042 - Illustrator II		25.72
13043 - Illustrator III		31.47
13047 - Librarian		28.49
13050 - Library Aide/Clerk		12.62
13054 - Library Information Technology Systems Administrator		25.72
13058 - Library Technician		17.42
13061 - Media Specialist I		18.57
13062 - Media Specialist II		20.77
13063 - Media Specialist III		23.15
13071 - Photographer I		18.33
13072 - Photographer II		20.50
13073 - Photographer III		25.40
13074 - Photographer IV		31.06
13075 - Photographer V		37.59
13090 - Technical Order Library Clerk		16.73
13110 - Video Teleconference Technician		18.57
14000 - Information Technology Occupations		
14041 - Computer Operator I		22.14
14042 - Computer Operator II		24.78
14043 - Computer Operator III		28.26
14044 - Computer Operator IV		31.44
14045 - Computer Operator V		34.77
14071 - Computer Programmer I	(see 1)	20.15
14072 - Computer Programmer II	(see 1)	26.57
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		22.14
14160 - Personal Computer Support Technician		31.44
14170 - System Support Specialist		31.10
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.92
15020 - Aircrew Training Devices Instructor (Rated)		34.99
15030 - Air Crew Training Devices Instructor (Pilot)		41.53
15050 - Computer Based Training Specialist / Instructor		28.92
15060 - Educational Technologist		29.33

15070 - Flight Instructor (Pilot) 41.53
15080 - Graphic Artist 24.84
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 21.66
15095 - Technical Instructor/Course Developer 26.49
15110 - Test Proctor 17.47
15120 - Tutor 17.47
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.04
16030 - Counter Attendant 10.04
16040 - Dry Cleaner 12.82
16070 - Finisher Flatwork Machine 10.04
16090 - Presser Hand 10.04
16110 - Presser Machine Drycleaning 10.04
16130 - Presser Machine Shirts 10.04
16160 - Presser Machine Wearing Apparel Laundry 10.04
16190 - Sewing Machine Operator 13.67
16220 - Tailor 14.50
16250 - Washer Machine 10.94
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.55
19040 - Tool And Die Maker 23.60
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.32
21030 - Material Coordinator 25.81
21040 - Material Expediter 25.81
21050 - Material Handling Laborer 14.26
21071 - Order Filler 13.92
21080 - Production Line Worker (Food Processing) 16.32
21110 - Shipping Packer 15.62
21130 - Shipping/Receiving Clerk 15.62
21140 - Store Worker I 13.13
21150 - Stock Clerk 17.21
21210 - Tools And Parts Attendant 16.32
21410 - Warehouse Specialist 16.32
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.76
23019 - Aircraft Logs and Records Technician 23.18
23021 - Aircraft Mechanic I 27.39
23022 - Aircraft Mechanic II 28.76
23023 - Aircraft Mechanic III 30.11
23040 - Aircraft Mechanic Helper 20.33
23050 - Aircraft Painter 26.01
23060 - Aircraft Servicer 23.18
23070 - Aircraft Survival Flight Equipment Technician 26.01
23080 - Aircraft Worker 24.63
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.63

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.39
23110 - Appliance Mechanic 18.53
23120 - Bicycle Repairer 15.48
23125 - Cable Splicer 25.82
23130 - Carpenter Maintenance 18.02
23140 - Carpet Layer 17.58
23160 - Electrician Maintenance 22.43
23181 - Electronics Technician Maintenance I 25.26
23182 - Electronics Technician Maintenance II 26.68
23183 - Electronics Technician Maintenance III 28.09
23260 - Fabric Worker 16.50
23290 - Fire Alarm System Mechanic 19.62
23310 - Fire Extinguisher Repairer 15.48
23311 - Fuel Distribution System Mechanic 22.33
23312 - Fuel Distribution System Operator 17.79
23370 - General Maintenance Worker 15.94
23380 - Ground Support Equipment Mechanic 27.39
23381 - Ground Support Equipment Servicer 23.18
23382 - Ground Support Equipment Worker 24.63
23391 - Gunsmith I 15.48
23392 - Gunsmith II 17.58
23393 - Gunsmith III 19.62
23410 - Heating Ventilation And Air-Conditioning Mechanic 19.62
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 20.62
23430 - Heavy Equipment Mechanic 25.10
23440 - Heavy Equipment Operator 19.62
23460 - Instrument Mechanic 21.25
23465 - Laboratory/Shelter Mechanic 18.57
23470 - Laborer 14.26
23510 - Locksmith 18.57
23530 - Machinery Maintenance Mechanic 23.45
23550 - Machinist Maintenance 22.08
23580 - Maintenance Trades Helper 13.82
23591 - Metrology Technician I 21.25
23592 - Metrology Technician II 22.32
23593 - Metrology Technician III 23.43
23640 - Millwright 20.82
23710 - Office Appliance Repairer 19.44
23760 - Painter Maintenance 21.56
23790 - Pipefitter Maintenance 23.00
23810 - Plumber Maintenance 21.85
23820 - Pneudraulic Systems Mechanic 19.62
23850 - Rigger 21.58
23870 - Scale Mechanic 17.58
23890 - Sheet-Metal Worker Maintenance 19.62
23910 - Small Engine Mechanic 17.90
23931 - Telecommunications Mechanic I 27.56

23932 - Telecommunications Mechanic II	28.94
23950 - Telephone Lineman	20.38
23960 - Welder Combination Maintenance	18.65
23965 - Well Driller	19.62
23970 - Woodcraft Worker	19.62
23980 - Woodworker	15.48
24000 - Personal Needs Occupations	
24550 - Case Manager	13.07
24570 - Child Care Attendant	9.31
24580 - Child Care Center Clerk	12.75
24610 - Chore Aide	10.40
24620 - Family Readiness And Support Services Coordinator	13.07
24630 - Homemaker	14.19
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.46
25040 - Sewage Plant Operator	16.82
25070 - Stationary Engineer	21.46
25190 - Ventilation Equipment Tender	14.46
25210 - Water Treatment Plant Operator	16.82
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.01
27007 - Baggage Inspector	15.46
27008 - Corrections Officer	17.25
27010 - Court Security Officer	17.41
27030 - Detection Dog Handler	17.55
27040 - Detention Officer	17.25
27070 - Firefighter	17.11
27101 - Guard I	15.46
27102 - Guard II	17.55
27131 - Police Officer I	17.71
27132 - Police Officer II	19.68
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.11
28042 - Carnival Equipment Repairer	13.99
28043 - Carnival Worker	10.45
28210 - Gate Attendant/Gate Tender	15.40
28310 - Lifeguard	11.59
28350 - Park Attendant (Aide)	17.23
28510 - Recreation Aide/Health Facility Attendant	12.82
28515 - Recreation Specialist	20.11
28630 - Sports Official	13.72
28690 - Swimming Pool Operator	16.22
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.14
29020 - Hatch Tender	25.14
29030 - Line Handler	25.14
29041 - Stevedore I	23.66
29042 - Stevedore II	26.55
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 16.69
30022 - Archeological Technician II 18.67
30023 - Archeological Technician III 23.13
30030 - Cartographic Technician 23.10
30040 - Civil Engineering Technician 21.31
30051 - Cryogenic Technician I 25.58
30052 - Cryogenic Technician II 28.25
30061 - Drafter/CAD Operator I 16.69
30062 - Drafter/CAD Operator II 18.67
30063 - Drafter/CAD Operator III 20.82
30064 - Drafter/CAD Operator IV 25.61
30081 - Engineering Technician I 15.31
30082 - Engineering Technician II 17.18
30083 - Engineering Technician III 19.22
30084 - Engineering Technician IV 23.78
30085 - Engineering Technician V 29.14
30086 - Engineering Technician VI 34.70
30090 - Environmental Technician 22.79
30095 - Evidence Control Specialist 23.10
30210 - Laboratory Technician 25.38
30221 - Latent Fingerprint Technician I 25.58
30222 - Latent Fingerprint Technician II 28.25
30240 - Mathematical Technician 23.13
30361 - Paralegal/Legal Assistant I 19.82
30362 - Paralegal/Legal Assistant II 24.55
30363 - Paralegal/Legal Assistant III 30.03
30364 - Paralegal/Legal Assistant IV 36.33
30375 - Petroleum Supply Specialist 28.25
30390 - Photo-Optics Technician 23.14
30395 - Radiation Control Technician 28.25
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 25.58
30502 - Weather Forecaster II 31.11
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.82
30621 - Weather Observer Senior (see 2) 23.13
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.36
31030 - Bus Driver 15.46

31043 - Driver Courier	15.02
31260 - Parking and Lot Attendant	13.22
31290 - Shuttle Bus Driver	15.27
31310 - Taxi Driver	13.15
31361 - Truckdriver Light	15.27
31362 - Truckdriver Medium	16.28
31363 - Truckdriver Heavy	20.64
31364 - Truckdriver Tractor-Trailer	20.64
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.15
99050 - Desk Clerk	9.19
99095 - Embalmer	22.74
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.39
99252 - Laboratory Animal Caretaker II	14.33
99260 - Marketing Analyst	25.82
99310 - Mortician	22.74
99410 - Pest Controller	17.10
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	14.75
99711 - Recycling Specialist	17.33
99730 - Refuse Collector	13.47
99810 - Sales Clerk	11.19
99820 - School Crossing Guard	14.47
99830 - Survey Party Chief	25.41
99831 - Surveying Aide	15.88
99832 - Surveying Technician	21.77
99840 - Vending Machine Attendant	12.78
99841 - Vending Machine Repairer	15.33
99842 - Vending Machine Repairer Helper	12.78

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years and 4 weeks after 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.: 2015-4525
Revision No.: 11
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

States: Georgia Tennessee

Area: Georgia Counties of Catoosa Dade Walker

Tennessee Counties of Hamilton Marion Sequatchie

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.67
01012 - Accounting Clerk II		16.47
01013 - Accounting Clerk III		18.43
01020 - Administrative Assistant		25.36
01035 - Court Reporter		18.34
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		12.90
01052 - Data Entry Operator II		14.07
01060 - Dispatcher Motor Vehicle		20.55
01070 - Document Preparation Clerk		13.85
01090 - Duplicating Machine Operator		13.85

01111 - General Clerk I	13.07
01112 - General Clerk II	14.26
01113 - General Clerk III	16.01
01120 - Housing Referral Assistant	20.45
01141 - Messenger Courier	12.05
01191 - Order Clerk I	14.37
01192 - Order Clerk II	15.68
01261 - Personnel Assistant (Employment) I	15.94
01262 - Personnel Assistant (Employment) II	17.83
01263 - Personnel Assistant (Employment) III	19.88
01270 - Production Control Clerk	22.35
01290 - Rental Clerk	13.46
01300 - Scheduler Maintenance	16.39
01311 - Secretary I	16.39
01312 - Secretary II	18.34
01313 - Secretary III	20.45
01320 - Service Order Dispatcher	17.68
01410 - Supply Technician	25.36
01420 - Survey Worker	16.50
01460 - Switchboard Operator/Receptionist	13.45
01531 - Travel Clerk I	11.72
01532 - Travel Clerk II	12.49
01533 - Travel Clerk III	13.26
01611 - Word Processor I	14.60
01612 - Word Processor II	16.39
01613 - Word Processor III	18.34
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	19.37
05010 - Automotive Electrician	18.83
05040 - Automotive Glass Installer	17.91
05070 - Automotive Worker	17.91
05110 - Mobile Equipment Servicer	15.86
05130 - Motor Equipment Metal Mechanic	19.85
05160 - Motor Equipment Metal Worker	17.91
05190 - Motor Vehicle Mechanic	19.85
05220 - Motor Vehicle Mechanic Helper	14.87
05250 - Motor Vehicle Upholstery Worker	16.82
05280 - Motor Vehicle Wrecker	17.91
05310 - Painter Automotive	18.83
05340 - Radiator Repair Specialist	17.91
05370 - Tire Repairer	14.74
05400 - Transmission Repair Specialist	19.85
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.54
07041 - Cook I	11.79
07042 - Cook II	13.32
07070 - Dishwasher	9.70
07130 - Food Service Worker	9.20
07210 - Meat Cutter	15.24
07260 - Waiter/Waitress	8.95

09000 - Furniture Maintenance And Repair Occupations
  09010 - Electrostatic Spray Painter 19.33
  09040 - Furniture Handler 12.88
  09080 - Furniture Refinisher 19.31
  09090 - Furniture Refinisher Helper 15.24
  09110 - Furniture Repairer Minor 17.24
  09130 - Upholsterer 19.31
11000 - General Services And Support Occupations
  11030 - Cleaner Vehicles 11.10
  11060 - Elevator Operator 11.10
  11090 - Gardener 15.32
  11122 - Housekeeping Aide 10.19
  11150 - Janitor 10.19
  11210 - Laborer Grounds Maintenance 12.14
  11240 - Maid or Houseman 9.80
  11260 - Pruner 11.01
  11270 - Tractor Operator 14.36
  11330 - Trail Maintenance Worker 12.14
  11360 - Window Cleaner 11.24
12000 - Health Occupations
  12010 - Ambulance Driver 17.26
  12011 - Breath Alcohol Technician 18.00
  12012 - Certified Occupational Therapist Assistant 30.57
  12015 - Certified Physical Therapist Assistant 27.55
  12020 - Dental Assistant 17.98
  12025 - Dental Hygienist 30.22
  12030 - EKG Technician 25.46
  12035 - Electroneurodiagnostic Technologist 25.46
  12040 - Emergency Medical Technician 17.26
  12071 - Licensed Practical Nurse I 16.09
  12072 - Licensed Practical Nurse II 18.00
  12073 - Licensed Practical Nurse III 20.07
  12100 - Medical Assistant 14.92
  12130 - Medical Laboratory Technician 22.09
  12160 - Medical Record Clerk 16.68
  12190 - Medical Record Technician 18.66
  12195 - Medical Transcriptionist 17.09
  12210 - Nuclear Medicine Technologist 32.64
  12221 - Nursing Assistant I 11.02
  12222 - Nursing Assistant II 12.39
  12223 - Nursing Assistant III 13.52
  12224 - Nursing Assistant IV 15.19
  12235 - Optical Dispenser 16.99
  12236 - Optical Technician 14.50
  12250 - Pharmacy Technician 15.11
  12280 - Phlebotomist 14.62
  12305 - Radiologic Technologist 25.15
  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)		21.67
12320 - Substance Abuse Treatment Counselor		18.79
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.42
13012 - Exhibits Specialist II		27.76
13013 - Exhibits Specialist III		33.97
13041 - Illustrator I		20.47
13042 - Illustrator II		25.36
13043 - Illustrator III		31.02
13047 - Librarian		30.75
13050 - Library Aide/Clerk		15.57
13054 - Library Information Technology Systems Administrator		27.76
13058 - Library Technician		22.42
13061 - Media Specialist I		20.03
13062 - Media Specialist II		22.42
13063 - Media Specialist III		24.99
13071 - Photographer I		17.95
13072 - Photographer II		20.08
13073 - Photographer III		24.19
13074 - Photographer IV		30.26
13075 - Photographer V		33.28
13090 - Technical Order Library Clerk		19.56
13110 - Video Teleconference Technician		20.44
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.62
14042 - Computer Operator II		19.86
14043 - Computer Operator III		22.11
14044 - Computer Operator IV		23.67
14045 - Computer Operator V		25.51
14071 - Computer Programmer I	(see 1)	22.26
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		16.62
14160 - Personal Computer Support Technician		23.67
14170 - System Support Specialist		27.24
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.13
15020 - Aircrew Training Devices Instructor (Rated)		36.75
15030 - Air Crew Training Devices Instructor (Pilot)		41.28
15050 - Computer Based Training Specialist / Instructor		32.13
15060 - Educational Technologist		28.83
15070 - Flight Instructor (Pilot)		41.28

15080 - Graphic Artist 20.42
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.28
15086 - Maintenance Test Pilot Rotary Wing 41.28
15088 - Non-Maintenance Test/Co-Pilot 41.28
15090 - Technical Instructor 21.97
15095 - Technical Instructor/Course Developer 27.37
15110 - Test Proctor 18.31
15120 - Tutor 18.31
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.51
16030 - Counter Attendant 9.51
16040 - Dry Cleaner 11.95
16070 - Finisher Flatwork Machine 9.51
16090 - Presser Hand 9.51
16110 - Presser Machine Drycleaning 9.51
16130 - Presser Machine Shirts 9.51
16160 - Presser Machine Wearing Apparel Laundry 9.51
16190 - Sewing Machine Operator 12.70
16220 - Tailor 13.42
16250 - Washer Machine 10.31
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.18
19040 - Tool And Die Maker 23.54
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.21
21030 - Material Coordinator 22.35
21040 - Material Expediter 22.35
21050 - Material Handling Laborer 13.60
21071 - Order Filler 12.85
21080 - Production Line Worker (Food Processing) 15.21
21110 - Shipping Packer 16.03
21130 - Shipping/Receiving Clerk 16.03
21140 - Store Worker I 13.23
21150 - Stock Clerk 17.91
21210 - Tools And Parts Attendant 15.21
21410 - Warehouse Specialist 15.21
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.47
23019 - Aircraft Logs and Records Technician 22.11
23021 - Aircraft Mechanic I 26.09
23022 - Aircraft Mechanic II 27.47
23023 - Aircraft Mechanic III 28.83
23040 - Aircraft Mechanic Helper 19.53
23050 - Aircraft Painter 24.76
23060 - Aircraft Servicer 22.11
23070 - Aircraft Survival Flight Equipment Technician 24.76
23080 - Aircraft Worker 23.54
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.54
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 26.09

II
23110 - Appliance Mechanic 20.09
23120 - Bicycle Repairer 17.64
23125 - Cable Splicer 24.77
23130 - Carpenter Maintenance 20.42
23140 - Carpet Layer 19.92
23160 - Electrician Maintenance 26.09
23181 - Electronics Technician Maintenance I 25.87
23182 - Electronics Technician Maintenance II 27.75
23183 - Electronics Technician Maintenance III 29.81
23260 - Fabric Worker 18.71
23290 - Fire Alarm System Mechanic 22.08
23310 - Fire Extinguisher Repairer 18.29
23311 - Fuel Distribution System Mechanic 21.14
23312 - Fuel Distribution System Operator 16.87
23370 - General Maintenance Worker 18.37
23380 - Ground Support Equipment Mechanic 26.09
23381 - Ground Support Equipment Servicer 22.11
23382 - Ground Support Equipment Worker 23.54
23391 - Gunsmith I 18.29
23392 - Gunsmith II 19.92
23393 - Gunsmith III 22.08
23410 - Heating Ventilation And Air-Conditioning Mechanic 24.06
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 25.32
23430 - Heavy Equipment Mechanic 22.60
23440 - Heavy Equipment Operator 19.99
23460 - Instrument Mechanic 22.08
23465 - Laboratory/Shelter Mechanic 20.95
23470 - Laborer 13.60
23510 - Locksmith 20.50
23530 - Machinery Maintenance Mechanic 23.02
23550 - Machinist Maintenance 20.36
23580 - Maintenance Trades Helper 14.98
23591 - Metrology Technician I 22.08
23592 - Metrology Technician II 23.28
23593 - Metrology Technician III 24.50
23640 - Millwright 25.12
23710 - Office Appliance Repairer 20.03
23760 - Painter Maintenance 19.23
23790 - Pipefitter Maintenance 23.62
23810 - Plumber Maintenance 22.41
23820 - Pneudraulic Systems Mechanic 22.08
23850 - Rigger 22.08
23870 - Scale Mechanic 19.92
23890 - Sheet-Metal Worker Maintenance 22.27
23910 - Small Engine Mechanic 19.92
23931 - Telecommunications Mechanic I 28.58
23932 - Telecommunications Mechanic II 30.09

23950 - Telephone Lineman 20.93
23960 - Welder Combination Maintenance 21.25
23965 - Well Driller 20.94
23970 - Woodcraft Worker 22.08
23980 - Woodworker 17.64
24000 - Personal Needs Occupations
24550 - Case Manager 14.40
24570 - Child Care Attendant 10.56
24580 - Child Care Center Clerk 13.19
24610 - Chore Aide 10.58
24620 - Family Readiness And Support Services Coordinator 14.40
24630 - Homemaker 16.40
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 23.41
25040 - Sewage Plant Operator 18.47
25070 - Stationary Engineer 23.41
25190 - Ventilation Equipment Tender 17.47
25210 - Water Treatment Plant Operator 18.47
27000 - Protective Service Occupations
27004 - Alarm Monitor 17.23
27007 - Baggage Inspector 13.19
27008 - Corrections Officer 17.49
27010 - Court Security Officer 17.10
27030 - Detection Dog Handler 14.76
27040 - Detention Officer 17.49
27070 - Firefighter 17.01
27101 - Guard I 13.19
27102 - Guard II 14.76
27131 - Police Officer I 20.27
27132 - Police Officer II 22.52
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 11.99
28042 - Carnival Equipment Repairer 12.79
28043 - Carnival Worker 9.19
28210 - Gate Attendant/Gate Tender 14.55
28310 - Lifeguard 11.34
28350 - Park Attendant (Aide) 16.27
28510 - Recreation Aide/Health Facility Attendant 12.14
28515 - Recreation Specialist 17.73
28630 - Sports Official 12.96
28690 - Swimming Pool Operator 17.81
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 24.56
29020 - Hatch Tender 24.56
29030 - Line Handler 24.56
29041 - Stevedore I 23.10
29042 - Stevedore II 25.84
30000 - Technical Occupations
30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89

30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 19.11
30022 - Archeological Technician II 21.39
30023 - Archeological Technician III 26.49
30030 - Cartographic Technician 26.49
30040 - Civil Engineering Technician 21.80
30051 - Cryogenic Technician I 27.87
30052 - Cryogenic Technician II 30.80
30061 - Drafter/CAD Operator I 19.11
30062 - Drafter/CAD Operator II 21.39
30063 - Drafter/CAD Operator III 23.85
30064 - Drafter/CAD Operator IV 29.34
30081 - Engineering Technician I 15.18
30082 - Engineering Technician II 17.03
30083 - Engineering Technician III 19.05
30084 - Engineering Technician IV 23.61
30085 - Engineering Technician V 28.88
30086 - Engineering Technician VI 34.94
30090 - Environmental Technician 24.31
30095 - Evidence Control Specialist 25.17
30210 - Laboratory Technician 22.37
30221 - Latent Fingerprint Technician I 27.87
30222 - Latent Fingerprint Technician II 30.80
30240 - Mathematical Technician 29.14
30361 - Paralegal/Legal Assistant I 19.08
30362 - Paralegal/Legal Assistant II 23.64
30363 - Paralegal/Legal Assistant III 28.91
30364 - Paralegal/Legal Assistant IV 34.98
30375 - Petroleum Supply Specialist 30.80
30390 - Photo-Optics Technician 26.49
30395 - Radiation Control Technician 30.80
30461 - Technical Writer I 24.19
30462 - Technical Writer II 29.59
30463 - Technical Writer III 35.79
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 27.87
30502 - Weather Forecaster II 33.90
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.85
30621 - Weather Observer Senior (see 2) 26.49
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.74
31030 - Bus Driver 17.05
31043 - Driver Courier 16.07

31260 - Parking and Lot Attendant	11.32
31290 - Shuttle Bus Driver	17.14
31310 - Taxi Driver	10.81
31361 - Truckdriver Light	17.14
31362 - Truckdriver Medium	18.18
31363 - Truckdriver Heavy	20.35
31364 - Truckdriver Tractor-Trailer	20.35
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.00
99050 - Desk Clerk	10.34
99095 - Embalmer	25.09
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	11.69
99252 - Laboratory Animal Caretaker II	12.47
99260 - Marketing Analyst	28.55
99310 - Mortician	25.09
99410 - Pest Controller	14.85
99510 - Photofinishing Worker	13.99
99710 - Recycling Laborer	15.85
99711 - Recycling Specialist	19.04
99730 - Refuse Collector	14.59
99810 - Sales Clerk	12.50
99820 - School Crossing Guard	16.45
99830 - Survey Party Chief	19.97
99831 - Surveying Aide	13.02
99832 - Surveying Technician	17.91
99840 - Vending Machine Attendant	16.41
99841 - Vending Machine Repairer	19.48
99842 - Vending Machine Repairer Helper	16.45

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family

to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years and 4 weeks after 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.: 2015-4526
Revision No.: 11
Date Of Last Revision: 07/08/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

States: Georgia Tennessee

Area: Georgia Counties of Catoosa Dade Walker

Tennessee Counties of Hamilton Marion Sequatchie

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.67
01012 - Accounting Clerk II		16.47
01013 - Accounting Clerk III		18.43
01020 - Administrative Assistant		25.36
01035 - Court Reporter		18.34
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		12.90
01052 - Data Entry Operator II		14.07

01060 - Dispatcher Motor Vehicle 20.55
01070 - Document Preparation Clerk 13.85
01090 - Duplicating Machine Operator 13.85
01111 - General Clerk I 13.07
01112 - General Clerk II 14.26
01113 - General Clerk III 16.01
01120 - Housing Referral Assistant 20.45
01141 - Messenger Courier 12.05
01191 - Order Clerk I 14.37
01192 - Order Clerk II 15.68
01261 - Personnel Assistant (Employment) I 15.94
01262 - Personnel Assistant (Employment) II 17.83
01263 - Personnel Assistant (Employment) III 19.88
01270 - Production Control Clerk 22.35
01290 - Rental Clerk 13.46
01300 - Scheduler Maintenance 16.39
01311 - Secretary I 16.39
01312 - Secretary II 18.34
01313 - Secretary III 20.45
01320 - Service Order Dispatcher 17.68
01410 - Supply Technician 25.36
01420 - Survey Worker 16.50
01460 - Switchboard Operator/Receptionist 13.45
01531 - Travel Clerk I 11.72
01532 - Travel Clerk II 12.49
01533 - Travel Clerk III 13.26
01611 - Word Processor I 14.60
01612 - Word Processor II 16.39
01613 - Word Processor III 18.34
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.37
05010 - Automotive Electrician 18.83
05040 - Automotive Glass Installer 17.91
05070 - Automotive Worker 17.91
05110 - Mobile Equipment Servicer 15.86
05130 - Motor Equipment Metal Mechanic 19.85
05160 - Motor Equipment Metal Worker 17.91
05190 - Motor Vehicle Mechanic 19.85
05220 - Motor Vehicle Mechanic Helper 14.87
05250 - Motor Vehicle Upholstery Worker 16.82
05280 - Motor Vehicle Wrecker 17.91
05310 - Painter Automotive 18.83
05340 - Radiator Repair Specialist 17.91
05370 - Tire Repairer 14.74
05400 - Transmission Repair Specialist 19.85
07000 - Food Preparation And Service Occupations
07010 - Baker 12.54
07041 - Cook I 11.79
07042 - Cook II 13.32
07070 - Dishwasher 9.70

07130 - Food Service Worker	9.20
07210 - Meat Cutter	15.24
07260 - Waiter/Waitress	8.95
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.33
09040 - Furniture Handler	12.88
09080 - Furniture Refinisher	19.31
09090 - Furniture Refinisher Helper	15.24
09110 - Furniture Repairer Minor	17.24
09130 - Upholsterer	19.31
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.10
11060 - Elevator Operator	11.10
11090 - Gardener	15.32
11122 - Housekeeping Aide	10.19
11150 - Janitor	10.19
11210 - Laborer Grounds Maintenance	12.14
11240 - Maid or Houseman	9.80
11260 - Pruner	11.01
11270 - Tractor Operator	14.36
11330 - Trail Maintenance Worker	12.14
11360 - Window Cleaner	11.24
12000 - Health Occupations	
12010 - Ambulance Driver	17.26
12011 - Breath Alcohol Technician	18.00
12012 - Certified Occupational Therapist Assistant	30.57
12015 - Certified Physical Therapist Assistant	27.55
12020 - Dental Assistant	17.98
12025 - Dental Hygienist	30.22
12030 - EKG Technician	25.46
12035 - Electroneurodiagnostic Technologist	25.46
12040 - Emergency Medical Technician	17.26
12071 - Licensed Practical Nurse I	16.09
12072 - Licensed Practical Nurse II	18.00
12073 - Licensed Practical Nurse III	20.07
12100 - Medical Assistant	14.92
12130 - Medical Laboratory Technician	22.09
12160 - Medical Record Clerk	16.68
12190 - Medical Record Technician	18.66
12195 - Medical Transcriptionist	17.09
12210 - Nuclear Medicine Technologist	32.64
12221 - Nursing Assistant I	11.02
12222 - Nursing Assistant II	12.39
12223 - Nursing Assistant III	13.52
12224 - Nursing Assistant IV	15.19
12235 - Optical Dispenser	16.99
12236 - Optical Technician	14.50
12250 - Pharmacy Technician	15.11
12280 - Phlebotomist	14.62
12305 - Radiologic Technologist	25.15

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)		21.67
12320 - Substance Abuse Treatment Counselor		18.79
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.42
13012 - Exhibits Specialist II		27.76
13013 - Exhibits Specialist III		33.97
13041 - Illustrator I		20.47
13042 - Illustrator II		25.36
13043 - Illustrator III		31.02
13047 - Librarian		30.75
13050 - Library Aide/Clerk		15.57
13054 - Library Information Technology Systems Administrator		27.76
13058 - Library Technician		22.42
13061 - Media Specialist I		20.03
13062 - Media Specialist II		22.42
13063 - Media Specialist III		24.99
13071 - Photographer I		17.95
13072 - Photographer II		20.08
13073 - Photographer III		24.19
13074 - Photographer IV		30.26
13075 - Photographer V		33.28
13090 - Technical Order Library Clerk		19.56
13110 - Video Teleconference Technician		20.44
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.62
14042 - Computer Operator II		19.86
14043 - Computer Operator III		22.11
14044 - Computer Operator IV		23.67
14045 - Computer Operator V		25.51
14071 - Computer Programmer I	(see 1)	22.26
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		16.62
14160 - Personal Computer Support Technician		23.67
14170 - System Support Specialist		27.24
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.13
15020 - Aircrew Training Devices Instructor (Rated)		36.75
15030 - Air Crew Training Devices Instructor (Pilot)		41.28

15050 - Computer Based Training Specialist / Instructor	32.13
15060 - Educational Technologist	28.83
15070 - Flight Instructor (Pilot)	41.28
15080 - Graphic Artist	20.42
15085 - Maintenance Test Pilot Fixed Jet/Prop	41.28
15086 - Maintenance Test Pilot Rotary Wing	41.28
15088 - Non-Maintenance Test/Co-Pilot	41.28
15090 - Technical Instructor	21.97
15095 - Technical Instructor/Course Developer	27.37
15110 - Test Proctor	18.31
15120 - Tutor	18.31
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	9.51
16030 - Counter Attendant	9.51
16040 - Dry Cleaner	11.95
16070 - Finisher Flatwork Machine	9.51
16090 - Presser Hand	9.51
16110 - Presser Machine Drycleaning	9.51
16130 - Presser Machine Shirts	9.51
16160 - Presser Machine Wearing Apparel Laundry	9.51
16190 - Sewing Machine Operator	12.70
16220 - Tailor	13.42
16250 - Washer Machine	10.31
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.18
19040 - Tool And Die Maker	23.54
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.21
21030 - Material Coordinator	22.35
21040 - Material Expediter	22.35
21050 - Material Handling Laborer	13.60
21071 - Order Filler	12.85
21080 - Production Line Worker (Food Processing)	15.21
21110 - Shipping Packer	16.03
21130 - Shipping/Receiving Clerk	16.03
21140 - Store Worker I	13.23
21150 - Stock Clerk	17.91
21210 - Tools And Parts Attendant	15.21
21410 - Warehouse Specialist	15.21
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	27.47
23019 - Aircraft Logs and Records Technician	22.11
23021 - Aircraft Mechanic I	26.09
23022 - Aircraft Mechanic II	27.47
23023 - Aircraft Mechanic III	28.83
23040 - Aircraft Mechanic Helper	19.53
23050 - Aircraft Painter	24.76
23060 - Aircraft Servicer	22.11
23070 - Aircraft Survival Flight Equipment Technician	24.76
23080 - Aircraft Worker	23.54

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.54
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.09
23110 - Appliance Mechanic 20.09
23120 - Bicycle Repairer 17.64
23125 - Cable Splicer 24.77
23130 - Carpenter Maintenance 20.42
23140 - Carpet Layer 19.92
23160 - Electrician Maintenance 26.09
23181 - Electronics Technician Maintenance I 25.87
23182 - Electronics Technician Maintenance II 27.75
23183 - Electronics Technician Maintenance III 29.81
23260 - Fabric Worker 18.71
23290 - Fire Alarm System Mechanic 22.08
23310 - Fire Extinguisher Repairer 18.29
23311 - Fuel Distribution System Mechanic 21.14
23312 - Fuel Distribution System Operator 16.87
23370 - General Maintenance Worker 18.37
23380 - Ground Support Equipment Mechanic 26.09
23381 - Ground Support Equipment Servicer 22.11
23382 - Ground Support Equipment Worker 23.54
23391 - Gunsmith I 18.29
23392 - Gunsmith II 19.92
23393 - Gunsmith III 22.08
23410 - Heating Ventilation And Air-Conditioning Mechanic 24.06
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 25.32
23430 - Heavy Equipment Mechanic 22.60
23440 - Heavy Equipment Operator 19.99
23460 - Instrument Mechanic 22.08
23465 - Laboratory/Shelter Mechanic 20.95
23470 - Laborer 13.60
23510 - Locksmith 20.50
23530 - Machinery Maintenance Mechanic 23.02
23550 - Machinist Maintenance 20.36
23580 - Maintenance Trades Helper 14.98
23591 - Metrology Technician I 22.08
23592 - Metrology Technician II 23.28
23593 - Metrology Technician III 24.50
23640 - Millwright 25.12
23710 - Office Appliance Repairer 20.03
23760 - Painter Maintenance 19.23
23790 - Pipefitter Maintenance 23.62
23810 - Plumber Maintenance 22.41
23820 - Pneudraulic Systems Mechanic 22.08
23850 - Rigger 22.08
23870 - Scale Mechanic 19.92
23890 - Sheet-Metal Worker Maintenance 22.27

23910 - Small Engine Mechanic	19.92
23931 - Telecommunications Mechanic I	28.58
23932 - Telecommunications Mechanic II	30.09
23950 - Telephone Lineman	20.93
23960 - Welder Combination Maintenance	21.25
23965 - Well Driller	20.94
23970 - Woodcraft Worker	22.08
23980 - Woodworker	17.64
24000 - Personal Needs Occupations	
24550 - Case Manager	14.40
24570 - Child Care Attendant	10.56
24580 - Child Care Center Clerk	13.19
24610 - Chore Aide	10.58
24620 - Family Readiness And Support Services Coordinator	14.40
24630 - Homemaker	16.40
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.41
25040 - Sewage Plant Operator	18.47
25070 - Stationary Engineer	23.41
25190 - Ventilation Equipment Tender	17.47
25210 - Water Treatment Plant Operator	18.47
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.23
27007 - Baggage Inspector	13.19
27008 - Corrections Officer	17.49
27010 - Court Security Officer	17.10
27030 - Detection Dog Handler	14.76
27040 - Detention Officer	17.49
27070 - Firefighter	17.01
27101 - Guard I	13.19
27102 - Guard II	14.76
27131 - Police Officer I	20.27
27132 - Police Officer II	22.52
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.99
28042 - Carnival Equipment Repairer	12.79
28043 - Carnival Worker	9.19
28210 - Gate Attendant/Gate Tender	14.55
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	16.27
28510 - Recreation Aide/Health Facility Attendant	12.14
28515 - Recreation Specialist	17.73
28630 - Sports Official	12.96
28690 - Swimming Pool Operator	17.81
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.56
29020 - Hatch Tender	24.56
29030 - Line Handler	24.56
29041 - Stevedore I	23.10

29042 - Stevedore II 25.84
30000 - Technical Occupations
30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 19.11
30022 - Archeological Technician II 21.39
30023 - Archeological Technician III 26.49
30030 - Cartographic Technician 26.49
30040 - Civil Engineering Technician 21.80
30051 - Cryogenic Technician I 27.87
30052 - Cryogenic Technician II 30.80
30061 - Drafter/CAD Operator I 19.11
30062 - Drafter/CAD Operator II 21.39
30063 - Drafter/CAD Operator III 23.85
30064 - Drafter/CAD Operator IV 29.34
30081 - Engineering Technician I 15.18
30082 - Engineering Technician II 17.03
30083 - Engineering Technician III 19.05
30084 - Engineering Technician IV 23.61
30085 - Engineering Technician V 28.88
30086 - Engineering Technician VI 34.94
30090 - Environmental Technician 24.31
30095 - Evidence Control Specialist 25.17
30210 - Laboratory Technician 22.37
30221 - Latent Fingerprint Technician I 27.87
30222 - Latent Fingerprint Technician II 30.80
30240 - Mathematical Technician 29.14
30361 - Paralegal/Legal Assistant I 19.08
30362 - Paralegal/Legal Assistant II 23.64
30363 - Paralegal/Legal Assistant III 28.91
30364 - Paralegal/Legal Assistant IV 34.98
30375 - Petroleum Supply Specialist 30.80
30390 - Photo-Optics Technician 26.49
30395 - Radiation Control Technician 30.80
30461 - Technical Writer I 24.19
30462 - Technical Writer II 29.59
30463 - Technical Writer III 35.79
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 27.87
30502 - Weather Forecaster II 33.90
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.85
30621 - Weather Observer Senior (see 2) 26.49
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67

31020 - Bus Aide	12.74
31030 - Bus Driver	17.05
31043 - Driver Courier	16.07
31260 - Parking and Lot Attendant	11.32
31290 - Shuttle Bus Driver	17.14
31310 - Taxi Driver	10.81
31361 - Truckdriver Light	17.14
31362 - Truckdriver Medium	18.18
31363 - Truckdriver Heavy	20.35
31364 - Truckdriver Tractor-Trailer	20.35
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.00
99050 - Desk Clerk	10.34
99095 - Embalmer	25.09
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	11.69
99252 - Laboratory Animal Caretaker II	12.47
99260 - Marketing Analyst	28.55
99310 - Mortician	25.09
99410 - Pest Controller	14.85
99510 - Photofinishing Worker	13.99
99710 - Recycling Laborer	15.85
99711 - Recycling Specialist	19.04
99730 - Refuse Collector	14.59
99810 - Sales Clerk	12.50
99820 - School Crossing Guard	16.45
99830 - Survey Party Chief	19.97
99831 - Surveying Aide	13.02
99832 - Surveying Technician	17.91
99840 - Vending Machine Attendant	16.41
99841 - Vending Machine Repairer	19.48
99842 - Vending Machine Repairer Helper	16.45

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to

assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years and 4 weeks after 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.: 2015-4527
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.

States: Alabama Georgia

Area: Alabama County of Russell

Georgia Counties of Chattahoochee Harris Marion Muscogee

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		16.10
01013 - Accounting Clerk III		18.02
01020 - Administrative Assistant		24.89
01035 - Court Reporter		17.71
01041 - Customer Service Representative I		11.67
01042 - Customer Service Representative II		13.13
01043 - Customer Service Representative III		14.32
01051 - Data Entry Operator I		13.81
01052 - Data Entry Operator II		15.07
01060 - Dispatcher Motor Vehicle		16.13
01070 - Document Preparation Clerk		14.10
01090 - Duplicating Machine Operator		14.10

01111 - General Clerk I	12.80
01112 - General Clerk II	13.96
01113 - General Clerk III	15.67
01120 - Housing Referral Assistant	19.75
01141 - Messenger Courier	12.36
01191 - Order Clerk I	13.56
01192 - Order Clerk II	15.04
01261 - Personnel Assistant (Employment) I	15.63
01262 - Personnel Assistant (Employment) II	17.49
01263 - Personnel Assistant (Employment) III	19.50
01270 - Production Control Clerk	23.42
01290 - Rental Clerk	12.72
01300 - Scheduler Maintenance	15.83
01311 - Secretary I	15.83
01312 - Secretary II	17.71
01313 - Secretary III	19.75
01320 - Service Order Dispatcher	14.41
01410 - Supply Technician	24.89
01420 - Survey Worker	14.94
01460 - Switchboard Operator/Receptionist	11.56
01531 - Travel Clerk I	12.07
01532 - Travel Clerk II	12.96
01533 - Travel Clerk III	13.73
01611 - Word Processor I	14.10
01612 - Word Processor II	15.83
01613 - Word Processor III	17.71
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	21.01
05010 - Automotive Electrician	17.62
05040 - Automotive Glass Installer	15.94
05070 - Automotive Worker	15.94
05110 - Mobile Equipment Servicer	13.96
05130 - Motor Equipment Metal Mechanic	17.93
05160 - Motor Equipment Metal Worker	15.94
05190 - Motor Vehicle Mechanic	17.93
05220 - Motor Vehicle Mechanic Helper	13.86
05250 - Motor Vehicle Upholstery Worker	15.59
05280 - Motor Vehicle Wrecker	15.94
05310 - Painter Automotive	16.98
05340 - Radiator Repair Specialist	15.94
05370 - Tire Repairer	13.26
05400 - Transmission Repair Specialist	17.93
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.07
07041 - Cook I	12.51
07042 - Cook II	14.38
07070 - Dishwasher	9.55
07130 - Food Service Worker	9.60
07210 - Meat Cutter	15.12
07260 - Waiter/Waitress	9.00

09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.22
09040 - Furniture Handler	13.21
09080 - Furniture Refinisher	20.22
09090 - Furniture Refinisher Helper	15.46
09110 - Furniture Repairer Minor	17.86
09130 - Upholsterer	20.22
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.26
11060 - Elevator Operator	11.26
11090 - Gardener	16.02
11122 - Housekeeping Aide	10.62
11150 - Janitor	10.62
11210 - Laborer Grounds Maintenance	12.74
11240 - Maid or Houseman	9.76
11260 - Pruner	11.66
11270 - Tractor Operator	14.91
11330 - Trail Maintenance Worker	12.74
11360 - Window Cleaner	11.61
12000 - Health Occupations	
12010 - Ambulance Driver	17.51
12011 - Breath Alcohol Technician	17.51
12012 - Certified Occupational Therapist Assistant	23.59
12015 - Certified Physical Therapist Assistant	27.19
12020 - Dental Assistant	17.21
12025 - Dental Hygienist	32.84
12030 - EKG Technician	26.39
12035 - Electroneurodiagnostic Technologist	26.39
12040 - Emergency Medical Technician	17.51
12071 - Licensed Practical Nurse I	15.37
12072 - Licensed Practical Nurse II	17.20
12073 - Licensed Practical Nurse III	19.17
12100 - Medical Assistant	13.76
12130 - Medical Laboratory Technician	19.45
12160 - Medical Record Clerk	14.28
12190 - Medical Record Technician	16.58
12195 - Medical Transcriptionist	16.08
12210 - Nuclear Medicine Technologist	37.78
12221 - Nursing Assistant I	10.38
12222 - Nursing Assistant II	11.34
12223 - Nursing Assistant III	12.38
12224 - Nursing Assistant IV	13.89
12235 - Optical Dispenser	17.11
12236 - Optical Technician	15.37
12250 - Pharmacy Technician	14.34
12280 - Phlebotomist	14.89
12305 - Radiologic Technologist	23.98
12311 - Registered Nurse I	24.24
12312 - Registered Nurse II	29.66
12313 - Registered Nurse II Specialist	29.66

12314 - Registered Nurse III		35.88
12315 - Registered Nurse III Anesthetist		35.88
12316 - Registered Nurse IV		43.01
12317 - Scheduler (Drug and Alcohol Testing)		21.69
12320 - Substance Abuse Treatment Counselor		19.77
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		23.82
13012 - Exhibits Specialist II		29.50
13013 - Exhibits Specialist III		36.08
13041 - Illustrator I		23.82
13042 - Illustrator II		29.50
13043 - Illustrator III		36.08
13047 - Librarian		32.67
13050 - Library Aide/Clerk		14.19
13054 - Library Information Technology Systems Administrator		29.49
13058 - Library Technician		23.82
13061 - Media Specialist I		21.29
13062 - Media Specialist II		23.82
13063 - Media Specialist III		26.55
13071 - Photographer I		15.91
13072 - Photographer II		17.80
13073 - Photographer III		22.04
13074 - Photographer IV		26.96
13075 - Photographer V		32.63
13090 - Technical Order Library Clerk		22.55
13110 - Video Teleconference Technician		21.29
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.76
14042 - Computer Operator II		18.76
14043 - Computer Operator III		20.90
14044 - Computer Operator IV		23.23
14045 - Computer Operator V		25.73
14071 - Computer Programmer I	(see 1)	23.24
14072 - Computer Programmer II	(see 1)	28.80
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.76
14160 - Personal Computer Support Technician		23.23
14170 - System Support Specialist		36.07
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.24
15020 - Aircrew Training Devices Instructor (Rated)		36.59
15030 - Air Crew Training Devices Instructor (Pilot)		43.85
15050 - Computer Based Training Specialist / Instructor		30.24
15060 - Educational Technologist		32.28
15070 - Flight Instructor (Pilot)		43.85

15080 - Graphic Artist 22.00
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 21.88
15095 - Technical Instructor/Course Developer 26.78
15110 - Test Proctor 17.67
15120 - Tutor 17.67
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 8.94
16030 - Counter Attendant 8.94
16040 - Dry Cleaner 10.84
16070 - Finisher Flatwork Machine 8.94
16090 - Presser Hand 8.94
16110 - Presser Machine Drycleaning 8.94
16130 - Presser Machine Shirts 8.94
16160 - Presser Machine Wearing Apparel Laundry 8.94
16190 - Sewing Machine Operator 11.49
16220 - Tailor 12.10
16250 - Washer Machine 9.53
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.01
19040 - Tool And Die Maker 25.86
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 14.34
21030 - Material Coordinator 23.42
21040 - Material Expediter 23.42
21050 - Material Handling Laborer 11.31
21071 - Order Filler 11.62
21080 - Production Line Worker (Food Processing) 14.34
21110 - Shipping Packer 16.80
21130 - Shipping/Receiving Clerk 16.80
21140 - Store Worker I 11.70
21150 - Stock Clerk 15.32
21210 - Tools And Parts Attendant 14.34
21410 - Warehouse Specialist 14.34
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.80
23019 - Aircraft Logs and Records Technician 18.81
23021 - Aircraft Mechanic I 22.50
23022 - Aircraft Mechanic II 23.80
23023 - Aircraft Mechanic III 24.99
23040 - Aircraft Mechanic Helper 16.28
23050 - Aircraft Painter 21.29
23060 - Aircraft Servicer 18.81
23070 - Aircraft Survival Flight Equipment Technician 21.29
23080 - Aircraft Worker 20.11
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.11
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 22.50

II

23110 - Appliance Mechanic	21.01
23120 - Bicycle Repairer	16.45
23125 - Cable Splicer	35.90
23130 - Carpenter Maintenance	16.50
23140 - Carpet Layer	19.84
23160 - Electrician Maintenance	24.17
23181 - Electronics Technician Maintenance I	20.59
23182 - Electronics Technician Maintenance II	21.80
23183 - Electronics Technician Maintenance III	23.23
23260 - Fabric Worker	18.56
23290 - Fire Alarm System Mechanic	20.69
23310 - Fire Extinguisher Repairer	17.27
23311 - Fuel Distribution System Mechanic	22.21
23312 - Fuel Distribution System Operator	17.27
23370 - General Maintenance Worker	16.27
23380 - Ground Support Equipment Mechanic	22.50
23381 - Ground Support Equipment Servicer	18.81
23382 - Ground Support Equipment Worker	20.11
23391 - Gunsmith I	17.27
23392 - Gunsmith II	19.84
23393 - Gunsmith III	22.21
23410 - Heating Ventilation And Air-Conditioning Mechanic	20.62
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	21.81
23430 - Heavy Equipment Mechanic	21.78
23440 - Heavy Equipment Operator	17.30
23460 - Instrument Mechanic	22.21
23465 - Laboratory/Shelter Mechanic	21.01
23470 - Laborer	11.31
23510 - Locksmith	21.01
23530 - Machinery Maintenance Mechanic	22.25
23550 - Machinist Maintenance	20.18
23580 - Maintenance Trades Helper	12.01
23591 - Metrology Technician I	22.21
23592 - Metrology Technician II	23.49
23593 - Metrology Technician III	24.67
23640 - Millwright	21.26
23710 - Office Appliance Repairer	18.44
23760 - Painter Maintenance	16.18
23790 - Pipefitter Maintenance	22.44
23810 - Plumber Maintenance	21.23
23820 - Pneudraulic Systems Mechanic	22.21
23850 - Rigger	22.21
23870 - Scale Mechanic	19.84
23890 - Sheet-Metal Worker Maintenance	25.29
23910 - Small Engine Mechanic	19.84
23931 - Telecommunications Mechanic I	26.35
23932 - Telecommunications Mechanic II	27.85

23950 - Telephone Lineman	18.61
23960 - Welder Combination Maintenance	20.72
23965 - Well Driller	22.21
23970 - Woodcraft Worker	22.21
23980 - Woodworker	17.27
24000 - Personal Needs Occupations	
24550 - Case Manager	13.70
24570 - Child Care Attendant	11.06
24580 - Child Care Center Clerk	13.83
24610 - Chore Aide	10.41
24620 - Family Readiness And Support Services Coordinator	13.70
24630 - Homemaker	15.32
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.21
25040 - Sewage Plant Operator	20.00
25070 - Stationary Engineer	22.21
25190 - Ventilation Equipment Tender	16.07
25210 - Water Treatment Plant Operator	20.00
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.33
27007 - Baggage Inspector	14.72
27008 - Corrections Officer	16.85
27010 - Court Security Officer	18.57
27030 - Detection Dog Handler	17.14
27040 - Detention Officer	16.85
27070 - Firefighter	20.74
27101 - Guard I	14.72
27102 - Guard II	17.14
27131 - Police Officer I	19.74
27132 - Police Officer II	21.93
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.54
28042 - Carnival Equipment Repairer	12.40
28043 - Carnival Worker	9.02
28210 - Gate Attendant/Gate Tender	12.90
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	14.42
28510 - Recreation Aide/Health Facility Attendant	10.53
28515 - Recreation Specialist	16.21
28630 - Sports Official	11.49
28690 - Swimming Pool Operator	17.09
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	19.84
29020 - Hatch Tender	19.84
29030 - Line Handler	19.84
29041 - Stevedore I	18.56
29042 - Stevedore II	21.01
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 17.25
30022 - Archeological Technician II 19.28
30023 - Archeological Technician III 23.89
30030 - Cartographic Technician 23.89
30040 - Civil Engineering Technician 24.53
30051 - Cryogenic Technician I 26.47
30052 - Cryogenic Technician II 28.64
30061 - Drafter/CAD Operator I 17.25
30062 - Drafter/CAD Operator II 19.28
30063 - Drafter/CAD Operator III 21.51
30064 - Drafter/CAD Operator IV 26.47
30081 - Engineering Technician I 15.43
30082 - Engineering Technician II 17.32
30083 - Engineering Technician III 19.38
30084 - Engineering Technician IV 27.52
30085 - Engineering Technician V 33.30
30086 - Engineering Technician VI 35.53
30090 - Environmental Technician 21.82
30095 - Evidence Control Specialist 23.41
30210 - Laboratory Technician 23.14
30221 - Latent Fingerprint Technician I 26.47
30222 - Latent Fingerprint Technician II 28.64
30240 - Mathematical Technician 23.89
30361 - Paralegal/Legal Assistant I 18.37
30362 - Paralegal/Legal Assistant II 22.75
30363 - Paralegal/Legal Assistant III 27.83
30364 - Paralegal/Legal Assistant IV 33.68
30375 - Petroleum Supply Specialist 28.64
30390 - Photo-Optics Technician 23.24
30395 - Radiation Control Technician 28.64
30461 - Technical Writer I 24.01
30462 - Technical Writer II 29.36
30463 - Technical Writer III 35.53
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 26.47
30502 - Weather Forecaster II 31.54
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.51
30621 - Weather Observer Senior (see 2) 24.01
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.96
31030 - Bus Driver 17.52
31043 - Driver Courier 13.52

31260 - Parking and Lot Attendant	11.86
31290 - Shuttle Bus Driver	14.53
31310 - Taxi Driver	10.53
31361 - Truckdriver Light	14.53
31362 - Truckdriver Medium	15.61
31363 - Truckdriver Heavy	18.73
31364 - Truckdriver Tractor-Trailer	18.73
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.15
99050 - Desk Clerk	10.10
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	11.50
99252 - Laboratory Animal Caretaker II	12.35
99260 - Marketing Analyst	26.94
99310 - Mortician	25.35
99410 - Pest Controller	17.77
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	15.62
99711 - Recycling Specialist	18.28
99730 - Refuse Collector	14.29
99810 - Sales Clerk	10.80
99820 - School Crossing Guard	12.92
99830 - Survey Party Chief	19.98
99831 - Surveying Aide	14.16
99832 - Surveying Technician	19.36
99840 - Vending Machine Attendant	16.53
99841 - Vending Machine Repairer	20.41
99842 - Vending Machine Repairer Helper	16.53

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family

to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final

determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4528
Revision No.: 15
Date Of Last Revision: 07/08/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

States: Alabama Georgia

Area: Alabama County of Russell

Georgia Counties of Chattahoochee Harris Marion Muscogee

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		16.10
01013 - Accounting Clerk III		18.02
01020 - Administrative Assistant		24.89
01035 - Court Reporter		17.71
01041 - Customer Service Representative I		11.67
01042 - Customer Service Representative II		13.13
01043 - Customer Service Representative III		14.32
01051 - Data Entry Operator I		13.81
01052 - Data Entry Operator II		15.07

01060 - Dispatcher Motor Vehicle 16.13
01070 - Document Preparation Clerk 14.10
01090 - Duplicating Machine Operator 14.10
01111 - General Clerk I 12.80
01112 - General Clerk II 13.96
01113 - General Clerk III 15.67
01120 - Housing Referral Assistant 19.75
01141 - Messenger Courier 12.36
01191 - Order Clerk I 13.56
01192 - Order Clerk II 15.04
01261 - Personnel Assistant (Employment) I 15.63
01262 - Personnel Assistant (Employment) II 17.49
01263 - Personnel Assistant (Employment) III 19.50
01270 - Production Control Clerk 23.42
01290 - Rental Clerk 12.72
01300 - Scheduler Maintenance 15.83
01311 - Secretary I 15.83
01312 - Secretary II 17.71
01313 - Secretary III 19.75
01320 - Service Order Dispatcher 14.41
01410 - Supply Technician 24.89
01420 - Survey Worker 14.94
01460 - Switchboard Operator/Receptionist 11.56
01531 - Travel Clerk I 12.07
01532 - Travel Clerk II 12.96
01533 - Travel Clerk III 13.73
01611 - Word Processor I 14.10
01612 - Word Processor II 15.83
01613 - Word Processor III 17.71
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.01
05010 - Automotive Electrician 17.62
05040 - Automotive Glass Installer 15.94
05070 - Automotive Worker 15.94
05110 - Mobile Equipment Servicer 13.96
05130 - Motor Equipment Metal Mechanic 17.93
05160 - Motor Equipment Metal Worker 15.94
05190 - Motor Vehicle Mechanic 17.93
05220 - Motor Vehicle Mechanic Helper 13.86
05250 - Motor Vehicle Upholstery Worker 15.59
05280 - Motor Vehicle Wrecker 15.94
05310 - Painter Automotive 16.98
05340 - Radiator Repair Specialist 15.94
05370 - Tire Repairer 13.26
05400 - Transmission Repair Specialist 17.93
07000 - Food Preparation And Service Occupations
07010 - Baker 13.07
07041 - Cook I 12.51
07042 - Cook II 14.38
07070 - Dishwasher 9.55

07130 - Food Service Worker	9.60
07210 - Meat Cutter	15.12
07260 - Waiter/Waitress	9.00
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.22
09040 - Furniture Handler	13.21
09080 - Furniture Refinisher	20.22
09090 - Furniture Refinisher Helper	15.46
09110 - Furniture Repairer Minor	17.86
09130 - Upholsterer	20.22
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.26
11060 - Elevator Operator	11.26
11090 - Gardener	16.02
11122 - Housekeeping Aide	10.62
11150 - Janitor	10.62
11210 - Laborer Grounds Maintenance	12.74
11240 - Maid or Houseman	9.76
11260 - Pruner	11.66
11270 - Tractor Operator	14.91
11330 - Trail Maintenance Worker	12.74
11360 - Window Cleaner	11.61
12000 - Health Occupations	
12010 - Ambulance Driver	17.51
12011 - Breath Alcohol Technician	17.51
12012 - Certified Occupational Therapist Assistant	23.59
12015 - Certified Physical Therapist Assistant	27.19
12020 - Dental Assistant	17.21
12025 - Dental Hygienist	32.84
12030 - EKG Technician	26.39
12035 - Electroneurodiagnostic Technologist	26.39
12040 - Emergency Medical Technician	17.51
12071 - Licensed Practical Nurse I	15.37
12072 - Licensed Practical Nurse II	17.20
12073 - Licensed Practical Nurse III	19.17
12100 - Medical Assistant	13.76
12130 - Medical Laboratory Technician	19.45
12160 - Medical Record Clerk	14.28
12190 - Medical Record Technician	16.58
12195 - Medical Transcriptionist	16.08
12210 - Nuclear Medicine Technologist	37.78
12221 - Nursing Assistant I	10.38
12222 - Nursing Assistant II	11.34
12223 - Nursing Assistant III	12.38
12224 - Nursing Assistant IV	13.89
12235 - Optical Dispenser	17.11
12236 - Optical Technician	15.37
12250 - Pharmacy Technician	14.34
12280 - Phlebotomist	14.89
12305 - Radiologic Technologist	23.98

12311 - Registered Nurse I		24.24
12312 - Registered Nurse II		29.66
12313 - Registered Nurse II Specialist		29.66
12314 - Registered Nurse III		35.88
12315 - Registered Nurse III Anesthetist		35.88
12316 - Registered Nurse IV		43.01
12317 - Scheduler (Drug and Alcohol Testing)		21.69
12320 - Substance Abuse Treatment Counselor		19.77
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		23.82
13012 - Exhibits Specialist II		29.50
13013 - Exhibits Specialist III		36.08
13041 - Illustrator I		23.82
13042 - Illustrator II		29.50
13043 - Illustrator III		36.08
13047 - Librarian		32.67
13050 - Library Aide/Clerk		14.19
13054 - Library Information Technology Systems Administrator		29.49
13058 - Library Technician		23.82
13061 - Media Specialist I		21.29
13062 - Media Specialist II		23.82
13063 - Media Specialist III		26.55
13071 - Photographer I		15.91
13072 - Photographer II		17.80
13073 - Photographer III		22.04
13074 - Photographer IV		26.96
13075 - Photographer V		32.63
13090 - Technical Order Library Clerk		22.55
13110 - Video Teleconference Technician		21.29
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.76
14042 - Computer Operator II		18.76
14043 - Computer Operator III		20.90
14044 - Computer Operator IV		23.23
14045 - Computer Operator V		25.73
14071 - Computer Programmer I	(see 1)	23.24
14072 - Computer Programmer II	(see 1)	28.80
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.76
14160 - Personal Computer Support Technician		23.23
14170 - System Support Specialist		36.07
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.24
15020 - Aircrew Training Devices Instructor (Rated)		36.59
15030 - Air Crew Training Devices Instructor (Pilot)		43.85

15050 - Computer Based Training Specialist / Instructor	30.24
15060 - Educational Technologist	32.28
15070 - Flight Instructor (Pilot)	43.85
15080 - Graphic Artist	22.00
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	21.88
15095 - Technical Instructor/Course Developer	26.78
15110 - Test Proctor	17.67
15120 - Tutor	17.67
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	8.94
16030 - Counter Attendant	8.94
16040 - Dry Cleaner	10.84
16070 - Finisher Flatwork Machine	8.94
16090 - Presser Hand	8.94
16110 - Presser Machine Drycleaning	8.94
16130 - Presser Machine Shirts	8.94
16160 - Presser Machine Wearing Apparel Laundry	8.94
16190 - Sewing Machine Operator	11.49
16220 - Tailor	12.10
16250 - Washer Machine	9.53
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.01
19040 - Tool And Die Maker	25.86
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.34
21030 - Material Coordinator	23.42
21040 - Material Expediter	23.42
21050 - Material Handling Laborer	11.31
21071 - Order Filler	11.62
21080 - Production Line Worker (Food Processing)	14.34
21110 - Shipping Packer	16.80
21130 - Shipping/Receiving Clerk	16.80
21140 - Store Worker I	11.70
21150 - Stock Clerk	15.32
21210 - Tools And Parts Attendant	14.34
21410 - Warehouse Specialist	14.34
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.80
23019 - Aircraft Logs and Records Technician	18.81
23021 - Aircraft Mechanic I	22.50
23022 - Aircraft Mechanic II	23.80
23023 - Aircraft Mechanic III	24.99
23040 - Aircraft Mechanic Helper	16.28
23050 - Aircraft Painter	21.29
23060 - Aircraft Servicer	18.81
23070 - Aircraft Survival Flight Equipment Technician	21.29
23080 - Aircraft Worker	20.11

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.11
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.50
23110 - Appliance Mechanic 21.01
23120 - Bicycle Repairer 16.45
23125 - Cable Splicer 35.90
23130 - Carpenter Maintenance 16.50
23140 - Carpet Layer 19.84
23160 - Electrician Maintenance 24.17
23181 - Electronics Technician Maintenance I 20.59
23182 - Electronics Technician Maintenance II 21.80
23183 - Electronics Technician Maintenance III 23.23
23260 - Fabric Worker 18.56
23290 - Fire Alarm System Mechanic 20.69
23310 - Fire Extinguisher Repairer 17.27
23311 - Fuel Distribution System Mechanic 22.21
23312 - Fuel Distribution System Operator 17.27
23370 - General Maintenance Worker 16.27
23380 - Ground Support Equipment Mechanic 22.50
23381 - Ground Support Equipment Servicer 18.81
23382 - Ground Support Equipment Worker 20.11
23391 - Gunsmith I 17.27
23392 - Gunsmith II 19.84
23393 - Gunsmith III 22.21
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.62
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.81
23430 - Heavy Equipment Mechanic 21.78
23440 - Heavy Equipment Operator 17.30
23460 - Instrument Mechanic 22.21
23465 - Laboratory/Shelter Mechanic 21.01
23470 - Laborer 11.31
23510 - Locksmith 21.01
23530 - Machinery Maintenance Mechanic 22.25
23550 - Machinist Maintenance 20.18
23580 - Maintenance Trades Helper 12.01
23591 - Metrology Technician I 22.21
23592 - Metrology Technician II 23.49
23593 - Metrology Technician III 24.67
23640 - Millwright 21.26
23710 - Office Appliance Repairer 18.44
23760 - Painter Maintenance 16.18
23790 - Pipefitter Maintenance 22.44
23810 - Plumber Maintenance 21.23
23820 - Pneudraulic Systems Mechanic 22.21
23850 - Rigger 22.21
23870 - Scale Mechanic 19.84
23890 - Sheet-Metal Worker Maintenance 25.29

23910 - Small Engine Mechanic 19.84
23931 - Telecommunications Mechanic I 26.35
23932 - Telecommunications Mechanic II 27.85
23950 - Telephone Lineman 18.61
23960 - Welder Combination Maintenance 20.72
23965 - Well Driller 22.21
23970 - Woodcraft Worker 22.21
23980 - Woodworker 17.27
24000 - Personal Needs Occupations
24550 - Case Manager 13.70
24570 - Child Care Attendant 11.06
24580 - Child Care Center Clerk 13.83
24610 - Chore Aide 10.41
24620 - Family Readiness And Support Services Coordinator 13.70
24630 - Homemaker 15.32
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 22.21
25040 - Sewage Plant Operator 20.00
25070 - Stationary Engineer 22.21
25190 - Ventilation Equipment Tender 16.07
25210 - Water Treatment Plant Operator 20.00
27000 - Protective Service Occupations
27004 - Alarm Monitor 15.33
27007 - Baggage Inspector 14.72
27008 - Corrections Officer 16.85
27010 - Court Security Officer 18.57
27030 - Detection Dog Handler 17.14
27040 - Detention Officer 16.85
27070 - Firefighter 20.74
27101 - Guard I 14.72
27102 - Guard II 17.14
27131 - Police Officer I 19.74
27132 - Police Officer II 21.93
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 11.54
28042 - Carnival Equipment Repairer 12.40
28043 - Carnival Worker 9.02
28210 - Gate Attendant/Gate Tender 12.90
28310 - Lifeguard 11.34
28350 - Park Attendant (Aide) 14.42
28510 - Recreation Aide/Health Facility Attendant 10.53
28515 - Recreation Specialist 16.21
28630 - Sports Official 11.49
28690 - Swimming Pool Operator 17.09
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 19.84
29020 - Hatch Tender 19.84
29030 - Line Handler 19.84
29041 - Stevedore I 18.56

29042 - Stevedore II		21.01
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		17.25
30022 - Archeological Technician II		19.28
30023 - Archeological Technician III		23.89
30030 - Cartographic Technician		23.89
30040 - Civil Engineering Technician		24.53
30051 - Cryogenic Technician I		26.47
30052 - Cryogenic Technician II		28.64
30061 - Drafter/CAD Operator I		17.25
30062 - Drafter/CAD Operator II		19.28
30063 - Drafter/CAD Operator III		21.51
30064 - Drafter/CAD Operator IV		26.47
30081 - Engineering Technician I		15.43
30082 - Engineering Technician II		17.32
30083 - Engineering Technician III		19.38
30084 - Engineering Technician IV		27.52
30085 - Engineering Technician V		33.30
30086 - Engineering Technician VI		35.53
30090 - Environmental Technician		21.82
30095 - Evidence Control Specialist		23.41
30210 - Laboratory Technician		23.14
30221 - Latent Fingerprint Technician I		26.47
30222 - Latent Fingerprint Technician II		28.64
30240 - Mathematical Technician		23.89
30361 - Paralegal/Legal Assistant I		18.37
30362 - Paralegal/Legal Assistant II		22.75
30363 - Paralegal/Legal Assistant III		27.83
30364 - Paralegal/Legal Assistant IV		33.68
30375 - Petroleum Supply Specialist		28.64
30390 - Photo-Optics Technician		23.24
30395 - Radiation Control Technician		28.64
30461 - Technical Writer I		24.01
30462 - Technical Writer II		29.36
30463 - Technical Writer III		35.53
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		26.47
30502 - Weather Forecaster II		31.54
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.51
30621 - Weather Observer Senior	(see 2)	24.01
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67

31020 - Bus Aide	12.96
31030 - Bus Driver	17.52
31043 - Driver Courier	13.52
31260 - Parking and Lot Attendant	11.86
31290 - Shuttle Bus Driver	14.53
31310 - Taxi Driver	10.53
31361 - Truckdriver Light	14.53
31362 - Truckdriver Medium	15.61
31363 - Truckdriver Heavy	18.73
31364 - Truckdriver Tractor-Trailer	18.73
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.15
99050 - Desk Clerk	10.10
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	11.50
99252 - Laboratory Animal Caretaker II	12.35
99260 - Marketing Analyst	26.94
99310 - Mortician	25.35
99410 - Pest Controller	17.77
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	15.62
99711 - Recycling Specialist	18.28
99730 - Refuse Collector	14.29
99810 - Sales Clerk	10.80
99820 - School Crossing Guard	12.92
99830 - Survey Party Chief	19.98
99831 - Surveying Aide	14.16
99832 - Surveying Technician	19.36
99840 - Vending Machine Attendant	16.53
99841 - Vending Machine Repairer	20.41
99842 - Vending Machine Repairer Helper	16.53

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to

assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable

relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or

disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4529
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: Florida

Area: Florida County of Lee

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		24.73
01035 - Court Reporter		18.36
01041 - Customer Service Representative I		12.44
01042 - Customer Service Representative II		13.99
01043 - Customer Service Representative III		15.26
01051 - Data Entry Operator I		13.16
01052 - Data Entry Operator II		14.36
01060 - Dispatcher Motor Vehicle		17.73
01070 - Document Preparation Clerk		16.34
01090 - Duplicating Machine Operator		16.34
01111 - General Clerk I		12.74
01112 - General Clerk II		13.90

01113 - General Clerk III	15.60
01120 - Housing Referral Assistant	19.56
01141 - Messenger Courier	15.73
01191 - Order Clerk I	13.28
01192 - Order Clerk II	14.49
01261 - Personnel Assistant (Employment) I	16.14
01262 - Personnel Assistant (Employment) II	18.22
01263 - Personnel Assistant (Employment) III	20.12
01270 - Production Control Clerk	21.14
01290 - Rental Clerk	14.73
01300 - Scheduler Maintenance	15.68
01311 - Secretary I	15.68
01312 - Secretary II	17.54
01313 - Secretary III	19.56
01320 - Service Order Dispatcher	15.85
01410 - Supply Technician	24.73
01420 - Survey Worker	15.46
01460 - Switchboard Operator/Receptionist	14.21
01531 - Travel Clerk I	15.91
01532 - Travel Clerk II	17.21
01533 - Travel Clerk III	18.73
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	20.27
05010 - Automotive Electrician	20.79
05040 - Automotive Glass Installer	19.87
05070 - Automotive Worker	19.87
05110 - Mobile Equipment Servicer	18.02
05130 - Motor Equipment Metal Mechanic	21.75
05160 - Motor Equipment Metal Worker	19.87
05190 - Motor Vehicle Mechanic	20.88
05220 - Motor Vehicle Mechanic Helper	17.00
05250 - Motor Vehicle Upholstery Worker	18.94
05280 - Motor Vehicle Wrecker	19.87
05310 - Painter Automotive	20.79
05340 - Radiator Repair Specialist	19.87
05370 - Tire Repairer	13.95
05400 - Transmission Repair Specialist	21.53
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.16
07041 - Cook I	13.75
07042 - Cook II	15.98
07070 - Dishwasher	11.28
07130 - Food Service Worker	11.37
07210 - Meat Cutter	17.46
07260 - Waiter/Waitress	9.54
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.61

09040 - Furniture Handler 12.57
09080 - Furniture Refinisher 19.24
09090 - Furniture Refinisher Helper 14.58
09110 - Furniture Repairer Minor 16.84
09130 - Upholsterer 19.61
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.34
11060 - Elevator Operator 11.34
11090 - Gardener 17.88
11122 - Housekeeping Aide 12.93
11150 - Janitor 12.93
11210 - Laborer Grounds Maintenance 13.52
11240 - Maid or Houseman 11.23
11260 - Pruner 11.91
11270 - Tractor Operator 16.42
11330 - Trail Maintenance Worker 13.52
11360 - Window Cleaner 14.66
12000 - Health Occupations
12010 - Ambulance Driver 19.14
12011 - Breath Alcohol Technician 19.14
12012 - Certified Occupational Therapist Assistant 32.64
12015 - Certified Physical Therapist Assistant 31.17
12020 - Dental Assistant 19.73
12025 - Dental Hygienist 36.67
12030 - EKG Technician 21.37
12035 - Electroneurodiagnostic Technologist 21.37
12040 - Emergency Medical Technician 19.14
12071 - Licensed Practical Nurse I 17.44
12072 - Licensed Practical Nurse II 19.51
12073 - Licensed Practical Nurse III 21.75
12100 - Medical Assistant 16.77
12130 - Medical Laboratory Technician 24.12
12160 - Medical Record Clerk 17.07
12190 - Medical Record Technician 19.27
12195 - Medical Transcriptionist 18.28
12210 - Nuclear Medicine Technologist 36.59
12221 - Nursing Assistant I 11.33
12222 - Nursing Assistant II 12.74
12223 - Nursing Assistant III 13.90
12224 - Nursing Assistant IV 15.61
12235 - Optical Dispenser 23.21
12236 - Optical Technician 17.11
12250 - Pharmacy Technician 15.81
12280 - Phlebotomist 15.24
12305 - Radiologic Technologist 29.63
12311 - Registered Nurse I 23.88
12312 - Registered Nurse II 28.05
12313 - Registered Nurse II Specialist 28.05
12314 - Registered Nurse III 33.94
12315 - Registered Nurse III Anesthetist 33.94

12316 - Registered Nurse IV		40.68
12317 - Scheduler (Drug and Alcohol Testing)		23.71
12320 - Substance Abuse Treatment Counselor		28.34
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.89
13012 - Exhibits Specialist II		28.35
13013 - Exhibits Specialist III		34.68
13041 - Illustrator I		22.85
13042 - Illustrator II		28.30
13043 - Illustrator III		34.62
13047 - Librarian		31.40
13050 - Library Aide/Clerk		13.27
13054 - Library Information Technology Systems Administrator		28.35
13058 - Library Technician		18.32
13061 - Media Specialist I		20.45
13062 - Media Specialist II		22.89
13063 - Media Specialist III		25.52
13071 - Photographer I		18.09
13072 - Photographer II		20.23
13073 - Photographer III		25.08
13074 - Photographer IV		29.18
13075 - Photographer V		35.30
13090 - Technical Order Library Clerk		17.60
13110 - Video Teleconference Technician		18.18
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.09
14042 - Computer Operator II		18.00
14043 - Computer Operator III		20.06
14044 - Computer Operator IV		22.29
14045 - Computer Operator V		24.69
14071 - Computer Programmer I	(see 1)	22.92
14072 - Computer Programmer II	(see 1)	27.56
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.09
14160 - Personal Computer Support Technician		22.29
14170 - System Support Specialist		27.71
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.58
15020 - Aircrew Training Devices Instructor (Rated)		34.55
15030 - Air Crew Training Devices Instructor (Pilot)		40.18
15050 - Computer Based Training Specialist / Instructor		29.03
15060 - Educational Technologist		29.79
15070 - Flight Instructor (Pilot)		40.18
15080 - Graphic Artist		22.03
15085 - Maintenance Test Pilot Fixed Jet/Prop		39.96

15086 - Maintenance Test Pilot Rotary Wing 39.96
15088 - Non-Maintenance Test/Co-Pilot 39.96
15090 - Technical Instructor 22.94
15095 - Technical Instructor/Course Developer 28.06
15110 - Test Proctor 18.52
15120 - Tutor 18.52
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.38
16030 - Counter Attendant 10.38
16040 - Dry Cleaner 13.17
16070 - Finisher Flatwork Machine 10.38
16090 - Presser Hand 10.38
16110 - Presser Machine Drycleaning 10.38
16130 - Presser Machine Shirts 10.38
16160 - Presser Machine Wearing Apparel Laundry 10.38
16190 - Sewing Machine Operator 14.09
16220 - Tailor 14.98
16250 - Washer Machine 11.36
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.16
19040 - Tool And Die Maker 24.55
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.50
21030 - Material Coordinator 19.82
21040 - Material Expediter 19.82
21050 - Material Handling Laborer 13.81
21071 - Order Filler 12.44
21080 - Production Line Worker (Food Processing) 18.50
21110 - Shipping Packer 14.54
21130 - Shipping/Receiving Clerk 14.54
21140 - Store Worker I 11.01
21150 - Stock Clerk 15.73
21210 - Tools And Parts Attendant 18.50
21410 - Warehouse Specialist 18.50
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.81
23019 - Aircraft Logs and Records Technician 21.80
23021 - Aircraft Mechanic I 25.46
23022 - Aircraft Mechanic II 26.81
23023 - Aircraft Mechanic III 27.96
23040 - Aircraft Mechanic Helper 19.58
23050 - Aircraft Painter 23.29
23060 - Aircraft Servicer 21.80
23070 - Aircraft Survival Flight Equipment Technician 23.29
23080 - Aircraft Worker 22.87
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.87
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.46
23110 - Appliance Mechanic 21.43

23120 - Bicycle Repairer	17.33
23125 - Cable Splicer	25.53
23130 - Carpenter Maintenance	19.09
23140 - Carpet Layer	18.35
23160 - Electrician Maintenance	21.66
23181 - Electronics Technician Maintenance I	22.70
23182 - Electronics Technician Maintenance II	24.12
23183 - Electronics Technician Maintenance III	25.67
23260 - Fabric Worker	18.77
23290 - Fire Alarm System Mechanic	21.42
23310 - Fire Extinguisher Repairer	17.33
23311 - Fuel Distribution System Mechanic	22.80
23312 - Fuel Distribution System Operator	17.33
23370 - General Maintenance Worker	17.25
23380 - Ground Support Equipment Mechanic	25.46
23381 - Ground Support Equipment Servicer	21.80
23382 - Ground Support Equipment Worker	22.87
23391 - Gunsmith I	17.33
23392 - Gunsmith II	20.16
23393 - Gunsmith III	22.80
23410 - Heating Ventilation And Air-Conditioning Mechanic	22.98
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	24.21
23430 - Heavy Equipment Mechanic	24.01
23440 - Heavy Equipment Operator	18.62
23460 - Instrument Mechanic	22.80
23465 - Laboratory/Shelter Mechanic	21.43
23470 - Laborer	13.85
23510 - Locksmith	20.32
23530 - Machinery Maintenance Mechanic	24.17
23550 - Machinist Maintenance	20.60
23580 - Maintenance Trades Helper	15.68
23591 - Metrology Technician I	22.80
23592 - Metrology Technician II	24.02
23593 - Metrology Technician III	25.05
23640 - Millwright	22.80
23710 - Office Appliance Repairer	19.18
23760 - Painter Maintenance	17.67
23790 - Pipefitter Maintenance	23.43
23810 - Plumber Maintenance	22.02
23820 - Pneudraulic Systems Mechanic	22.80
23850 - Rigger	22.90
23870 - Scale Mechanic	20.16
23890 - Sheet-Metal Worker Maintenance	19.44
23910 - Small Engine Mechanic	17.97
23931 - Telecommunications Mechanic I	26.15
23932 - Telecommunications Mechanic II	27.54
23950 - Telephone Lineman	24.84
23960 - Welder Combination Maintenance	18.63

23965 - Well Driller	21.30
23970 - Woodcraft Worker	22.80
23980 - Woodworker	17.33
24000 - Personal Needs Occupations	
24550 - Case Manager	19.05
24570 - Child Care Attendant	11.14
24580 - Child Care Center Clerk	14.10
24610 - Chore Aide	11.53
24620 - Family Readiness And Support Services Coordinator	19.05
24630 - Homemaker	19.05
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.95
25040 - Sewage Plant Operator	23.49
25070 - Stationary Engineer	22.95
25190 - Ventilation Equipment Tender	16.10
25210 - Water Treatment Plant Operator	23.49
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.16
27007 - Baggage Inspector	12.89
27008 - Corrections Officer	26.93
27010 - Court Security Officer	26.20
27030 - Detection Dog Handler	16.69
27040 - Detention Officer	26.93
27070 - Firefighter	26.20
27101 - Guard I	12.89
27102 - Guard II	16.69
27131 - Police Officer I	24.05
27132 - Police Officer II	26.80
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.07
28042 - Carnival Equipment Repairer	16.39
28043 - Carnival Worker	10.90
28210 - Gate Attendant/Gate Tender	16.40
28310 - Lifeguard	14.17
28350 - Park Attendant (Aide)	18.35
28510 - Recreation Aide/Health Facility Attendant	12.86
28515 - Recreation Specialist	22.73
28630 - Sports Official	14.61
28690 - Swimming Pool Operator	19.07
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.26
29020 - Hatch Tender	25.26
29030 - Line Handler	25.26
29041 - Stevedore I	23.52
29042 - Stevedore II	26.85
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		18.15
30022 - Archeological Technician II		20.32
30023 - Archeological Technician III		25.16
30030 - Cartographic Technician		25.16
30040 - Civil Engineering Technician		26.62
30051 - Cryogenic Technician I		27.87
30052 - Cryogenic Technician II		30.78
30061 - Drafter/CAD Operator I		18.15
30062 - Drafter/CAD Operator II		20.32
30063 - Drafter/CAD Operator III		22.65
30064 - Drafter/CAD Operator IV		27.87
30081 - Engineering Technician I		16.69
30082 - Engineering Technician II		18.74
30083 - Engineering Technician III		21.23
30084 - Engineering Technician IV		25.16
30085 - Engineering Technician V		30.78
30086 - Engineering Technician VI		37.25
30090 - Environmental Technician		25.16
30095 - Evidence Control Specialist		25.16
30210 - Laboratory Technician		22.65
30221 - Latent Fingerprint Technician I		24.81
30222 - Latent Fingerprint Technician II		27.39
30240 - Mathematical Technician		25.16
30361 - Paralegal/Legal Assistant I		19.84
30362 - Paralegal/Legal Assistant II		24.57
30363 - Paralegal/Legal Assistant III		30.06
30364 - Paralegal/Legal Assistant IV		36.37
30375 - Petroleum Supply Specialist		30.78
30390 - Photo-Optics Technician		25.16
30395 - Radiation Control Technician		30.78
30461 - Technical Writer I		24.10
30462 - Technical Writer II		29.47
30463 - Technical Writer III		35.66
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		27.87
30502 - Weather Forecaster II		33.91
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.65
30621 - Weather Observer Senior	(see 2)	25.16
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		12.23
31030 - Bus Driver		17.51
31043 - Driver Courier		13.91
31260 - Parking and Lot Attendant		9.92
31290 - Shuttle Bus Driver		15.14

31310 - Taxi Driver	12.13
31361 - Truckdriver Light	15.14
31362 - Truckdriver Medium	16.39
31363 - Truckdriver Heavy	19.13
31364 - Truckdriver Tractor-Trailer	19.13
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.27
99050 - Desk Clerk	11.84
99095 - Embalmer	26.58
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.33
99252 - Laboratory Animal Caretaker II	14.50
99260 - Marketing Analyst	27.98
99310 - Mortician	26.58
99410 - Pest Controller	16.13
99510 - Photofinishing Worker	14.66
99710 - Recycling Laborer	17.90
99711 - Recycling Specialist	21.76
99730 - Refuse Collector	15.74
99810 - Sales Clerk	12.49
99820 - School Crossing Guard	12.48
99830 - Survey Party Chief	19.48
99831 - Surveying Aide	11.98
99832 - Surveying Technician	18.29
99840 - Vending Machine Attendant	13.48
99841 - Vending Machine Repairer	16.97
99842 - Vending Machine Repairer Helper	13.48

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; and 3 weeks after 5 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4530
Revision No.: 12
Date Of Last Revision: 07/08/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Florida

Area: Florida County of Lee

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		24.73
01035 - Court Reporter		18.36
01041 - Customer Service Representative I		12.44
01042 - Customer Service Representative II		13.99
01043 - Customer Service Representative III		15.26
01051 - Data Entry Operator I		13.16
01052 - Data Entry Operator II		14.36
01060 - Dispatcher Motor Vehicle		17.73
01070 - Document Preparation Clerk		16.34

01090 - Duplicating Machine Operator 16.34
01111 - General Clerk I 12.74
01112 - General Clerk II 13.90
01113 - General Clerk III 15.60
01120 - Housing Referral Assistant 19.56
01141 - Messenger Courier 15.73
01191 - Order Clerk I 13.28
01192 - Order Clerk II 14.49
01261 - Personnel Assistant (Employment) I 16.14
01262 - Personnel Assistant (Employment) II 18.22
01263 - Personnel Assistant (Employment) III 20.12
01270 - Production Control Clerk 21.14
01290 - Rental Clerk 14.73
01300 - Scheduler Maintenance 15.68
01311 - Secretary I 15.68
01312 - Secretary II 17.54
01313 - Secretary III 19.56
01320 - Service Order Dispatcher 15.85
01410 - Supply Technician 24.73
01420 - Survey Worker 15.46
01460 - Switchboard Operator/Receptionist 14.21
01531 - Travel Clerk I 15.91
01532 - Travel Clerk II 17.21
01533 - Travel Clerk III 18.73
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 20.27
05010 - Automotive Electrician 20.79
05040 - Automotive Glass Installer 19.87
05070 - Automotive Worker 19.87
05110 - Mobile Equipment Servicer 18.02
05130 - Motor Equipment Metal Mechanic 21.75
05160 - Motor Equipment Metal Worker 19.87
05190 - Motor Vehicle Mechanic 20.88
05220 - Motor Vehicle Mechanic Helper 17.00
05250 - Motor Vehicle Upholstery Worker 18.94
05280 - Motor Vehicle Wrecker 19.87
05310 - Painter Automotive 20.79
05340 - Radiator Repair Specialist 19.87
05370 - Tire Repairer 13.95
05400 - Transmission Repair Specialist 21.53
07000 - Food Preparation And Service Occupations
07010 - Baker 15.16
07041 - Cook I 13.75
07042 - Cook II 15.98
07070 - Dishwasher 11.28
07130 - Food Service Worker 11.37
07210 - Meat Cutter 17.46

07260 - Waiter/Waitress	9.54
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.61
09040 - Furniture Handler	12.57
09080 - Furniture Refinisher	19.24
09090 - Furniture Refinisher Helper	14.58
09110 - Furniture Repairer Minor	16.84
09130 - Upholsterer	19.61
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.34
11060 - Elevator Operator	11.34
11090 - Gardener	17.88
11122 - Housekeeping Aide	12.93
11150 - Janitor	12.93
11210 - Laborer Grounds Maintenance	13.52
11240 - Maid or Houseman	11.23
11260 - Pruner	11.91
11270 - Tractor Operator	16.42
11330 - Trail Maintenance Worker	13.52
11360 - Window Cleaner	14.66
12000 - Health Occupations	
12010 - Ambulance Driver	19.14
12011 - Breath Alcohol Technician	19.14
12012 - Certified Occupational Therapist Assistant	32.64
12015 - Certified Physical Therapist Assistant	31.17
12020 - Dental Assistant	19.73
12025 - Dental Hygienist	36.67
12030 - EKG Technician	21.37
12035 - Electroneurodiagnostic Technologist	21.37
12040 - Emergency Medical Technician	19.14
12071 - Licensed Practical Nurse I	17.44
12072 - Licensed Practical Nurse II	19.51
12073 - Licensed Practical Nurse III	21.75
12100 - Medical Assistant	16.77
12130 - Medical Laboratory Technician	24.12
12160 - Medical Record Clerk	17.07
12190 - Medical Record Technician	19.27
12195 - Medical Transcriptionist	18.28
12210 - Nuclear Medicine Technologist	36.59
12221 - Nursing Assistant I	11.33
12222 - Nursing Assistant II	12.74
12223 - Nursing Assistant III	13.90
12224 - Nursing Assistant IV	15.61
12235 - Optical Dispenser	23.21
12236 - Optical Technician	17.11
12250 - Pharmacy Technician	15.81
12280 - Phlebotomist	15.24
12305 - Radiologic Technologist	29.63
12311 - Registered Nurse I	23.88
12312 - Registered Nurse II	28.05

12313 - Registered Nurse II Specialist		28.05
12314 - Registered Nurse III		33.94
12315 - Registered Nurse III Anesthetist		33.94
12316 - Registered Nurse IV		40.68
12317 - Scheduler (Drug and Alcohol Testing)		23.71
12320 - Substance Abuse Treatment Counselor		28.34
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.89
13012 - Exhibits Specialist II		28.35
13013 - Exhibits Specialist III		34.68
13041 - Illustrator I		22.85
13042 - Illustrator II		28.30
13043 - Illustrator III		34.62
13047 - Librarian		31.40
13050 - Library Aide/Clerk		13.27
13054 - Library Information Technology Systems Administrator		28.35
13058 - Library Technician		18.32
13061 - Media Specialist I		20.45
13062 - Media Specialist II		22.89
13063 - Media Specialist III		25.52
13071 - Photographer I		18.09
13072 - Photographer II		20.23
13073 - Photographer III		25.08
13074 - Photographer IV		29.18
13075 - Photographer V		35.30
13090 - Technical Order Library Clerk		17.60
13110 - Video Teleconference Technician		18.18
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.09
14042 - Computer Operator II		18.00
14043 - Computer Operator III		20.06
14044 - Computer Operator IV		22.29
14045 - Computer Operator V		24.69
14071 - Computer Programmer I	(see 1)	22.92
14072 - Computer Programmer II	(see 1)	27.56
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.09
14160 - Personal Computer Support Technician		22.29
14170 - System Support Specialist		27.71
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.58
15020 - Aircrew Training Devices Instructor (Rated)		34.55
15030 - Air Crew Training Devices Instructor (Pilot)		40.18
15050 - Computer Based Training Specialist / Instructor		29.03
15060 - Educational Technologist		29.79

15070 - Flight Instructor (Pilot) 40.18
15080 - Graphic Artist 22.03
15085 - Maintenance Test Pilot Fixed Jet/Prop 39.96
15086 - Maintenance Test Pilot Rotary Wing 39.96
15088 - Non-Maintenance Test/Co-Pilot 39.96
15090 - Technical Instructor 22.94
15095 - Technical Instructor/Course Developer 28.06
15110 - Test Proctor 18.52
15120 - Tutor 18.52
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.38
16030 - Counter Attendant 10.38
16040 - Dry Cleaner 13.17
16070 - Finisher Flatwork Machine 10.38
16090 - Presser Hand 10.38
16110 - Presser Machine Drycleaning 10.38
16130 - Presser Machine Shirts 10.38
16160 - Presser Machine Wearing Apparel Laundry 10.38
16190 - Sewing Machine Operator 14.09
16220 - Tailor 14.98
16250 - Washer Machine 11.36
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.16
19040 - Tool And Die Maker 24.55
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.50
21030 - Material Coordinator 19.82
21040 - Material Expediter 19.82
21050 - Material Handling Laborer 13.81
21071 - Order Filler 12.44
21080 - Production Line Worker (Food Processing) 18.50
21110 - Shipping Packer 14.54
21130 - Shipping/Receiving Clerk 14.54
21140 - Store Worker I 11.01
21150 - Stock Clerk 15.73
21210 - Tools And Parts Attendant 18.50
21410 - Warehouse Specialist 18.50
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.81
23019 - Aircraft Logs and Records Technician 21.80
23021 - Aircraft Mechanic I 25.46
23022 - Aircraft Mechanic II 26.81
23023 - Aircraft Mechanic III 27.96
23040 - Aircraft Mechanic Helper 19.58
23050 - Aircraft Painter 23.29
23060 - Aircraft Servicer 21.80
23070 - Aircraft Survival Flight Equipment Technician 23.29
23080 - Aircraft Worker 22.87
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.87

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.46
23110 - Appliance Mechanic 21.43
23120 - Bicycle Repairer 17.33
23125 - Cable Splicer 25.53
23130 - Carpenter Maintenance 19.09
23140 - Carpet Layer 18.35
23160 - Electrician Maintenance 21.66
23181 - Electronics Technician Maintenance I 22.70
23182 - Electronics Technician Maintenance II 24.12
23183 - Electronics Technician Maintenance III 25.67
23260 - Fabric Worker 18.77
23290 - Fire Alarm System Mechanic 21.42
23310 - Fire Extinguisher Repairer 17.33
23311 - Fuel Distribution System Mechanic 22.80
23312 - Fuel Distribution System Operator 17.33
23370 - General Maintenance Worker 17.25
23380 - Ground Support Equipment Mechanic 25.46
23381 - Ground Support Equipment Servicer 21.80
23382 - Ground Support Equipment Worker 22.87
23391 - Gunsmith I 17.33
23392 - Gunsmith II 20.16
23393 - Gunsmith III 22.80
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.98
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.21
23430 - Heavy Equipment Mechanic 24.01
23440 - Heavy Equipment Operator 18.62
23460 - Instrument Mechanic 22.80
23465 - Laboratory/Shelter Mechanic 21.43
23470 - Laborer 13.85
23510 - Locksmith 20.32
23530 - Machinery Maintenance Mechanic 24.17
23550 - Machinist Maintenance 20.60
23580 - Maintenance Trades Helper 15.68
23591 - Metrology Technician I 22.80
23592 - Metrology Technician II 24.02
23593 - Metrology Technician III 25.05
23640 - Millwright 22.80
23710 - Office Appliance Repairer 19.18
23760 - Painter Maintenance 17.67
23790 - Pipefitter Maintenance 23.43
23810 - Plumber Maintenance 22.02
23820 - Pneudraulic Systems Mechanic 22.80
23850 - Rigger 22.90
23870 - Scale Mechanic 20.16
23890 - Sheet-Metal Worker Maintenance 19.44
23910 - Small Engine Mechanic 17.97
23931 - Telecommunications Mechanic I 26.15

23932 - Telecommunications Mechanic II 27.54
23950 - Telephone Lineman 24.84
23960 - Welder Combination Maintenance 18.63
23965 - Well Driller 21.30
23970 - Woodcraft Worker 22.80
23980 - Woodworker 17.33
24000 - Personal Needs Occupations
24550 - Case Manager 19.05
24570 - Child Care Attendant 11.14
24580 - Child Care Center Clerk 14.10
24610 - Chore Aide 11.53
24620 - Family Readiness And Support Services Coordinator 19.05
24630 - Homemaker 19.05
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 22.95
25040 - Sewage Plant Operator 23.49
25070 - Stationary Engineer 22.95
25190 - Ventilation Equipment Tender 16.10
25210 - Water Treatment Plant Operator 23.49
27000 - Protective Service Occupations
27004 - Alarm Monitor 18.16
27007 - Baggage Inspector 12.89
27008 - Corrections Officer 26.93
27010 - Court Security Officer 26.20
27030 - Detection Dog Handler 16.69
27040 - Detention Officer 26.93
27070 - Firefighter 26.20
27101 - Guard I 12.89
27102 - Guard II 16.69
27131 - Police Officer I 24.05
27132 - Police Officer II 26.80
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.07
28042 - Carnival Equipment Repairer 16.39
28043 - Carnival Worker 10.90
28210 - Gate Attendant/Gate Tender 16.40
28310 - Lifeguard 14.17
28350 - Park Attendant (Aide) 18.35
28510 - Recreation Aide/Health Facility Attendant 12.86
28515 - Recreation Specialist 22.73
28630 - Sports Official 14.61
28690 - Swimming Pool Operator 19.07
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 25.26
29020 - Hatch Tender 25.26
29030 - Line Handler 25.26
29041 - Stevedore I 23.52
29042 - Stevedore II 26.85
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 18.15
30022 - Archeological Technician II 20.32
30023 - Archeological Technician III 25.16
30030 - Cartographic Technician 25.16
30040 - Civil Engineering Technician 26.62
30051 - Cryogenic Technician I 27.87
30052 - Cryogenic Technician II 30.78
30061 - Drafter/CAD Operator I 18.15
30062 - Drafter/CAD Operator II 20.32
30063 - Drafter/CAD Operator III 22.65
30064 - Drafter/CAD Operator IV 27.87
30081 - Engineering Technician I 16.69
30082 - Engineering Technician II 18.74
30083 - Engineering Technician III 21.23
30084 - Engineering Technician IV 25.16
30085 - Engineering Technician V 30.78
30086 - Engineering Technician VI 37.25
30090 - Environmental Technician 25.16
30095 - Evidence Control Specialist 25.16
30210 - Laboratory Technician 22.65
30221 - Latent Fingerprint Technician I 24.81
30222 - Latent Fingerprint Technician II 27.39
30240 - Mathematical Technician 25.16
30361 - Paralegal/Legal Assistant I 19.84
30362 - Paralegal/Legal Assistant II 24.57
30363 - Paralegal/Legal Assistant III 30.06
30364 - Paralegal/Legal Assistant IV 36.37
30375 - Petroleum Supply Specialist 30.78
30390 - Photo-Optics Technician 25.16
30395 - Radiation Control Technician 30.78
30461 - Technical Writer I 24.10
30462 - Technical Writer II 29.47
30463 - Technical Writer III 35.66
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 27.87
30502 - Weather Forecaster II 33.91
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.65
30621 - Weather Observer Senior (see 2) 25.16
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.23
31030 - Bus Driver 17.51

31043 - Driver Courier	13.91
31260 - Parking and Lot Attendant	9.92
31290 - Shuttle Bus Driver	15.14
31310 - Taxi Driver	12.13
31361 - Truckdriver Light	15.14
31362 - Truckdriver Medium	16.39
31363 - Truckdriver Heavy	19.13
31364 - Truckdriver Tractor-Trailer	19.13
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.27
99050 - Desk Clerk	11.84
99095 - Embalmer	26.58
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.33
99252 - Laboratory Animal Caretaker II	14.50
99260 - Marketing Analyst	27.98
99310 - Mortician	26.58
99410 - Pest Controller	16.13
99510 - Photofinishing Worker	14.66
99710 - Recycling Laborer	17.90
99711 - Recycling Specialist	21.76
99730 - Refuse Collector	15.74
99810 - Sales Clerk	12.49
99820 - School Crossing Guard	12.48
99830 - Survey Party Chief	19.48
99831 - Surveying Aide	11.98
99832 - Surveying Technician	18.29
99840 - Vending Machine Attendant	13.48
99841 - Vending Machine Repairer	16.97
99842 - Vending Machine Repairer Helper	13.48

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; and 3 weeks after 5 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4531
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.

State: Florida

Area: Florida County of Okaloosa

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.04
01012 - Accounting Clerk II		16.89
01013 - Accounting Clerk III		18.89
01020 - Administrative Assistant		23.01
01035 - Court Reporter		18.07
01041 - Customer Service Representative I		13.05
01042 - Customer Service Representative II		14.65
01043 - Customer Service Representative III		16.02
01051 - Data Entry Operator I		15.16
01052 - Data Entry Operator II		16.54
01060 - Dispatcher Motor Vehicle		14.56
01070 - Document Preparation Clerk		14.39
01090 - Duplicating Machine Operator		14.39
01111 - General Clerk I		13.38
01112 - General Clerk II		14.60

01113 - General Clerk III 16.40
01120 - Housing Referral Assistant 20.15
01141 - Messenger Courier 13.89
01191 - Order Clerk I 14.78
01192 - Order Clerk II 17.20
01261 - Personnel Assistant (Employment) I 16.54
01262 - Personnel Assistant (Employment) II 18.49
01263 - Personnel Assistant (Employment) III 20.61
01270 - Production Control Clerk 23.86
01290 - Rental Clerk 13.85
01300 - Scheduler Maintenance 16.16
01311 - Secretary I 16.16
01312 - Secretary II 18.07
01313 - Secretary III 20.15
01320 - Service Order Dispatcher 13.02
01410 - Supply Technician 23.01
01420 - Survey Worker 15.62
01460 - Switchboard Operator/Receptionist 14.52
01531 - Travel Clerk I 15.17
01532 - Travel Clerk II 16.24
01533 - Travel Clerk III 17.36
01611 - Word Processor I 14.39
01612 - Word Processor II 16.16
01613 - Word Processor III 18.07
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.33
05010 - Automotive Electrician 21.34
05040 - Automotive Glass Installer 19.89
05070 - Automotive Worker 19.89
05110 - Mobile Equipment Servicer 17.06
05130 - Motor Equipment Metal Mechanic 22.76
05160 - Motor Equipment Metal Worker 19.89
05190 - Motor Vehicle Mechanic 22.76
05220 - Motor Vehicle Mechanic Helper 15.93
05250 - Motor Vehicle Upholstery Worker 18.42
05280 - Motor Vehicle Wrecker 19.89
05310 - Painter Automotive 21.34
05340 - Radiator Repair Specialist 19.89
05370 - Tire Repairer 14.81
05400 - Transmission Repair Specialist 22.76
07000 - Food Preparation And Service Occupations
07010 - Baker 14.55
07041 - Cook I 12.76
07042 - Cook II 14.95
07070 - Dishwasher 11.57
07130 - Food Service Worker 13.37
07210 - Meat Cutter 15.53
07260 - Waiter/Waitress 10.07
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 22.35

09040 - Furniture Handler 13.23
09080 - Furniture Refinisher 22.35
09090 - Furniture Refinisher Helper 16.24
09110 - Furniture Repairer Minor 19.29
09130 - Upholsterer 22.35
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.67
11060 - Elevator Operator 12.52
11090 - Gardener 19.56
11122 - Housekeeping Aide 12.52
11150 - Janitor 12.52
11210 - Laborer Grounds Maintenance 14.55
11240 - Maid or Houseman 11.25
11260 - Pruner 12.83
11270 - Tractor Operator 17.87
11330 - Trail Maintenance Worker 14.55
11360 - Window Cleaner 14.20
12000 - Health Occupations
12010 - Ambulance Driver 17.15
12011 - Breath Alcohol Technician 18.44
12012 - Certified Occupational Therapist Assistant 25.30
12015 - Certified Physical Therapist Assistant 30.36
12020 - Dental Assistant 22.58
12025 - Dental Hygienist 37.60
12030 - EKG Technician 27.94
12035 - Electroneurodiagnostic Technologist 27.94
12040 - Emergency Medical Technician 17.15
12071 - Licensed Practical Nurse I 16.49
12072 - Licensed Practical Nurse II 18.44
12073 - Licensed Practical Nurse III 20.55
12100 - Medical Assistant 16.66
12130 - Medical Laboratory Technician 24.49
12160 - Medical Record Clerk 16.42
12190 - Medical Record Technician 18.36
12195 - Medical Transcriptionist 16.02
12210 - Nuclear Medicine Technologist 40.52
12221 - Nursing Assistant I 11.76
12222 - Nursing Assistant II 13.21
12223 - Nursing Assistant III 14.42
12224 - Nursing Assistant IV 16.19
12235 - Optical Dispenser 20.32
12236 - Optical Technician 16.49
12250 - Pharmacy Technician 16.73
12280 - Phlebotomist 15.86
12305 - Radiologic Technologist 23.16
12311 - Registered Nurse I 23.35
12312 - Registered Nurse II 28.56
12313 - Registered Nurse II Specialist 28.56
12314 - Registered Nurse III 34.56
12315 - Registered Nurse III Anesthetist 34.56

12316 - Registered Nurse IV		41.42
12317 - Scheduler (Drug and Alcohol Testing)		22.84
12320 - Substance Abuse Treatment Counselor		21.58
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.44
13012 - Exhibits Specialist II		27.80
13013 - Exhibits Specialist III		34.01
13041 - Illustrator I		22.72
13042 - Illustrator II		28.13
13043 - Illustrator III		34.42
13047 - Librarian		30.79
13050 - Library Aide/Clerk		14.44
13054 - Library Information Technology Systems Administrator		27.80
13058 - Library Technician		19.10
13061 - Media Specialist I		19.79
13062 - Media Specialist II		21.95
13063 - Media Specialist III		24.37
13071 - Photographer I		17.91
13072 - Photographer II		21.19
13073 - Photographer III		25.81
13074 - Photographer IV		30.36
13075 - Photographer V		36.72
13090 - Technical Order Library Clerk		18.14
13110 - Video Teleconference Technician		17.24
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.33
14042 - Computer Operator II		16.03
14043 - Computer Operator III		17.88
14044 - Computer Operator IV		19.86
14045 - Computer Operator V		21.99
14071 - Computer Programmer I	(see 1)	23.10
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.33
14160 - Personal Computer Support Technician		19.86
14170 - System Support Specialist		26.58
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.75
15020 - Aircrew Training Devices Instructor (Rated)		39.61
15030 - Air Crew Training Devices Instructor (Pilot)		46.49
15050 - Computer Based Training Specialist / Instructor		32.75
15060 - Educational Technologist		35.39
15070 - Flight Instructor (Pilot)		46.49
15080 - Graphic Artist		23.04
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 27.97
15095 - Technical Instructor/Course Developer 34.22
15110 - Test Proctor 22.58
15120 - Tutor 22.58
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.15
16030 - Counter Attendant 10.15
16040 - Dry Cleaner 11.71
16070 - Finisher Flatwork Machine 10.15
16090 - Presser Hand 10.15
16110 - Presser Machine Drycleaning 10.15
16130 - Presser Machine Shirts 10.15
16160 - Presser Machine Wearing Apparel Laundry 10.15
16190 - Sewing Machine Operator 12.21
16220 - Tailor 12.73
16250 - Washer Machine 10.62
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.35
19040 - Tool And Die Maker 27.59
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.91
21030 - Material Coordinator 23.86
21040 - Material Expediter 23.86
21050 - Material Handling Laborer 13.24
21071 - Order Filler 12.94
21080 - Production Line Worker (Food Processing) 15.91
21110 - Shipping Packer 17.04
21130 - Shipping/Receiving Clerk 17.04
21140 - Store Worker I 12.41
21150 - Stock Clerk 18.22
21210 - Tools And Parts Attendant 15.91
21410 - Warehouse Specialist 15.91
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 32.80
23019 - Aircraft Logs and Records Technician 25.23
23021 - Aircraft Mechanic I 31.17
23022 - Aircraft Mechanic II 32.80
23023 - Aircraft Mechanic III 34.45
23040 - Aircraft Mechanic Helper 21.25
23050 - Aircraft Painter 29.23
23060 - Aircraft Servicer 25.23
23070 - Aircraft Survival Flight Equipment Technician 29.23
23080 - Aircraft Worker 27.24
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 27.24
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 31.17
23110 - Appliance Mechanic 22.35

23120 - Bicycle Repairer 17.78
23125 - Cable Splicer 26.54
23130 - Carpenter Maintenance 18.88
23140 - Carpet Layer 20.83
23160 - Electrician Maintenance 23.51
23181 - Electronics Technician Maintenance I 25.07
23182 - Electronics Technician Maintenance II 26.90
23183 - Electronics Technician Maintenance III 28.69
23260 - Fabric Worker 19.29
23290 - Fire Alarm System Mechanic 19.53
23310 - Fire Extinguisher Repairer 17.78
23311 - Fuel Distribution System Mechanic 23.84
23312 - Fuel Distribution System Operator 17.78
23370 - General Maintenance Worker 17.78
23380 - Ground Support Equipment Mechanic 31.17
23381 - Ground Support Equipment Servicer 25.23
23382 - Ground Support Equipment Worker 27.24
23391 - Gunsmith I 17.78
23392 - Gunsmith II 20.83
23393 - Gunsmith III 23.84
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.99
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.14
23430 - Heavy Equipment Mechanic 27.96
23440 - Heavy Equipment Operator 20.60
23460 - Instrument Mechanic 23.84
23465 - Laboratory/Shelter Mechanic 22.35
23470 - Laborer 13.24
23510 - Locksmith 21.12
23530 - Machinery Maintenance Mechanic 29.50
23550 - Machinist Maintenance 23.46
23580 - Maintenance Trades Helper 15.39
23591 - Metrology Technician I 23.84
23592 - Metrology Technician II 25.08
23593 - Metrology Technician III 26.34
23640 - Millwright 23.84
23710 - Office Appliance Repairer 19.57
23760 - Painter Maintenance 17.79
23790 - Pipefitter Maintenance 22.66
23810 - Plumber Maintenance 21.53
23820 - Pneudraulic Systems Mechanic 23.84
23850 - Rigger 23.84
23870 - Scale Mechanic 20.83
23890 - Sheet-Metal Worker Maintenance 27.42
23910 - Small Engine Mechanic 19.69
23931 - Telecommunications Mechanic I 26.69
23932 - Telecommunications Mechanic II 28.09
23950 - Telephone Lineman 23.41
23960 - Welder Combination Maintenance 20.87

23965 - Well Driller	23.84
23970 - Woodcraft Worker	23.84
23980 - Woodworker	17.78
24000 - Personal Needs Occupations	
24550 - Case Manager	17.50
24570 - Child Care Attendant	10.18
24580 - Child Care Center Clerk	12.69
24610 - Chore Aide	11.34
24620 - Family Readiness And Support Services Coordinator	17.50
24630 - Homemaker	17.50
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.84
25040 - Sewage Plant Operator	22.25
25070 - Stationary Engineer	23.84
25190 - Ventilation Equipment Tender	16.17
25210 - Water Treatment Plant Operator	22.25
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.17
27007 - Baggage Inspector	14.67
27008 - Corrections Officer	18.33
27010 - Court Security Officer	18.61
27030 - Detection Dog Handler	16.40
27040 - Detention Officer	18.33
27070 - Firefighter	19.79
27101 - Guard I	14.67
27102 - Guard II	16.40
27131 - Police Officer I	19.34
27132 - Police Officer II	21.49
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.49
28042 - Carnival Equipment Repairer	16.90
28043 - Carnival Worker	11.23
28210 - Gate Attendant/Gate Tender	18.21
28310 - Lifeguard	14.96
28350 - Park Attendant (Aide)	20.37
28510 - Recreation Aide/Health Facility Attendant	14.87
28515 - Recreation Specialist	24.96
28630 - Sports Official	16.22
28690 - Swimming Pool Operator	20.00
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.83
29020 - Hatch Tender	20.83
29030 - Line Handler	20.83
29041 - Stevedore I	19.29
29042 - Stevedore II	22.35
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		17.40
30022 - Archeological Technician II		19.47
30023 - Archeological Technician III		24.12
30030 - Cartographic Technician		24.12
30040 - Civil Engineering Technician		23.47
30051 - Cryogenic Technician I		26.72
30052 - Cryogenic Technician II		29.51
30061 - Drafter/CAD Operator I		17.40
30062 - Drafter/CAD Operator II		19.47
30063 - Drafter/CAD Operator III		21.71
30064 - Drafter/CAD Operator IV		26.72
30081 - Engineering Technician I		15.40
30082 - Engineering Technician II		17.30
30083 - Engineering Technician III		19.35
30084 - Engineering Technician IV		23.97
30085 - Engineering Technician V		29.32
30086 - Engineering Technician VI		35.48
30090 - Environmental Technician		24.12
30095 - Evidence Control Specialist		24.12
30210 - Laboratory Technician		21.71
30221 - Latent Fingerprint Technician I		26.72
30222 - Latent Fingerprint Technician II		29.51
30240 - Mathematical Technician		24.12
30361 - Paralegal/Legal Assistant I		18.83
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		29.51
30390 - Photo-Optics Technician		23.42
30395 - Radiation Control Technician		29.51
30461 - Technical Writer I		24.12
30462 - Technical Writer II		29.51
30463 - Technical Writer III		35.70
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		32.50
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.71
30621 - Weather Observer Senior	(see 2)	24.12
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		13.39
31030 - Bus Driver		17.74
31043 - Driver Courier		16.45
31260 - Parking and Lot Attendant		10.49
31290 - Shuttle Bus Driver		16.36

31310 - Taxi Driver	13.65
31361 - Truckdriver Light	18.00
31362 - Truckdriver Medium	19.51
31363 - Truckdriver Heavy	17.50
31364 - Truckdriver Tractor-Trailer	17.50
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	11.07
99050 - Desk Clerk	10.96
99095 - Embalmer	25.60
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	16.62
99252 - Laboratory Animal Caretaker II	18.18
99260 - Marketing Analyst	22.63
99310 - Mortician	25.60
99410 - Pest Controller	18.20
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	16.91
99711 - Recycling Specialist	20.77
99730 - Refuse Collector	14.91
99810 - Sales Clerk	12.62
99820 - School Crossing Guard	14.44
99830 - Survey Party Chief	21.08
99831 - Surveying Aide	11.45
99832 - Surveying Technician	19.17
99840 - Vending Machine Attendant	20.11
99841 - Vending Machine Repairer	25.79
99842 - Vending Machine Repairer Helper	20.11

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 7 years and 4 weeks after 11 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4532
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: Florida

Area: Florida County of Okaloosa

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.12
01012 - Accounting Clerk II		15.84
01013 - Accounting Clerk III		17.72
01020 - Administrative Assistant		23.01
01035 - Court Reporter		18.07
01041 - Customer Service Representative I		11.86
01042 - Customer Service Representative II		13.35
01043 - Customer Service Representative III		14.56
01051 - Data Entry Operator I		13.78
01052 - Data Entry Operator II		15.04
01060 - Dispatcher Motor Vehicle		14.12
01070 - Document Preparation Clerk		14.39

01090 - Duplicating Machine Operator 14.39
01111 - General Clerk I 13.08
01112 - General Clerk II 14.27
01113 - General Clerk III 16.02
01120 - Housing Referral Assistant 20.15
01141 - Messenger Courier 12.63
01191 - Order Clerk I 14.78
01192 - Order Clerk II 17.20
01261 - Personnel Assistant (Employment) I 15.91
01262 - Personnel Assistant (Employment) II 17.80
01263 - Personnel Assistant (Employment) III 19.85
01270 - Production Control Clerk 23.86
01290 - Rental Clerk 13.09
01300 - Scheduler Maintenance 16.15
01311 - Secretary I 16.15
01312 - Secretary II 18.07
01313 - Secretary III 20.15
01320 - Service Order Dispatcher 12.62
01410 - Supply Technician 23.01
01420 - Survey Worker 14.20
01460 - Switchboard Operator/Receptionist 14.17
01531 - Travel Clerk I 14.69
01532 - Travel Clerk II 15.72
01533 - Travel Clerk III 16.81
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 21.33
05010 - Automotive Electrician 20.25
05040 - Automotive Glass Installer 19.43
05070 - Automotive Worker 18.80
05110 - Mobile Equipment Servicer 17.06
05130 - Motor Equipment Metal Mechanic 21.33
05160 - Motor Equipment Metal Worker 18.80
05190 - Motor Vehicle Mechanic 21.33
05220 - Motor Vehicle Mechanic Helper 15.93
05250 - Motor Vehicle Upholstery Worker 18.16
05280 - Motor Vehicle Wrecker 18.80
05310 - Painter Automotive 20.25
05340 - Radiator Repair Specialist 18.80
05370 - Tire Repairer 13.79
05400 - Transmission Repair Specialist 21.33
07000 - Food Preparation And Service Occupations
07010 - Baker 13.23
07041 - Cook I 12.76
07042 - Cook II 14.95
07070 - Dishwasher 10.96
07130 - Food Service Worker 13.12
07210 - Meat Cutter 15.53

07260 - Waiter/Waitress 10.07
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 21.12
09040 - Furniture Handler 12.78
09080 - Furniture Refinisher 21.12
09090 - Furniture Refinisher Helper 15.36
09110 - Furniture Repairer Minor 18.23
09130 - Upholsterer 21.12
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.67
11060 - Elevator Operator 12.37
11090 - Gardener 19.56
11122 - Housekeeping Aide 12.37
11150 - Janitor 12.37
11210 - Laborer Grounds Maintenance 14.55
11240 - Maid or Houseman 11.25
11260 - Pruner 12.83
11270 - Tractor Operator 17.87
11330 - Trail Maintenance Worker 14.55
11360 - Window Cleaner 14.03
12000 - Health Occupations
12010 - Ambulance Driver 17.15
12011 - Breath Alcohol Technician 18.35
12012 - Certified Occupational Therapist Assistant 25.17
12015 - Certified Physical Therapist Assistant 30.36
12020 - Dental Assistant 20.53
12025 - Dental Hygienist 37.60
12030 - EKG Technician 27.80
12035 - Electroneurodiagnostic Technologist 27.80
12040 - Emergency Medical Technician 17.15
12071 - Licensed Practical Nurse I 16.40
12072 - Licensed Practical Nurse II 18.35
12073 - Licensed Practical Nurse III 20.46
12100 - Medical Assistant 16.66
12130 - Medical Laboratory Technician 22.26
12160 - Medical Record Clerk 16.00
12190 - Medical Record Technician 18.35
12195 - Medical Transcriptionist 14.56
12210 - Nuclear Medicine Technologist 40.32
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 19.33
12236 - Optical Technician 16.40
12250 - Pharmacy Technician 16.73
12280 - Phlebotomist 15.86
12305 - Radiologic Technologist 22.53
12311 - Registered Nurse I 22.94
12312 - Registered Nurse II 28.07

12313 - Registered Nurse II Specialist		28.07
12314 - Registered Nurse III		33.96
12315 - Registered Nurse III Anesthetist		33.97
12316 - Registered Nurse IV		40.70
12317 - Scheduler (Drug and Alcohol Testing)		22.73
12320 - Substance Abuse Treatment Counselor		21.58
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.75
13012 - Exhibits Specialist II		25.72
13013 - Exhibits Specialist III		31.46
13041 - Illustrator I		22.72
13042 - Illustrator II		28.13
13043 - Illustrator III		34.42
13047 - Librarian		28.47
13050 - Library Aide/Clerk		13.13
13054 - Library Information Technology Systems Administrator		25.72
13058 - Library Technician		17.36
13061 - Media Specialist I		17.99
13062 - Media Specialist II		19.95
13063 - Media Specialist III		22.15
13071 - Photographer I		16.28
13072 - Photographer II		19.26
13073 - Photographer III		23.46
13074 - Photographer IV		27.60
13075 - Photographer V		33.38
13090 - Technical Order Library Clerk		16.49
13110 - Video Teleconference Technician		15.67
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.33
14042 - Computer Operator II		16.03
14043 - Computer Operator III		17.88
14044 - Computer Operator IV		19.86
14045 - Computer Operator V		21.99
14071 - Computer Programmer I	(see 1)	23.10
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.33
14160 - Personal Computer Support Technician		19.86
14170 - System Support Specialist		26.58
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.75
15020 - Aircrew Training Devices Instructor (Rated)		39.61
15030 - Air Crew Training Devices Instructor (Pilot)		46.02
15050 - Computer Based Training Specialist / Instructor		32.75
15060 - Educational Technologist		35.39

15070 - Flight Instructor (Pilot) 46.02
15080 - Graphic Artist 22.25
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 27.65
15095 - Technical Instructor/Course Developer 33.83
15110 - Test Proctor 22.33
15120 - Tutor 22.33
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.15
16030 - Counter Attendant 10.15
16040 - Dry Cleaner 11.71
16070 - Finisher Flatwork Machine 10.15
16090 - Presser Hand 10.15
16110 - Presser Machine Drycleaning 10.15
16130 - Presser Machine Shirts 10.15
16160 - Presser Machine Wearing Apparel Laundry 10.15
16190 - Sewing Machine Operator 12.21
16220 - Tailor 12.73
16250 - Washer Machine 10.62
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.12
19040 - Tool And Die Maker 26.09
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.91
21030 - Material Coordinator 23.86
21040 - Material Expediter 23.86
21050 - Material Handling Laborer 12.71
21071 - Order Filler 11.76
21080 - Production Line Worker (Food Processing) 15.91
21110 - Shipping Packer 17.04
21130 - Shipping/Receiving Clerk 17.04
21140 - Store Worker I 12.28
21150 - Stock Clerk 18.03
21210 - Tools And Parts Attendant 15.91
21410 - Warehouse Specialist 15.91
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 32.80
23019 - Aircraft Logs and Records Technician 25.23
23021 - Aircraft Mechanic I 31.17
23022 - Aircraft Mechanic II 32.80
23023 - Aircraft Mechanic III 34.45
23040 - Aircraft Mechanic Helper 21.25
23050 - Aircraft Painter 29.23
23060 - Aircraft Servicer 25.23
23070 - Aircraft Survival Flight Equipment Technician 29.23
23080 - Aircraft Worker 27.24
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 27.24

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 31.17
23110 - Appliance Mechanic 21.12
23120 - Bicycle Repairer 16.81
23125 - Cable Splicer 26.54
23130 - Carpenter Maintenance 17.90
23140 - Carpet Layer 19.69
23160 - Electrician Maintenance 23.51
23181 - Electronics Technician Maintenance I 25.07
23182 - Electronics Technician Maintenance II 26.90
23183 - Electronics Technician Maintenance III 28.69
23260 - Fabric Worker 18.23
23290 - Fire Alarm System Mechanic 19.53
23310 - Fire Extinguisher Repairer 16.81
23311 - Fuel Distribution System Mechanic 22.53
23312 - Fuel Distribution System Operator 17.11
23370 - General Maintenance Worker 17.19
23380 - Ground Support Equipment Mechanic 31.17
23381 - Ground Support Equipment Servicer 25.23
23382 - Ground Support Equipment Worker 27.24
23391 - Gunsmith I 16.81
23392 - Gunsmith II 19.69
23393 - Gunsmith III 22.53
23410 - Heating Ventilation And Air-Conditioning Mechanic 19.99
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.04
23430 - Heavy Equipment Mechanic 25.42
23440 - Heavy Equipment Operator 20.60
23460 - Instrument Mechanic 22.53
23465 - Laboratory/Shelter Mechanic 21.12
23470 - Laborer 12.71
23510 - Locksmith 21.12
23530 - Machinery Maintenance Mechanic 28.60
23550 - Machinist Maintenance 23.46
23580 - Maintenance Trades Helper 13.99
23591 - Metrology Technician I 22.53
23592 - Metrology Technician II 23.71
23593 - Metrology Technician III 24.90
23640 - Millwright 22.53
23710 - Office Appliance Repairer 19.57
23760 - Painter Maintenance 17.79
23790 - Pipefitter Maintenance 22.66
23810 - Plumber Maintenance 21.53
23820 - Pneudraulic Systems Mechanic 22.53
23850 - Rigger 22.53
23870 - Scale Mechanic 19.69
23890 - Sheet-Metal Worker Maintenance 24.93
23910 - Small Engine Mechanic 19.69
23931 - Telecommunications Mechanic I 26.69

23932 - Telecommunications Mechanic II	28.09
23950 - Telephone Lineman	21.28
23960 - Welder Combination Maintenance	20.87
23965 - Well Driller	22.53
23970 - Woodcraft Worker	22.53
23980 - Woodworker	16.81
24000 - Personal Needs Occupations	
24550 - Case Manager	16.32
24570 - Child Care Attendant	9.75
24580 - Child Care Center Clerk	12.16
24610 - Chore Aide	10.86
24620 - Family Readiness And Support Services Coordinator	16.32
24630 - Homemaker	16.32
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.53
25040 - Sewage Plant Operator	21.76
25070 - Stationary Engineer	22.53
25190 - Ventilation Equipment Tender	15.36
25210 - Water Treatment Plant Operator	21.76
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.82
27007 - Baggage Inspector	14.39
27008 - Corrections Officer	18.33
27010 - Court Security Officer	18.61
27030 - Detection Dog Handler	16.10
27040 - Detention Officer	18.33
27070 - Firefighter	19.79
27101 - Guard I	14.39
27102 - Guard II	16.10
27131 - Police Officer I	19.34
27132 - Police Officer II	21.49
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.49
28042 - Carnival Equipment Repairer	16.90
28043 - Carnival Worker	11.23
28210 - Gate Attendant/Gate Tender	18.21
28310 - Lifeguard	14.36
28350 - Park Attendant (Aide)	20.37
28510 - Recreation Aide/Health Facility Attendant	14.87
28515 - Recreation Specialist	23.76
28630 - Sports Official	16.22
28690 - Swimming Pool Operator	20.00
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.22
29020 - Hatch Tender	20.22
29030 - Line Handler	20.22
29041 - Stevedore I	19.04
29042 - Stevedore II	21.50
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.40
30022 - Archeological Technician II 19.47
30023 - Archeological Technician III 24.12
30030 - Cartographic Technician 24.12
30040 - Civil Engineering Technician 23.47
30051 - Cryogenic Technician I 26.72
30052 - Cryogenic Technician II 29.51
30061 - Drafter/CAD Operator I 17.40
30062 - Drafter/CAD Operator II 19.47
30063 - Drafter/CAD Operator III 21.71
30064 - Drafter/CAD Operator IV 26.72
30081 - Engineering Technician I 14.15
30082 - Engineering Technician II 15.88
30083 - Engineering Technician III 17.77
30084 - Engineering Technician IV 22.01
30085 - Engineering Technician V 26.93
30086 - Engineering Technician VI 32.58
30090 - Environmental Technician 24.12
30095 - Evidence Control Specialist 24.12
30210 - Laboratory Technician 21.71
30221 - Latent Fingerprint Technician I 26.72
30222 - Latent Fingerprint Technician II 29.51
30240 - Mathematical Technician 24.12
30361 - Paralegal/Legal Assistant I 18.83
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 29.51
30390 - Photo-Optics Technician 23.18
30395 - Radiation Control Technician 29.51
30461 - Technical Writer I 24.12
30462 - Technical Writer II 29.51
30463 - Technical Writer III 35.70
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 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) 24.12
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.17
31030 - Bus Driver 17.74

31043 - Driver Courier	14.95
31260 - Parking and Lot Attendant	10.00
31290 - Shuttle Bus Driver	16.36
31310 - Taxi Driver	12.41
31361 - Truckdriver Light	16.36
31362 - Truckdriver Medium	17.74
31363 - Truckdriver Heavy	17.07
31364 - Truckdriver Tractor-Trailer	17.07
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.28
99050 - Desk Clerk	10.96
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	15.11
99252 - Laboratory Animal Caretaker II	16.53
99260 - Marketing Analyst	22.63
99310 - Mortician	25.35
99410 - Pest Controller	18.20
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	16.91
99711 - Recycling Specialist	20.77
99730 - Refuse Collector	14.91
99810 - Sales Clerk	12.37
99820 - School Crossing Guard	14.29
99830 - Survey Party Chief	21.08
99831 - Surveying Aide	11.45
99832 - Surveying Technician	19.17
99840 - Vending Machine Attendant	19.91
99841 - Vending Machine Repairer	24.15
99842 - Vending Machine Repairer Helper	19.91

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 7 years and 4 weeks after 11 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4533
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: Florida

Area: Florida Counties of Flagler Volusia

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.84
01012 - Accounting Clerk II		16.66
01013 - Accounting Clerk III		18.64
01020 - Administrative Assistant		24.35
01035 - Court Reporter		18.19
01041 - Customer Service Representative I		11.10
01042 - Customer Service Representative II		12.49
01043 - Customer Service Representative III		13.62
01051 - Data Entry Operator I		12.39
01052 - Data Entry Operator II		13.52
01060 - Dispatcher Motor Vehicle		17.67
01070 - Document Preparation Clerk		15.98
01090 - Duplicating Machine Operator		15.98
01111 - General Clerk I		12.56
01112 - General Clerk II		13.70

01113 - General Clerk III 15.39
01120 - Housing Referral Assistant 19.76
01141 - Messenger Courier 13.34
01191 - Order Clerk I 12.97
01192 - Order Clerk II 14.16
01261 - Personnel Assistant (Employment) I 15.70
01262 - Personnel Assistant (Employment) II 17.57
01263 - Personnel Assistant (Employment) III 19.59
01270 - Production Control Clerk 20.45
01290 - Rental Clerk 12.63
01300 - Scheduler Maintenance 15.84
01311 - Secretary I 15.84
01312 - Secretary II 17.73
01313 - Secretary III 19.76
01320 - Service Order Dispatcher 15.79
01410 - Supply Technician 24.35
01420 - Survey Worker 15.17
01460 - Switchboard Operator/Receptionist 13.60
01531 - Travel Clerk I 14.09
01532 - Travel Clerk II 15.31
01533 - Travel Clerk III 16.45
01611 - Word Processor I 14.17
01612 - Word Processor II 15.91
01613 - Word Processor III 17.80
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 18.04
05010 - Automotive Electrician 17.16
05040 - Automotive Glass Installer 16.02
05070 - Automotive Worker 16.02
05110 - Mobile Equipment Servicer 13.80
05130 - Motor Equipment Metal Mechanic 18.29
05160 - Motor Equipment Metal Worker 16.02
05190 - Motor Vehicle Mechanic 18.29
05220 - Motor Vehicle Mechanic Helper 12.70
05250 - Motor Vehicle Upholstery Worker 14.93
05280 - Motor Vehicle Wrecker 16.02
05310 - Painter Automotive 17.16
05340 - Radiator Repair Specialist 16.02
05370 - Tire Repairer 11.89
05400 - Transmission Repair Specialist 18.29
07000 - Food Preparation And Service Occupations
07010 - Baker 13.43
07041 - Cook I 12.62
07042 - Cook II 14.64
07070 - Dishwasher 10.53
07130 - Food Service Worker 11.54
07210 - Meat Cutter 17.95
07260 - Waiter/Waitress 10.43
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 15.09

09040 - Furniture Handler	11.92
09080 - Furniture Refinisher	16.06
09090 - Furniture Refinisher Helper	11.94
09110 - Furniture Repairer Minor	13.97
09130 - Upholsterer	16.90
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.41
11060 - Elevator Operator	10.94
11090 - Gardener	16.34
11122 - Housekeeping Aide	10.94
11150 - Janitor	10.94
11210 - Laborer Grounds Maintenance	12.36
11240 - Maid or Houseman	10.16
11260 - Pruner	10.98
11270 - Tractor Operator	15.03
11330 - Trail Maintenance Worker	12.36
11360 - Window Cleaner	12.31
12000 - Health Occupations	
12010 - Ambulance Driver	17.46
12011 - Breath Alcohol Technician	17.46
12012 - Certified Occupational Therapist Assistant	30.39
12015 - Certified Physical Therapist Assistant	30.39
12020 - Dental Assistant	17.33
12025 - Dental Hygienist	29.97
12030 - EKG Technician	25.43
12035 - Electroneurodiagnostic Technologist	25.43
12040 - Emergency Medical Technician	17.46
12071 - Licensed Practical Nurse I	16.53
12072 - Licensed Practical Nurse II	18.50
12073 - Licensed Practical Nurse III	20.62
12100 - Medical Assistant	14.37
12130 - Medical Laboratory Technician	21.93
12160 - Medical Record Clerk	15.70
12190 - Medical Record Technician	17.57
12195 - Medical Transcriptionist	15.40
12210 - Nuclear Medicine Technologist	40.64
12221 - Nursing Assistant I	12.09
12222 - Nursing Assistant II	13.59
12223 - Nursing Assistant III	14.83
12224 - Nursing Assistant IV	16.64
12235 - Optical Dispenser	21.07
12236 - Optical Technician	15.59
12250 - Pharmacy Technician	13.66
12280 - Phlebotomist	14.83
12305 - Radiologic Technologist	24.10
12311 - Registered Nurse I	22.67
12312 - Registered Nurse II	27.74
12313 - Registered Nurse II Specialist	27.74
12314 - Registered Nurse III	33.56
12315 - Registered Nurse III Anesthetist	33.56

12316 - Registered Nurse IV		40.23
12317 - Scheduler (Drug and Alcohol Testing)		22.91
12320 - Substance Abuse Treatment Counselor		21.39
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.78
13012 - Exhibits Specialist II		24.57
13013 - Exhibits Specialist III		30.06
13041 - Illustrator I		19.78
13042 - Illustrator II		24.57
13043 - Illustrator III		30.06
13047 - Librarian		27.69
13050 - Library Aide/Clerk		14.03
13054 - Library Information Technology Systems Administrator		24.57
13058 - Library Technician		16.60
13061 - Media Specialist I		17.63
13062 - Media Specialist II		19.73
13063 - Media Specialist III		22.00
13071 - Photographer I		15.57
13072 - Photographer II		17.66
13073 - Photographer III		22.17
13074 - Photographer IV		27.06
13075 - Photographer V		32.84
13090 - Technical Order Library Clerk		17.63
13110 - Video Teleconference Technician		15.69
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.92
14042 - Computer Operator II		17.02
14043 - Computer Operator III		19.46
14044 - Computer Operator IV		21.57
14045 - Computer Operator V		23.93
14071 - Computer Programmer I	(see 1)	18.74
14072 - Computer Programmer II	(see 1)	23.63
14073 - Computer Programmer III	(see 1)	27.44
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	27.04
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.92
14160 - Personal Computer Support Technician		21.57
14170 - System Support Specialist		24.73
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.04
15020 - Aircrew Training Devices Instructor (Rated)		32.72
15030 - Air Crew Training Devices Instructor (Pilot)		39.22
15050 - Computer Based Training Specialist / Instructor		27.04
15060 - Educational Technologist		27.56
15070 - Flight Instructor (Pilot)		39.22
15080 - Graphic Artist		19.92
15085 - Maintenance Test Pilot Fixed Jet/Prop		39.22

15086 - Maintenance Test Pilot Rotary Wing 39.22
15088 - Non-Maintenance Test/Co-Pilot 39.22
15090 - Technical Instructor 18.07
15095 - Technical Instructor/Course Developer 22.11
15110 - Test Proctor 14.59
15120 - Tutor 14.59
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.04
16030 - Counter Attendant 10.04
16040 - Dry Cleaner 12.82
16070 - Finisher Flatwork Machine 10.04
16090 - Presser Hand 10.04
16110 - Presser Machine Drycleaning 10.04
16130 - Presser Machine Shirts 10.04
16160 - Presser Machine Wearing Apparel Laundry 10.04
16190 - Sewing Machine Operator 13.67
16220 - Tailor 14.50
16250 - Washer Machine 10.94
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.38
19040 - Tool And Die Maker 24.43
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.72
21030 - Material Coordinator 20.45
21040 - Material Expediter 20.45
21050 - Material Handling Laborer 12.07
21071 - Order Filler 12.35
21080 - Production Line Worker (Food Processing) 15.72
21110 - Shipping Packer 14.73
21130 - Shipping/Receiving Clerk 14.73
21140 - Store Worker I 11.16
21150 - Stock Clerk 15.98
21210 - Tools And Parts Attendant 15.72
21410 - Warehouse Specialist 15.72
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.41
23019 - Aircraft Logs and Records Technician 21.11
23021 - Aircraft Mechanic I 25.86
23022 - Aircraft Mechanic II 27.41
23023 - Aircraft Mechanic III 29.01
23040 - Aircraft Mechanic Helper 17.95
23050 - Aircraft Painter 24.27
23060 - Aircraft Servicer 21.11
23070 - Aircraft Survival Flight Equipment Technician 24.27
23080 - Aircraft Worker 22.65
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.65
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.86
23110 - Appliance Mechanic 19.38

23120 - Bicycle Repairer	15.59
23125 - Cable Splicer	24.99
23130 - Carpenter Maintenance	17.22
23140 - Carpet Layer	18.09
23160 - Electrician Maintenance	18.59
23181 - Electronics Technician Maintenance I	20.54
23182 - Electronics Technician Maintenance II	21.88
23183 - Electronics Technician Maintenance III	23.21
23260 - Fabric Worker	16.85
23290 - Fire Alarm System Mechanic	20.65
23310 - Fire Extinguisher Repairer	15.59
23311 - Fuel Distribution System Mechanic	20.65
23312 - Fuel Distribution System Operator	15.59
23370 - General Maintenance Worker	14.46
23380 - Ground Support Equipment Mechanic	25.86
23381 - Ground Support Equipment Servicer	21.11
23382 - Ground Support Equipment Worker	22.65
23391 - Gunsmith I	15.59
23392 - Gunsmith II	18.09
23393 - Gunsmith III	20.65
23410 - Heating Ventilation And Air-Conditioning Mechanic	20.32
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	21.54
23430 - Heavy Equipment Mechanic	18.73
23440 - Heavy Equipment Operator	18.07
23460 - Instrument Mechanic	20.65
23465 - Laboratory/Shelter Mechanic	19.38
23470 - Laborer	12.07
23510 - Locksmith	16.90
23530 - Machinery Maintenance Mechanic	20.91
23550 - Machinist Maintenance	18.47
23580 - Maintenance Trades Helper	12.23
23591 - Metrology Technician I	20.65
23592 - Metrology Technician II	21.89
23593 - Metrology Technician III	23.17
23640 - Millwright	20.65
23710 - Office Appliance Repairer	16.49
23760 - Painter Maintenance	14.72
23790 - Pipefitter Maintenance	18.99
23810 - Plumber Maintenance	17.82
23820 - Pneudraulic Systems Mechanic	20.65
23850 - Rigger	23.02
23870 - Scale Mechanic	18.09
23890 - Sheet-Metal Worker Maintenance	20.49
23910 - Small Engine Mechanic	18.36
23931 - Telecommunications Mechanic I	24.36
23932 - Telecommunications Mechanic II	25.82
23950 - Telephone Lineman	20.03
23960 - Welder Combination Maintenance	16.92

23965 - Well Driller	20.65
23970 - Woodcraft Worker	20.65
23980 - Woodworker	15.59
24000 - Personal Needs Occupations	
24550 - Case Manager	14.83
24570 - Child Care Attendant	10.49
24580 - Child Care Center Clerk	13.09
24610 - Chore Aide	10.86
24620 - Family Readiness And Support Services Coordinator	14.83
24630 - Homemaker	14.99
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.50
25040 - Sewage Plant Operator	20.71
25070 - Stationary Engineer	21.50
25190 - Ventilation Equipment Tender	14.93
25210 - Water Treatment Plant Operator	20.71
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.46
27007 - Baggage Inspector	11.62
27008 - Corrections Officer	17.91
27010 - Court Security Officer	17.85
27030 - Detection Dog Handler	13.11
27040 - Detention Officer	17.91
27070 - Firefighter	17.65
27101 - Guard I	11.62
27102 - Guard II	13.11
27131 - Police Officer I	19.63
27132 - Police Officer II	21.81
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.95
28042 - Carnival Equipment Repairer	15.17
28043 - Carnival Worker	10.19
28210 - Gate Attendant/Gate Tender	15.51
28310 - Lifeguard	12.19
28350 - Park Attendant (Aide)	17.36
28510 - Recreation Aide/Health Facility Attendant	12.67
28515 - Recreation Specialist	21.50
28630 - Sports Official	13.82
28690 - Swimming Pool Operator	17.60
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.29
29020 - Hatch Tender	18.29
29030 - Line Handler	18.29
29041 - Stevedore I	16.89
29042 - Stevedore II	19.58
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		18.06
30022 - Archeological Technician II		20.72
30023 - Archeological Technician III		25.08
30030 - Cartographic Technician		25.08
30040 - Civil Engineering Technician		25.99
30051 - Cryogenic Technician I		27.34
30052 - Cryogenic Technician II		30.20
30061 - Drafter/CAD Operator I		17.81
30062 - Drafter/CAD Operator II		20.55
30063 - Drafter/CAD Operator III		22.84
30064 - Drafter/CAD Operator IV		27.34
30081 - Engineering Technician I		14.32
30082 - Engineering Technician II		17.62
30083 - Engineering Technician III		20.31
30084 - Engineering Technician IV		24.79
30085 - Engineering Technician V		30.21
30086 - Engineering Technician VI		36.60
30090 - Environmental Technician		24.68
30095 - Evidence Control Specialist		24.68
30210 - Laboratory Technician		17.85
30221 - Latent Fingerprint Technician I		27.34
30222 - Latent Fingerprint Technician II		30.20
30240 - Mathematical Technician		25.08
30361 - Paralegal/Legal Assistant I		20.45
30362 - Paralegal/Legal Assistant II		25.33
30363 - Paralegal/Legal Assistant III		30.99
30364 - Paralegal/Legal Assistant IV		37.49
30375 - Petroleum Supply Specialist		30.20
30390 - Photo-Optics Technician		25.08
30395 - Radiation Control Technician		30.20
30461 - Technical Writer I		24.79
30462 - Technical Writer II		30.21
30463 - Technical Writer III		35.58
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		27.34
30502 - Weather Forecaster II		33.26
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.84
30621 - Weather Observer Senior	(see 2)	24.68
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		11.51
31030 - Bus Driver		15.65
31043 - Driver Courier		13.40
31260 - Parking and Lot Attendant		10.75
31290 - Shuttle Bus Driver		15.75

31310 - Taxi Driver	14.14
31361 - Truckdriver Light	14.57
31362 - Truckdriver Medium	15.75
31363 - Truckdriver Heavy	18.14
31364 - Truckdriver Tractor-Trailer	18.14
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.46
99050 - Desk Clerk	10.17
99095 - Embalmer	25.34
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.53
99252 - Laboratory Animal Caretaker II	14.71
99260 - Marketing Analyst	26.43
99310 - Mortician	25.34
99410 - Pest Controller	16.52
99510 - Photofinishing Worker	14.20
99710 - Recycling Laborer	17.81
99711 - Recycling Specialist	21.66
99730 - Refuse Collector	15.82
99810 - Sales Clerk	13.44
99820 - School Crossing Guard	12.17
99830 - Survey Party Chief	20.48
99831 - Surveying Aide	13.43
99832 - Surveying Technician	18.37
99840 - Vending Machine Attendant	17.55
99841 - Vending Machine Repairer	22.14
99842 - Vending Machine Repairer Helper	17.55

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years and 4 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.: 2015-4534
Revision No.: 12
Date Of Last Revision: 06/22/2020

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: Florida

Area: Florida Counties of Flagler Volusia

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.84
01012 - Accounting Clerk II		16.66
01013 - Accounting Clerk III		18.64
01020 - Administrative Assistant		24.35
01035 - Court Reporter		18.19
01041 - Customer Service Representative I		11.10
01042 - Customer Service Representative II		12.49
01043 - Customer Service Representative III		13.62
01051 - Data Entry Operator I		12.39
01052 - Data Entry Operator II		13.52
01060 - Dispatcher Motor Vehicle		17.67
01070 - Document Preparation Clerk		15.98

01090 - Duplicating Machine Operator 15.98
01111 - General Clerk I 12.56
01112 - General Clerk II 13.70
01113 - General Clerk III 15.39
01120 - Housing Referral Assistant 19.76
01141 - Messenger Courier 13.34
01191 - Order Clerk I 12.97
01192 - Order Clerk II 14.16
01261 - Personnel Assistant (Employment) I 15.70
01262 - Personnel Assistant (Employment) II 17.57
01263 - Personnel Assistant (Employment) III 19.59
01270 - Production Control Clerk 20.45
01290 - Rental Clerk 12.63
01300 - Scheduler Maintenance 15.84
01311 - Secretary I 15.84
01312 - Secretary II 17.73
01313 - Secretary III 19.76
01320 - Service Order Dispatcher 15.79
01410 - Supply Technician 24.35
01420 - Survey Worker 15.17
01460 - Switchboard Operator/Receptionist 13.60
01531 - Travel Clerk I 14.09
01532 - Travel Clerk II 15.31
01533 - Travel Clerk III 16.45
01611 - Word Processor I 14.17
01612 - Word Processor II 15.91
01613 - Word Processor III 17.80
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 18.04
05010 - Automotive Electrician 17.16
05040 - Automotive Glass Installer 16.02
05070 - Automotive Worker 16.02
05110 - Mobile Equipment Servicer 13.80
05130 - Motor Equipment Metal Mechanic 18.29
05160 - Motor Equipment Metal Worker 16.02
05190 - Motor Vehicle Mechanic 18.29
05220 - Motor Vehicle Mechanic Helper 12.70
05250 - Motor Vehicle Upholstery Worker 14.93
05280 - Motor Vehicle Wrecker 16.02
05310 - Painter Automotive 17.16
05340 - Radiator Repair Specialist 16.02
05370 - Tire Repairer 11.89
05400 - Transmission Repair Specialist 18.29
07000 - Food Preparation And Service Occupations
07010 - Baker 13.43
07041 - Cook I 12.62
07042 - Cook II 14.64
07070 - Dishwasher 10.53
07130 - Food Service Worker 11.54
07210 - Meat Cutter 17.95

07260 - Waiter/Waitress	10.43
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.09
09040 - Furniture Handler	11.92
09080 - Furniture Refinisher	16.06
09090 - Furniture Refinisher Helper	11.94
09110 - Furniture Repairer Minor	13.97
09130 - Upholsterer	16.90
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.41
11060 - Elevator Operator	10.94
11090 - Gardener	16.34
11122 - Housekeeping Aide	10.94
11150 - Janitor	10.94
11210 - Laborer Grounds Maintenance	12.36
11240 - Maid or Houseman	10.16
11260 - Pruner	10.98
11270 - Tractor Operator	15.03
11330 - Trail Maintenance Worker	12.36
11360 - Window Cleaner	12.31
12000 - Health Occupations	
12010 - Ambulance Driver	17.46
12011 - Breath Alcohol Technician	17.46
12012 - Certified Occupational Therapist Assistant	30.39
12015 - Certified Physical Therapist Assistant	30.39
12020 - Dental Assistant	17.33
12025 - Dental Hygienist	29.97
12030 - EKG Technician	25.43
12035 - Electroneurodiagnostic Technologist	25.43
12040 - Emergency Medical Technician	17.46
12071 - Licensed Practical Nurse I	16.53
12072 - Licensed Practical Nurse II	18.50
12073 - Licensed Practical Nurse III	20.62
12100 - Medical Assistant	14.37
12130 - Medical Laboratory Technician	21.93
12160 - Medical Record Clerk	15.70
12190 - Medical Record Technician	17.57
12195 - Medical Transcriptionist	15.40
12210 - Nuclear Medicine Technologist	40.64
12221 - Nursing Assistant I	12.09
12222 - Nursing Assistant II	13.59
12223 - Nursing Assistant III	14.83
12224 - Nursing Assistant IV	16.64
12235 - Optical Dispenser	21.07
12236 - Optical Technician	15.59
12250 - Pharmacy Technician	13.66
12280 - Phlebotomist	14.83
12305 - Radiologic Technologist	24.10
12311 - Registered Nurse I	22.67
12312 - Registered Nurse II	27.74

12313 - Registered Nurse II Specialist		27.74
12314 - Registered Nurse III		33.56
12315 - Registered Nurse III Anesthetist		33.56
12316 - Registered Nurse IV		40.23
12317 - Scheduler (Drug and Alcohol Testing)		22.91
12320 - Substance Abuse Treatment Counselor		21.39
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.78
13012 - Exhibits Specialist II		24.57
13013 - Exhibits Specialist III		30.06
13041 - Illustrator I		19.78
13042 - Illustrator II		24.57
13043 - Illustrator III		30.06
13047 - Librarian		27.69
13050 - Library Aide/Clerk		14.03
13054 - Library Information Technology Systems Administrator		24.57
13058 - Library Technician		16.60
13061 - Media Specialist I		17.63
13062 - Media Specialist II		19.73
13063 - Media Specialist III		22.00
13071 - Photographer I		15.57
13072 - Photographer II		17.66
13073 - Photographer III		22.17
13074 - Photographer IV		27.06
13075 - Photographer V		32.84
13090 - Technical Order Library Clerk		17.63
13110 - Video Teleconference Technician		15.69
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.92
14042 - Computer Operator II		17.02
14043 - Computer Operator III		19.46
14044 - Computer Operator IV		21.57
14045 - Computer Operator V		23.93
14071 - Computer Programmer I	(see 1)	18.74
14072 - Computer Programmer II	(see 1)	23.63
14073 - Computer Programmer III	(see 1)	27.44
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	27.04
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.92
14160 - Personal Computer Support Technician		21.57
14170 - System Support Specialist		24.73
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.04
15020 - Aircrew Training Devices Instructor (Rated)		32.72
15030 - Air Crew Training Devices Instructor (Pilot)		39.22
15050 - Computer Based Training Specialist / Instructor		27.04
15060 - Educational Technologist		27.56

15070 - Flight Instructor (Pilot) 39.22
15080 - Graphic Artist 19.92
15085 - Maintenance Test Pilot Fixed Jet/Prop 39.22
15086 - Maintenance Test Pilot Rotary Wing 39.22
15088 - Non-Maintenance Test/Co-Pilot 39.22
15090 - Technical Instructor 18.07
15095 - Technical Instructor/Course Developer 22.11
15110 - Test Proctor 14.59
15120 - Tutor 14.59
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.04
16030 - Counter Attendant 10.04
16040 - Dry Cleaner 12.82
16070 - Finisher Flatwork Machine 10.04
16090 - Presser Hand 10.04
16110 - Presser Machine Drycleaning 10.04
16130 - Presser Machine Shirts 10.04
16160 - Presser Machine Wearing Apparel Laundry 10.04
16190 - Sewing Machine Operator 13.67
16220 - Tailor 14.50
16250 - Washer Machine 10.94
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.38
19040 - Tool And Die Maker 24.43
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.72
21030 - Material Coordinator 20.45
21040 - Material Expediter 20.45
21050 - Material Handling Laborer 12.07
21071 - Order Filler 12.35
21080 - Production Line Worker (Food Processing) 15.72
21110 - Shipping Packer 14.73
21130 - Shipping/Receiving Clerk 14.73
21140 - Store Worker I 11.16
21150 - Stock Clerk 15.98
21210 - Tools And Parts Attendant 15.72
21410 - Warehouse Specialist 15.72
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.41
23019 - Aircraft Logs and Records Technician 21.11
23021 - Aircraft Mechanic I 25.86
23022 - Aircraft Mechanic II 27.41
23023 - Aircraft Mechanic III 29.01
23040 - Aircraft Mechanic Helper 17.95
23050 - Aircraft Painter 24.27
23060 - Aircraft Servicer 21.11
23070 - Aircraft Survival Flight Equipment Technician 24.27
23080 - Aircraft Worker 22.65
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.65

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.86
23110 - Appliance Mechanic 19.38
23120 - Bicycle Repairer 15.59
23125 - Cable Splicer 24.99
23130 - Carpenter Maintenance 17.22
23140 - Carpet Layer 18.09
23160 - Electrician Maintenance 18.59
23181 - Electronics Technician Maintenance I 20.54
23182 - Electronics Technician Maintenance II 21.88
23183 - Electronics Technician Maintenance III 23.21
23260 - Fabric Worker 16.85
23290 - Fire Alarm System Mechanic 20.65
23310 - Fire Extinguisher Repairer 15.59
23311 - Fuel Distribution System Mechanic 20.65
23312 - Fuel Distribution System Operator 15.59
23370 - General Maintenance Worker 14.46
23380 - Ground Support Equipment Mechanic 25.86
23381 - Ground Support Equipment Servicer 21.11
23382 - Ground Support Equipment Worker 22.65
23391 - Gunsmith I 15.59
23392 - Gunsmith II 18.09
23393 - Gunsmith III 20.65
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.32
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.54
23430 - Heavy Equipment Mechanic 18.73
23440 - Heavy Equipment Operator 18.07
23460 - Instrument Mechanic 20.65
23465 - Laboratory/Shelter Mechanic 19.38
23470 - Laborer 12.07
23510 - Locksmith 16.90
23530 - Machinery Maintenance Mechanic 20.91
23550 - Machinist Maintenance 18.47
23580 - Maintenance Trades Helper 12.23
23591 - Metrology Technician I 20.65
23592 - Metrology Technician II 21.89
23593 - Metrology Technician III 23.17
23640 - Millwright 20.65
23710 - Office Appliance Repairer 16.49
23760 - Painter Maintenance 14.72
23790 - Pipefitter Maintenance 18.99
23810 - Plumber Maintenance 17.82
23820 - Pneudraulic Systems Mechanic 20.65
23850 - Rigger 23.02
23870 - Scale Mechanic 18.09
23890 - Sheet-Metal Worker Maintenance 20.49
23910 - Small Engine Mechanic 18.36
23931 - Telecommunications Mechanic I 24.36

23932 - Telecommunications Mechanic II 25.82
23950 - Telephone Lineman 20.03
23960 - Welder Combination Maintenance 16.92
23965 - Well Driller 20.65
23970 - Woodcraft Worker 20.65
23980 - Woodworker 15.59
24000 - Personal Needs Occupations
24550 - Case Manager 14.83
24570 - Child Care Attendant 10.49
24580 - Child Care Center Clerk 13.09
24610 - Chore Aide 10.86
24620 - Family Readiness And Support Services Coordinator 14.83
24630 - Homemaker 14.99
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 21.50
25040 - Sewage Plant Operator 20.71
25070 - Stationary Engineer 21.50
25190 - Ventilation Equipment Tender 14.93
25210 - Water Treatment Plant Operator 20.71
27000 - Protective Service Occupations
27004 - Alarm Monitor 17.46
27007 - Baggage Inspector 11.62
27008 - Corrections Officer 17.91
27010 - Court Security Officer 17.85
27030 - Detection Dog Handler 13.11
27040 - Detention Officer 17.91
27070 - Firefighter 17.65
27101 - Guard I 11.62
27102 - Guard II 13.11
27131 - Police Officer I 19.63
27132 - Police Officer II 21.81
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.95
28042 - Carnival Equipment Repairer 15.17
28043 - Carnival Worker 10.19
28210 - Gate Attendant/Gate Tender 15.51
28310 - Lifeguard 12.19
28350 - Park Attendant (Aide) 17.36
28510 - Recreation Aide/Health Facility Attendant 12.67
28515 - Recreation Specialist 21.50
28630 - Sports Official 13.82
28690 - Swimming Pool Operator 17.60
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 18.29
29020 - Hatch Tender 18.29
29030 - Line Handler 18.29
29041 - Stevedore I 16.89
29042 - Stevedore II 19.58
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 18.06
30022 - Archeological Technician II 20.72
30023 - Archeological Technician III 25.08
30030 - Cartographic Technician 25.08
30040 - Civil Engineering Technician 25.99
30051 - Cryogenic Technician I 27.34
30052 - Cryogenic Technician II 30.20
30061 - Drafter/CAD Operator I 17.81
30062 - Drafter/CAD Operator II 20.55
30063 - Drafter/CAD Operator III 22.84
30064 - Drafter/CAD Operator IV 27.34
30081 - Engineering Technician I 14.32
30082 - Engineering Technician II 17.62
30083 - Engineering Technician III 20.31
30084 - Engineering Technician IV 24.79
30085 - Engineering Technician V 30.21
30086 - Engineering Technician VI 36.60
30090 - Environmental Technician 24.68
30095 - Evidence Control Specialist 24.68
30210 - Laboratory Technician 17.85
30221 - Latent Fingerprint Technician I 27.34
30222 - Latent Fingerprint Technician II 30.20
30240 - Mathematical Technician 25.08
30361 - Paralegal/Legal Assistant I 20.45
30362 - Paralegal/Legal Assistant II 25.33
30363 - Paralegal/Legal Assistant III 30.99
30364 - Paralegal/Legal Assistant IV 37.49
30375 - Petroleum Supply Specialist 30.20
30390 - Photo-Optics Technician 25.08
30395 - Radiation Control Technician 30.20
30461 - Technical Writer I 24.79
30462 - Technical Writer II 30.21
30463 - Technical Writer III 35.58
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 27.34
30502 - Weather Forecaster II 33.26
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.84
30621 - Weather Observer Senior (see 2) 24.68
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 11.51
31030 - Bus Driver 15.65

31043 - Driver Courier	13.40
31260 - Parking and Lot Attendant	10.75
31290 - Shuttle Bus Driver	15.75
31310 - Taxi Driver	14.14
31361 - Truckdriver Light	14.57
31362 - Truckdriver Medium	15.75
31363 - Truckdriver Heavy	18.14
31364 - Truckdriver Tractor-Trailer	18.14
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.46
99050 - Desk Clerk	10.17
99095 - Embalmer	25.34
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.53
99252 - Laboratory Animal Caretaker II	14.71
99260 - Marketing Analyst	26.43
99310 - Mortician	25.34
99410 - Pest Controller	16.52
99510 - Photofinishing Worker	14.20
99710 - Recycling Laborer	17.81
99711 - Recycling Specialist	21.66
99730 - Refuse Collector	15.82
99810 - Sales Clerk	13.44
99820 - School Crossing Guard	12.17
99830 - Survey Party Chief	20.48
99831 - Surveying Aide	13.43
99832 - Surveying Technician	18.37
99840 - Vending Machine Attendant	17.55
99841 - Vending Machine Repairer	22.14
99842 - Vending Machine Repairer Helper	17.55

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years and 4 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.: 2015-4535
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.

State: Florida

Area: Florida County of Broward

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		17.79
01013 - Accounting Clerk III		19.89
01020 - Administrative Assistant		28.29
01035 - Court Reporter		19.31
01041 - Customer Service Representative I		13.15
01042 - Customer Service Representative II		14.56
01043 - Customer Service Representative III		16.12
01051 - Data Entry Operator I		14.37
01052 - Data Entry Operator II		15.68
01060 - Dispatcher Motor Vehicle		17.21
01070 - Document Preparation Clerk		14.77
01090 - Duplicating Machine Operator		14.77
01111 - General Clerk I		14.69
01112 - General Clerk II		16.03

01113 - General Clerk III 18.01
01120 - Housing Referral Assistant 21.52
01141 - Messenger Courier 14.85
01191 - Order Clerk I 15.11
01192 - Order Clerk II 16.49
01261 - Personnel Assistant (Employment) I 17.43
01262 - Personnel Assistant (Employment) II 19.49
01263 - Personnel Assistant (Employment) III 21.72
01270 - Production Control Clerk 20.75
01290 - Rental Clerk 14.93
01300 - Scheduler Maintenance 17.27
01311 - Secretary I 17.27
01312 - Secretary II 19.31
01313 - Secretary III 21.52
01320 - Service Order Dispatcher 15.39
01410 - Supply Technician 28.29
01420 - Survey Worker 20.30
01460 - Switchboard Operator/Receptionist 14.49
01531 - Travel Clerk I 16.67
01532 - Travel Clerk II 18.12
01533 - Travel Clerk III 19.41
01611 - Word Processor I 15.20
01612 - Word Processor II 17.06
01613 - Word Processor III 19.08
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.45
05010 - Automotive Electrician 19.13
05040 - Automotive Glass Installer 17.86
05070 - Automotive Worker 17.86
05110 - Mobile Equipment Servicer 15.10
05130 - Motor Equipment Metal Mechanic 20.40
05160 - Motor Equipment Metal Worker 17.86
05190 - Motor Vehicle Mechanic 20.40
05220 - Motor Vehicle Mechanic Helper 13.71
05250 - Motor Vehicle Upholstery Worker 16.52
05280 - Motor Vehicle Wrecker 17.86
05310 - Painter Automotive 19.13
05340 - Radiator Repair Specialist 17.86
05370 - Tire Repairer 15.15
05400 - Transmission Repair Specialist 20.40
07000 - Food Preparation And Service Occupations
07010 - Baker 14.25
07041 - Cook I 14.20
07042 - Cook II 16.81
07070 - Dishwasher 11.20
07130 - Food Service Worker 12.87
07210 - Meat Cutter 16.63
07260 - Waiter/Waitress 9.85
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 18.05

09040 - Furniture Handler 9.80
09080 - Furniture Refinisher 16.48
09090 - Furniture Refinisher Helper 11.83
09110 - Furniture Repairer Minor 14.27
09130 - Upholsterer 18.77
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.17
11060 - Elevator Operator 11.64
11090 - Gardener 19.91
11122 - Housekeeping Aide 11.64
11150 - Janitor 11.64
11210 - Laborer Grounds Maintenance 14.33
11240 - Maid or Houseman 11.42
11260 - Pruner 12.48
11270 - Tractor Operator 18.07
11330 - Trail Maintenance Worker 14.33
11360 - Window Cleaner 13.36
12000 - Health Occupations
12010 - Ambulance Driver 16.87
12011 - Breath Alcohol Technician 20.79
12012 - Certified Occupational Therapist Assistant 32.71
12015 - Certified Physical Therapist Assistant 29.49
12020 - Dental Assistant 19.65
12025 - Dental Hygienist 35.10
12030 - EKG Technician 24.21
12035 - Electroneurodiagnostic Technologist 24.21
12040 - Emergency Medical Technician 16.87
12071 - Licensed Practical Nurse I 18.59
12072 - Licensed Practical Nurse II 20.79
12073 - Licensed Practical Nurse III 23.17
12100 - Medical Assistant 17.50
12130 - Medical Laboratory Technician 25.82
12160 - Medical Record Clerk 17.77
12190 - Medical Record Technician 20.52
12195 - Medical Transcriptionist 18.61
12210 - Nuclear Medicine Technologist 37.64
12221 - Nursing Assistant I 12.08
12222 - Nursing Assistant II 13.57
12223 - Nursing Assistant III 14.82
12224 - Nursing Assistant IV 16.64
12235 - Optical Dispenser 19.33
12236 - Optical Technician 15.24
12250 - Pharmacy Technician 17.05
12280 - Phlebotomist 16.04
12305 - Radiologic Technologist 28.53
12311 - Registered Nurse I 26.32
12312 - Registered Nurse II 29.80
12313 - Registered Nurse II Specialist 29.80
12314 - Registered Nurse III 36.04
12315 - Registered Nurse III Anesthetist 36.04

12316 - Registered Nurse IV		43.22
12317 - Scheduler (Drug and Alcohol Testing)		25.76
12320 - Substance Abuse Treatment Counselor		24.02
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.30
13012 - Exhibits Specialist II		26.39
13013 - Exhibits Specialist III		32.28
13041 - Illustrator I		20.78
13042 - Illustrator II		25.74
13043 - Illustrator III		31.48
13047 - Librarian		30.39
13050 - Library Aide/Clerk		13.41
13054 - Library Information Technology Systems Administrator		26.99
13058 - Library Technician		19.27
13061 - Media Specialist I		18.57
13062 - Media Specialist II		20.78
13063 - Media Specialist III		23.16
13071 - Photographer I		16.89
13072 - Photographer II		18.89
13073 - Photographer III		23.40
13074 - Photographer IV		28.63
13075 - Photographer V		34.63
13090 - Technical Order Library Clerk		16.85
13110 - Video Teleconference Technician		21.33
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.05
14042 - Computer Operator II		20.20
14043 - Computer Operator III		22.52
14044 - Computer Operator IV		25.03
14045 - Computer Operator V		27.71
14071 - Computer Programmer I	(see 1)	22.63
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		18.05
14160 - Personal Computer Support Technician		25.03
14170 - System Support Specialist		28.42
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.48
15020 - Aircrew Training Devices Instructor (Rated)		38.08
15030 - Air Crew Training Devices Instructor (Pilot)		41.70
15050 - Computer Based Training Specialist / Instructor		31.48
15060 - Educational Technologist		29.68
15070 - Flight Instructor (Pilot)		41.70
15080 - Graphic Artist		24.26
15085 - Maintenance Test Pilot Fixed Jet/Prop		40.05

15086 - Maintenance Test Pilot Rotary Wing 40.05
15088 - Non-Maintenance Test/Co-Pilot 40.05
15090 - Technical Instructor 24.76
15095 - Technical Instructor/Course Developer 30.28
15110 - Test Proctor 19.99
15120 - Tutor 19.99
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.50
16030 - Counter Attendant 10.50
16040 - Dry Cleaner 13.05
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 13.88
16220 - Tailor 14.72
16250 - Washer Machine 11.36
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.65
19040 - Tool And Die Maker 24.98
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.31
21030 - Material Coordinator 20.75
21040 - Material Expediter 20.75
21050 - Material Handling Laborer 14.33
21071 - Order Filler 13.04
21080 - Production Line Worker (Food Processing) 17.31
21110 - Shipping Packer 15.19
21130 - Shipping/Receiving Clerk 15.19
21140 - Store Worker I 10.76
21150 - Stock Clerk 16.44
21210 - Tools And Parts Attendant 17.31
21410 - Warehouse Specialist 17.31
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 36.00
23019 - Aircraft Logs and Records Technician 27.39
23021 - Aircraft Mechanic I 33.83
23022 - Aircraft Mechanic II 36.00
23023 - Aircraft Mechanic III 38.14
23040 - Aircraft Mechanic Helper 22.74
23050 - Aircraft Painter 31.72
23060 - Aircraft Servicer 27.39
23070 - Aircraft Survival Flight Equipment Technician 31.72
23080 - Aircraft Worker 29.61
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 29.61
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 33.83
23110 - Appliance Mechanic 20.87

23120 - Bicycle Repairer 15.44
23125 - Cable Splicer 26.56
23130 - Carpenter Maintenance 20.40
23140 - Carpet Layer 20.01
23160 - Electrician Maintenance 21.98
23181 - Electronics Technician Maintenance I 24.51
23182 - Electronics Technician Maintenance II 26.58
23183 - Electronics Technician Maintenance III 29.81
23260 - Fabric Worker 17.63
23290 - Fire Alarm System Mechanic 22.16
23310 - Fire Extinguisher Repairer 16.92
23311 - Fuel Distribution System Mechanic 22.92
23312 - Fuel Distribution System Operator 16.97
23370 - General Maintenance Worker 17.47
23380 - Ground Support Equipment Mechanic 33.83
23381 - Ground Support Equipment Servicer 27.39
23382 - Ground Support Equipment Worker 29.61
23391 - Gunsmith I 16.92
23392 - Gunsmith II 20.00
23393 - Gunsmith III 22.85
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.18
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.54
23430 - Heavy Equipment Mechanic 24.94
23440 - Heavy Equipment Operator 21.73
23460 - Instrument Mechanic 22.85
23465 - Laboratory/Shelter Mechanic 21.43
23470 - Laborer 14.33
23510 - Locksmith 23.19
23530 - Machinery Maintenance Mechanic 22.98
23550 - Machinist Maintenance 21.89
23580 - Maintenance Trades Helper 14.87
23591 - Metrology Technician I 22.85
23592 - Metrology Technician II 24.32
23593 - Metrology Technician III 25.76
23640 - Millwright 21.19
23710 - Office Appliance Repairer 19.50
23760 - Painter Maintenance 17.51
23790 - Pipefitter Maintenance 23.94
23810 - Plumber Maintenance 22.45
23820 - Pneudraulic Systems Mechanic 22.85
23850 - Rigger 24.18
23870 - Scale Mechanic 20.00
23890 - Sheet-Metal Worker Maintenance 21.23
23910 - Small Engine Mechanic 20.50
23931 - Telecommunications Mechanic I 30.36
23932 - Telecommunications Mechanic II 32.31
23950 - Telephone Lineman 21.57
23960 - Welder Combination Maintenance 19.32

23965 - Well Driller		23.23
23970 - Woodcraft Worker		22.85
23980 - Woodworker		16.92
24000 - Personal Needs Occupations		
24550 - Case Manager		17.89
24570 - Child Care Attendant		11.53
24580 - Child Care Center Clerk		15.33
24610 - Chore Aide		11.57
24620 - Family Readiness And Support Services Coordinator		17.89
24630 - Homemaker		17.89
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		28.05
25040 - Sewage Plant Operator		24.77
25070 - Stationary Engineer		28.05
25190 - Ventilation Equipment Tender		18.86
25210 - Water Treatment Plant Operator		24.77
27000 - Protective Service Occupations		
27004 - Alarm Monitor		26.57
27007 - Baggage Inspector		12.47
27008 - Corrections Officer		33.02
27010 - Court Security Officer		32.52
27030 - Detection Dog Handler		18.11
27040 - Detention Officer		33.02
27070 - Firefighter		33.91
27101 - Guard I		12.47
27102 - Guard II		18.11
27131 - Police Officer I		33.00
27132 - Police Officer II		36.67
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		15.65
28042 - Carnival Equipment Repairer		17.24
28043 - Carnival Worker		10.81
28210 - Gate Attendant/Gate Tender		16.93
28310 - Lifeguard		16.05
28350 - Park Attendant (Aide)		18.93
28510 - Recreation Aide/Health Facility Attendant		13.81
28515 - Recreation Specialist		23.45
28630 - Sports Official		15.07
28690 - Swimming Pool Operator		20.39
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		30.51
29020 - Hatch Tender		30.51
29030 - Line Handler		30.51
29041 - Stevedore I		28.23
29042 - Stevedore II		32.69
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	42.91
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	29.59
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	32.58

30021 - Archeological Technician I		19.73
30022 - Archeological Technician II		22.06
30023 - Archeological Technician III		27.33
30030 - Cartographic Technician		27.33
30040 - Civil Engineering Technician		25.11
30051 - Cryogenic Technician I		29.66
30052 - Cryogenic Technician II		32.77
30061 - Drafter/CAD Operator I		19.73
30062 - Drafter/CAD Operator II		22.06
30063 - Drafter/CAD Operator III		24.59
30064 - Drafter/CAD Operator IV		30.27
30081 - Engineering Technician I		18.79
30082 - Engineering Technician II		21.92
30083 - Engineering Technician III		24.53
30084 - Engineering Technician IV		29.22
30085 - Engineering Technician V		35.73
30086 - Engineering Technician VI		41.29
30090 - Environmental Technician		22.97
30095 - Evidence Control Specialist		26.46
30210 - Laboratory Technician		22.08
30221 - Latent Fingerprint Technician I		27.03
30222 - Latent Fingerprint Technician II		29.86
30240 - Mathematical Technician		28.45
30361 - Paralegal/Legal Assistant I		21.78
30362 - Paralegal/Legal Assistant II		26.97
30363 - Paralegal/Legal Assistant III		32.99
30364 - Paralegal/Legal Assistant IV		39.92
30375 - Petroleum Supply Specialist		32.35
30390 - Photo-Optics Technician		27.33
30395 - Radiation Control Technician		32.35
30461 - Technical Writer I		25.84
30462 - Technical Writer II		31.61
30463 - Technical Writer III		38.25
30491 - Unexploded Ordnance (UXO) Technician I		27.27
30492 - Unexploded Ordnance (UXO) Technician II		33.00
30493 - Unexploded Ordnance (UXO) Technician III		39.55
30494 - Unexploded (UXO) Safety Escort		27.27
30495 - Unexploded (UXO) Sweep Personnel		27.27
30501 - Weather Forecaster I		29.66
30502 - Weather Forecaster II		35.64
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	24.59
30621 - Weather Observer Senior	(see 2)	27.33
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		33.00
31020 - Bus Aide		12.85
31030 - Bus Driver		19.52
31043 - Driver Courier		14.92
31260 - Parking and Lot Attendant		11.10
31290 - Shuttle Bus Driver		16.45

31310 - Taxi Driver	13.27
31361 - Truckdriver Light	16.45
31362 - Truckdriver Medium	17.99
31363 - Truckdriver Heavy	19.54
31364 - Truckdriver Tractor-Trailer	19.54
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.09
99030 - Cashier	10.87
99050 - Desk Clerk	12.81
99095 - Embalmer	24.75
99130 - Flight Follower	27.27
99251 - Laboratory Animal Caretaker I	14.27
99252 - Laboratory Animal Caretaker II	15.72
99260 - Marketing Analyst	29.71
99310 - Mortician	27.23
99410 - Pest Controller	17.33
99510 - Photofinishing Worker	14.81
99710 - Recycling Laborer	23.99
99711 - Recycling Specialist	30.26
99730 - Refuse Collector	20.90
99810 - Sales Clerk	12.58
99820 - School Crossing Guard	13.59
99830 - Survey Party Chief	21.79
99831 - Surveying Aide	13.16
99832 - Surveying Technician	19.86
99840 - Vending Machine Attendant	11.98
99841 - Vending Machine Repairer	15.62
99842 - Vending Machine Repairer Helper	11.98

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4536
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: Florida

Area: Florida County of Broward

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.66
01012 - Accounting Clerk II		17.57
01013 - Accounting Clerk III		19.66
01020 - Administrative Assistant		27.10
01035 - Court Reporter		19.08
01041 - Customer Service Representative I		12.96
01042 - Customer Service Representative II		14.56
01043 - Customer Service Representative III		15.89
01051 - Data Entry Operator I		13.82
01052 - Data Entry Operator II		15.09
01060 - Dispatcher Motor Vehicle		17.16
01070 - Document Preparation Clerk		14.77

01090 - Duplicating Machine Operator 14.77
01111 - General Clerk I 14.14
01112 - General Clerk II 15.43
01113 - General Clerk III 17.32
01120 - Housing Referral Assistant 21.28
01141 - Messenger Courier 14.85
01191 - Order Clerk I 14.72
01192 - Order Clerk II 16.06
01261 - Personnel Assistant (Employment) I 16.97
01262 - Personnel Assistant (Employment) II 18.98
01263 - Personnel Assistant (Employment) III 21.16
01270 - Production Control Clerk 20.75
01290 - Rental Clerk 14.93
01300 - Scheduler Maintenance 17.06
01311 - Secretary I 17.06
01312 - Secretary II 19.08
01313 - Secretary III 21.28
01320 - Service Order Dispatcher 15.35
01410 - Supply Technician 27.10
01420 - Survey Worker 20.30
01460 - Switchboard Operator/Receptionist 13.98
01531 - Travel Clerk I 16.65
01532 - Travel Clerk II 18.09
01533 - Travel Clerk III 19.38
01611 - Word Processor I 15.20
01612 - Word Processor II 17.06
01613 - Word Processor III 19.08
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.50
05010 - Automotive Electrician 19.13
05040 - Automotive Glass Installer 17.86
05070 - Automotive Worker 17.86
05110 - Mobile Equipment Servicer 15.10
05130 - Motor Equipment Metal Mechanic 20.40
05160 - Motor Equipment Metal Worker 17.86
05190 - Motor Vehicle Mechanic 20.40
05220 - Motor Vehicle Mechanic Helper 13.71
05250 - Motor Vehicle Upholstery Worker 16.52
05280 - Motor Vehicle Wrecker 17.86
05310 - Painter Automotive 19.13
05340 - Radiator Repair Specialist 17.86
05370 - Tire Repairer 14.04
05400 - Transmission Repair Specialist 20.40
07000 - Food Preparation And Service Occupations
07010 - Baker 13.20
07041 - Cook I 14.20
07042 - Cook II 16.81
07070 - Dishwasher 10.70
07130 - Food Service Worker 11.70
07210 - Meat Cutter 15.61

07260 - Waiter/Waitress	9.85
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.41
09040 - Furniture Handler	9.80
09080 - Furniture Refinisher	16.48
09090 - Furniture Refinisher Helper	11.83
09110 - Furniture Repairer Minor	14.27
09130 - Upholsterer	17.06
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.51
11060 - Elevator Operator	11.33
11090 - Gardener	18.99
11122 - Housekeeping Aide	11.33
11150 - Janitor	11.33
11210 - Laborer Grounds Maintenance	13.67
11240 - Maid or Houseman	11.23
11260 - Pruner	11.91
11270 - Tractor Operator	17.24
11330 - Trail Maintenance Worker	13.67
11360 - Window Cleaner	13.01
12000 - Health Occupations	
12010 - Ambulance Driver	16.87
12011 - Breath Alcohol Technician	20.52
12012 - Certified Occupational Therapist Assistant	31.78
12015 - Certified Physical Therapist Assistant	29.49
12020 - Dental Assistant	19.65
12025 - Dental Hygienist	35.10
12030 - EKG Technician	24.21
12035 - Electroneurodiagnostic Technologist	24.21
12040 - Emergency Medical Technician	16.87
12071 - Licensed Practical Nurse I	18.34
12072 - Licensed Practical Nurse II	20.52
12073 - Licensed Practical Nurse III	22.88
12100 - Medical Assistant	17.03
12130 - Medical Laboratory Technician	23.82
12160 - Medical Record Clerk	17.77
12190 - Medical Record Technician	20.52
12195 - Medical Transcriptionist	18.61
12210 - Nuclear Medicine Technologist	36.19
12221 - Nursing Assistant I	12.08
12222 - Nursing Assistant II	13.57
12223 - Nursing Assistant III	14.82
12224 - Nursing Assistant IV	16.64
12235 - Optical Dispenser	19.33
12236 - Optical Technician	15.24
12250 - Pharmacy Technician	16.34
12280 - Phlebotomist	15.83
12305 - Radiologic Technologist	28.53
12311 - Registered Nurse I	26.32
12312 - Registered Nurse II	29.80

12313 - Registered Nurse II Specialist		29.80
12314 - Registered Nurse III		36.04
12315 - Registered Nurse III Anesthetist		36.04
12316 - Registered Nurse IV		43.22
12317 - Scheduler (Drug and Alcohol Testing)		25.41
12320 - Substance Abuse Treatment Counselor		24.02
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.68
13012 - Exhibits Specialist II		25.62
13013 - Exhibits Specialist III		31.34
13041 - Illustrator I		20.78
13042 - Illustrator II		25.74
13043 - Illustrator III		31.48
13047 - Librarian		30.39
13050 - Library Aide/Clerk		13.41
13054 - Library Information Technology Systems Administrator		26.99
13058 - Library Technician		19.27
13061 - Media Specialist I		18.57
13062 - Media Specialist II		20.78
13063 - Media Specialist III		23.16
13071 - Photographer I		16.89
13072 - Photographer II		18.89
13073 - Photographer III		23.40
13074 - Photographer IV		28.63
13075 - Photographer V		34.63
13090 - Technical Order Library Clerk		16.85
13110 - Video Teleconference Technician		19.39
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.41
14042 - Computer Operator II		18.36
14043 - Computer Operator III		20.47
14044 - Computer Operator IV		22.75
14045 - Computer Operator V		25.19
14071 - Computer Programmer I	(see 1)	22.63
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		16.41
14160 - Personal Computer Support Technician		22.75
14170 - System Support Specialist		25.84
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.48
15020 - Aircrew Training Devices Instructor (Rated)		38.08
15030 - Air Crew Training Devices Instructor (Pilot)		41.70
15050 - Computer Based Training Specialist / Instructor		31.48
15060 - Educational Technologist		26.98

15070 - Flight Instructor (Pilot) 41.70
15080 - Graphic Artist 23.85
15085 - Maintenance Test Pilot Fixed Jet/Prop 39.28
15086 - Maintenance Test Pilot Rotary Wing 39.28
15088 - Non-Maintenance Test/Co-Pilot 39.28
15090 - Technical Instructor 24.76
15095 - Technical Instructor/Course Developer 30.28
15110 - Test Proctor 19.99
15120 - Tutor 19.99
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.50
16030 - Counter Attendant 10.50
16040 - Dry Cleaner 13.05
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 13.88
16220 - Tailor 14.72
16250 - Washer Machine 11.36
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 17.86
19040 - Tool And Die Maker 22.71
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.31
21030 - Material Coordinator 20.75
21040 - Material Expediter 20.75
21050 - Material Handling Laborer 13.44
21071 - Order Filler 13.04
21080 - Production Line Worker (Food Processing) 17.31
21110 - Shipping Packer 14.95
21130 - Shipping/Receiving Clerk 14.95
21140 - Store Worker I 10.76
21150 - Stock Clerk 16.44
21210 - Tools And Parts Attendant 17.31
21410 - Warehouse Specialist 17.31
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 32.73
23019 - Aircraft Logs and Records Technician 24.90
23021 - Aircraft Mechanic I 30.75
23022 - Aircraft Mechanic II 32.73
23023 - Aircraft Mechanic III 34.67
23040 - Aircraft Mechanic Helper 20.67
23050 - Aircraft Painter 28.84
23060 - Aircraft Servicer 24.90
23070 - Aircraft Survival Flight Equipment Technician 28.84
23080 - Aircraft Worker 26.92
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 26.92

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 30.75
23110 - Appliance Mechanic 19.84
23120 - Bicycle Repairer 15.44
23125 - Cable Splicer 25.67
23130 - Carpenter Maintenance 20.10
23140 - Carpet Layer 20.01
23160 - Electrician Maintenance 21.51
23181 - Electronics Technician Maintenance I 24.51
23182 - Electronics Technician Maintenance II 26.58
23183 - Electronics Technician Maintenance III 29.81
23260 - Fabric Worker 17.63
23290 - Fire Alarm System Mechanic 20.98
23310 - Fire Extinguisher Repairer 16.13
23311 - Fuel Distribution System Mechanic 22.92
23312 - Fuel Distribution System Operator 16.97
23370 - General Maintenance Worker 16.88
23380 - Ground Support Equipment Mechanic 30.75
23381 - Ground Support Equipment Servicer 24.90
23382 - Ground Support Equipment Worker 26.92
23391 - Gunsmith I 16.13
23392 - Gunsmith II 19.08
23393 - Gunsmith III 21.79
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.73
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.06
23430 - Heavy Equipment Mechanic 24.34
23440 - Heavy Equipment Operator 21.47
23460 - Instrument Mechanic 21.79
23465 - Laboratory/Shelter Mechanic 20.44
23470 - Laborer 13.44
23510 - Locksmith 23.19
23530 - Machinery Maintenance Mechanic 22.98
23550 - Machinist Maintenance 20.38
23580 - Maintenance Trades Helper 14.34
23591 - Metrology Technician I 21.79
23592 - Metrology Technician II 23.19
23593 - Metrology Technician III 24.57
23640 - Millwright 21.19
23710 - Office Appliance Repairer 19.50
23760 - Painter Maintenance 17.51
23790 - Pipefitter Maintenance 23.14
23810 - Plumber Maintenance 21.70
23820 - Pneudraulic Systems Mechanic 21.79
23850 - Rigger 23.72
23870 - Scale Mechanic 19.08
23890 - Sheet-Metal Worker Maintenance 21.23
23910 - Small Engine Mechanic 19.94
23931 - Telecommunications Mechanic I 27.72

23932 - Telecommunications Mechanic II 29.50
23950 - Telephone Lineman 20.79
23960 - Welder Combination Maintenance 18.69
23965 - Well Driller 21.79
23970 - Woodcraft Worker 21.79
23980 - Woodworker 16.13
24000 - Personal Needs Occupations
24550 - Case Manager 17.89
24570 - Child Care Attendant 11.36
24580 - Child Care Center Clerk 15.33
24610 - Chore Aide 11.57
24620 - Family Readiness And Support Services Coordinator 17.89
24630 - Homemaker 17.89
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 25.50
25040 - Sewage Plant Operator 24.77
25070 - Stationary Engineer 25.50
25190 - Ventilation Equipment Tender 17.15
25210 - Water Treatment Plant Operator 24.77
27000 - Protective Service Occupations
27004 - Alarm Monitor 25.97
27007 - Baggage Inspector 12.36
27008 - Corrections Officer 33.02
27010 - Court Security Officer 32.52
27030 - Detection Dog Handler 18.11
27040 - Detention Officer 33.02
27070 - Firefighter 33.91
27101 - Guard I 12.36
27102 - Guard II 18.11
27131 - Police Officer I 33.00
27132 - Police Officer II 36.67
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.40
28042 - Carnival Equipment Repairer 16.97
28043 - Carnival Worker 10.64
28210 - Gate Attendant/Gate Tender 16.55
28310 - Lifeguard 16.05
28350 - Park Attendant (Aide) 18.52
28510 - Recreation Aide/Health Facility Attendant 13.51
28515 - Recreation Specialist 22.94
28630 - Sports Official 14.75
28690 - Swimming Pool Operator 20.07
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 27.74
29020 - Hatch Tender 27.74
29030 - Line Handler 27.74
29041 - Stevedore I 25.66
29042 - Stevedore II 29.72
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 42.48
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 29.30
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 32.27
30021 - Archeological Technician I 18.66
30022 - Archeological Technician II 20.89
30023 - Archeological Technician III 24.98
30030 - Cartographic Technician 25.86
30040 - Civil Engineering Technician 25.11
30051 - Cryogenic Technician I 26.96
30052 - Cryogenic Technician II 29.79
30061 - Drafter/CAD Operator I 18.66
30062 - Drafter/CAD Operator II 20.89
30063 - Drafter/CAD Operator III 23.28
30064 - Drafter/CAD Operator IV 28.66
30081 - Engineering Technician I 18.79
30082 - Engineering Technician II 21.92
30083 - Engineering Technician III 24.53
30084 - Engineering Technician IV 29.22
30085 - Engineering Technician V 35.73
30086 - Engineering Technician VI 41.29
30090 - Environmental Technician 22.97
30095 - Evidence Control Specialist 24.05
30210 - Laboratory Technician 22.08
30221 - Latent Fingerprint Technician I 26.63
30222 - Latent Fingerprint Technician II 29.41
30240 - Mathematical Technician 25.86
30361 - Paralegal/Legal Assistant I 21.78
30362 - Paralegal/Legal Assistant II 26.97
30363 - Paralegal/Legal Assistant III 32.99
30364 - Paralegal/Legal Assistant IV 39.92
30375 - Petroleum Supply Specialist 29.41
30390 - Photo-Optics Technician 25.86
30395 - Radiation Control Technician 29.41
30461 - Technical Writer I 25.41
30462 - Technical Writer II 31.08
30463 - Technical Writer III 37.61
30491 - Unexploded Ordnance (UXO) Technician I 27.00
30492 - Unexploded Ordnance (UXO) Technician II 32.67
30493 - Unexploded Ordnance (UXO) Technician III 39.16
30494 - Unexploded (UXO) Safety Escort 27.00
30495 - Unexploded (UXO) Sweep Personnel 27.00
30501 - Weather Forecaster I 26.96
30502 - Weather Forecaster II 32.40
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.28
30621 - Weather Observer Senior (see 2) 25.86
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 32.67
31020 - Bus Aide 12.46
31030 - Bus Driver 18.95

31043 - Driver Courier	14.92
31260 - Parking and Lot Attendant	10.09
31290 - Shuttle Bus Driver	16.45
31310 - Taxi Driver	13.27
31361 - Truckdriver Light	16.45
31362 - Truckdriver Medium	17.99
31363 - Truckdriver Heavy	19.54
31364 - Truckdriver Tractor-Trailer	19.54
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.93
99030 - Cashier	10.46
99050 - Desk Clerk	12.48
99095 - Embalmer	24.75
99130 - Flight Follower	27.00
99251 - Laboratory Animal Caretaker I	13.87
99252 - Laboratory Animal Caretaker II	15.28
99260 - Marketing Analyst	29.71
99310 - Mortician	27.23
99410 - Pest Controller	17.11
99510 - Photofinishing Worker	14.81
99710 - Recycling Laborer	22.44
99711 - Recycling Specialist	28.30
99730 - Refuse Collector	19.55
99810 - Sales Clerk	12.58
99820 - School Crossing Guard	12.93
99830 - Survey Party Chief	21.20
99831 - Surveying Aide	12.80
99832 - Surveying Technician	19.32
99840 - Vending Machine Attendant	11.98
99841 - Vending Machine Repairer	15.62
99842 - Vending Machine Repairer Helper	11.98

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT 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.: 2015-4537
Revision No.: 11
Date Of Last Revision: 12/21/2020

Daniel W. Simms
Director

Division of
Wage Determinations

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Florida

Area: Florida Counties of Alachua Gilchrist

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.64
01012 - Accounting Clerk II		16.43
01013 - Accounting Clerk III		18.39
01020 - Administrative Assistant		21.90
01035 - Court Reporter		17.84
01041 - Customer Service Representative I		12.06
01042 - Customer Service Representative II		13.56
01043 - Customer Service Representative III		14.79
01051 - Data Entry Operator I		14.34
01052 - Data Entry Operator II		15.64
01060 - Dispatcher Motor Vehicle		17.82
01070 - Document Preparation Clerk		14.20
01090 - Duplicating Machine Operator		14.20
01111 - General Clerk I		13.18
01112 - General Clerk II		14.38

01113 - General Clerk III 16.14
01120 - Housing Referral Assistant 19.89
01141 - Messenger Courier 14.24
01191 - Order Clerk I 12.86
01192 - Order Clerk II 14.03
01261 - Personnel Assistant (Employment) I 16.34
01262 - Personnel Assistant (Employment) II 18.29
01263 - Personnel Assistant (Employment) III 20.39
01270 - Production Control Clerk 19.92
01290 - Rental Clerk 10.86
01300 - Scheduler Maintenance 15.94
01311 - Secretary I 15.94
01312 - Secretary II 17.84
01313 - Secretary III 19.89
01320 - Service Order Dispatcher 15.93
01410 - Supply Technician 21.90
01420 - Survey Worker 17.84
01460 - Switchboard Operator/Receptionist 13.13
01531 - Travel Clerk I 13.14
01532 - Travel Clerk II 14.28
01533 - Travel Clerk III 15.34
01611 - Word Processor I 14.20
01612 - Word Processor II 15.94
01613 - Word Processor III 17.84
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.93
05010 - Automotive Electrician 18.02
05040 - Automotive Glass Installer 16.82
05070 - Automotive Worker 16.82
05110 - Mobile Equipment Servicer 14.49
05130 - Motor Equipment Metal Mechanic 19.20
05160 - Motor Equipment Metal Worker 16.82
05190 - Motor Vehicle Mechanic 19.20
05220 - Motor Vehicle Mechanic Helper 13.33
05250 - Motor Vehicle Upholstery Worker 15.67
05280 - Motor Vehicle Wrecker 16.82
05310 - Painter Automotive 18.02
05340 - Radiator Repair Specialist 16.82
05370 - Tire Repairer 10.47
05400 - Transmission Repair Specialist 19.20
07000 - Food Preparation And Service Occupations
07010 - Baker 13.38
07041 - Cook I 12.24
07042 - Cook II 14.20
07070 - Dishwasher 10.20
07130 - Food Service Worker 11.08
07210 - Meat Cutter 16.87
07260 - Waiter/Waitress 9.70
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 18.34

09040 - Furniture Handler 11.16
09080 - Furniture Refinisher 18.34
09090 - Furniture Refinisher Helper 13.57
09110 - Furniture Repairer Minor 15.95
09130 - Upholsterer 18.34
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.65
11060 - Elevator Operator 12.14
11090 - Gardener 17.88
11122 - Housekeeping Aide 12.14
11150 - Janitor 12.14
11210 - Laborer Grounds Maintenance 13.52
11240 - Maid or Houseman 11.07
11260 - Pruner 12.01
11270 - Tractor Operator 16.44
11330 - Trail Maintenance Worker 13.52
11360 - Window Cleaner 13.67
12000 - Health Occupations
12010 - Ambulance Driver 18.32
12011 - Breath Alcohol Technician 18.32
12012 - Certified Occupational Therapist Assistant 27.71
12015 - Certified Physical Therapist Assistant 28.99
12020 - Dental Assistant 18.71
12025 - Dental Hygienist 31.06
12030 - EKG Technician 30.38
12035 - Electroneurodiagnostic Technologist 30.38
12040 - Emergency Medical Technician 18.32
12071 - Licensed Practical Nurse I 18.05
12072 - Licensed Practical Nurse II 20.20
12073 - Licensed Practical Nurse III 22.52
12100 - Medical Assistant 15.87
12130 - Medical Laboratory Technician 21.76
12160 - Medical Record Clerk 20.93
12190 - Medical Record Technician 23.46
12195 - Medical Transcriptionist 18.05
12210 - Nuclear Medicine Technologist 44.39
12221 - Nursing Assistant I 11.42
12222 - Nursing Assistant II 12.84
12223 - Nursing Assistant III 14.01
12224 - Nursing Assistant IV 15.72
12235 - Optical Dispenser 22.84
12236 - Optical Technician 18.05
12250 - Pharmacy Technician 15.79
12280 - Phlebotomist 15.80
12305 - Radiologic Technologist 26.78
12311 - Registered Nurse I 22.28
12312 - Registered Nurse II 27.26
12313 - Registered Nurse II Specialist 27.26
12314 - Registered Nurse III 32.98
12315 - Registered Nurse III Anesthetist 32.98

12316 - Registered Nurse IV		39.53
12317 - Scheduler (Drug and Alcohol Testing)		25.02
12320 - Substance Abuse Treatment Counselor		22.45
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.56
13012 - Exhibits Specialist II		26.71
13013 - Exhibits Specialist III		32.67
13041 - Illustrator I		21.56
13042 - Illustrator II		26.71
13043 - Illustrator III		32.67
13047 - Librarian		29.58
13050 - Library Aide/Clerk		16.16
13054 - Library Information Technology Systems Administrator		26.71
13058 - Library Technician		18.00
13061 - Media Specialist I		19.01
13062 - Media Specialist II		21.28
13063 - Media Specialist III		23.72
13071 - Photographer I		17.88
13072 - Photographer II		20.01
13073 - Photographer III		24.78
13074 - Photographer IV		30.32
13075 - Photographer V		36.67
13090 - Technical Order Library Clerk		20.08
13110 - Video Teleconference Technician		20.03
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.02
14042 - Computer Operator II		17.91
14043 - Computer Operator III		19.97
14044 - Computer Operator IV		22.19
14045 - Computer Operator V		24.59
14071 - Computer Programmer I	(see 1)	18.76
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		16.02
14160 - Personal Computer Support Technician		22.19
14170 - System Support Specialist		29.96
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.36
15020 - Aircrew Training Devices Instructor (Rated)		35.53
15030 - Air Crew Training Devices Instructor (Pilot)		42.59
15050 - Computer Based Training Specialist / Instructor		29.36
15060 - Educational Technologist		25.30
15070 - Flight Instructor (Pilot)		42.59
15080 - Graphic Artist		23.06
15085 - Maintenance Test Pilot Fixed Jet/Prop		42.59

15086 - Maintenance Test Pilot Rotary Wing 42.59
15088 - Non-Maintenance Test/Co-Pilot 42.59
15090 - Technical Instructor 20.41
15095 - Technical Instructor/Course Developer 24.98
15110 - Test Proctor 16.48
15120 - Tutor 16.48
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.04
16030 - Counter Attendant 10.04
16040 - Dry Cleaner 12.82
16070 - Finisher Flatwork Machine 10.04
16090 - Presser Hand 10.04
16110 - Presser Machine Drycleaning 10.04
16130 - Presser Machine Shirts 10.04
16160 - Presser Machine Wearing Apparel Laundry 10.04
16190 - Sewing Machine Operator 13.67
16220 - Tailor 14.50
16250 - Washer Machine 10.94
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 18.52
19040 - Tool And Die Maker 23.35
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.41
21030 - Material Coordinator 19.92
21040 - Material Expediter 19.92
21050 - Material Handling Laborer 12.30
21071 - Order Filler 12.39
21080 - Production Line Worker (Food Processing) 19.41
21110 - Shipping Packer 15.36
21130 - Shipping/Receiving Clerk 15.36
21140 - Store Worker I 11.16
21150 - Stock Clerk 15.98
21210 - Tools And Parts Attendant 19.41
21410 - Warehouse Specialist 19.41
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 20.92
23019 - Aircraft Logs and Records Technician 16.11
23021 - Aircraft Mechanic I 19.74
23022 - Aircraft Mechanic II 20.92
23023 - Aircraft Mechanic III 22.14
23040 - Aircraft Mechanic Helper 13.70
23050 - Aircraft Painter 18.52
23060 - Aircraft Servicer 16.11
23070 - Aircraft Survival Flight Equipment Technician 18.52
23080 - Aircraft Worker 17.29
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 17.29
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 19.74
23110 - Appliance Mechanic 18.63

23120 - Bicycle Repairer 14.34
23125 - Cable Splicer 24.64
23130 - Carpenter Maintenance 19.62
23140 - Carpet Layer 17.29
23160 - Electrician Maintenance 18.74
23181 - Electronics Technician Maintenance I 23.12
23182 - Electronics Technician Maintenance II 25.58
23183 - Electronics Technician Maintenance III 27.43
23260 - Fabric Worker 16.11
23290 - Fire Alarm System Mechanic 17.69
23310 - Fire Extinguisher Repairer 14.90
23311 - Fuel Distribution System Mechanic 19.74
23312 - Fuel Distribution System Operator 14.90
23370 - General Maintenance Worker 17.09
23380 - Ground Support Equipment Mechanic 19.74
23381 - Ground Support Equipment Servicer 16.11
23382 - Ground Support Equipment Worker 17.29
23391 - Gunsmith I 14.90
23392 - Gunsmith II 17.29
23393 - Gunsmith III 19.74
23410 - Heating Ventilation And Air-Conditioning Mechanic 19.26
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 20.42
23430 - Heavy Equipment Mechanic 19.73
23440 - Heavy Equipment Operator 17.48
23460 - Instrument Mechanic 19.74
23465 - Laboratory/Shelter Mechanic 18.52
23470 - Laborer 12.30
23510 - Locksmith 18.07
23530 - Machinery Maintenance Mechanic 21.83
23550 - Machinist Maintenance 20.75
23580 - Maintenance Trades Helper 13.31
23591 - Metrology Technician I 19.74
23592 - Metrology Technician II 20.92
23593 - Metrology Technician III 22.14
23640 - Millwright 19.74
23710 - Office Appliance Repairer 17.95
23760 - Painter Maintenance 17.14
23790 - Pipefitter Maintenance 21.45
23810 - Plumber Maintenance 20.24
23820 - Pneudraulic Systems Mechanic 19.74
23850 - Rigger 19.74
23870 - Scale Mechanic 17.29
23890 - Sheet-Metal Worker Maintenance 20.20
23910 - Small Engine Mechanic 17.29
23931 - Telecommunications Mechanic I 27.92
23932 - Telecommunications Mechanic II 29.59
23950 - Telephone Lineman 19.74
23960 - Welder Combination Maintenance 17.17

23965 - Well Driller		19.74
23970 - Woodcraft Worker		19.74
23980 - Woodworker		14.90
24000 - Personal Needs Occupations		
24550 - Case Manager		16.81
24570 - Child Care Attendant		10.94
24580 - Child Care Center Clerk		13.65
24610 - Chore Aide		10.80
24620 - Family Readiness And Support Services Coordinator		16.81
24630 - Homemaker		16.81
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		19.89
25040 - Sewage Plant Operator		23.64
25070 - Stationary Engineer		19.89
25190 - Ventilation Equipment Tender		13.82
25210 - Water Treatment Plant Operator		23.64
27000 - Protective Service Occupations		
27004 - Alarm Monitor		16.10
27007 - Baggage Inspector		12.04
27008 - Corrections Officer		18.12
27010 - Court Security Officer		19.47
27030 - Detection Dog Handler		13.87
27040 - Detention Officer		18.12
27070 - Firefighter		20.81
27101 - Guard I		12.04
27102 - Guard II		13.87
27131 - Police Officer I		20.37
27132 - Police Officer II		22.63
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.31
28042 - Carnival Equipment Repairer		14.47
28043 - Carnival Worker		9.72
28210 - Gate Attendant/Gate Tender		14.60
28310 - Lifeguard		11.90
28350 - Park Attendant (Aide)		16.34
28510 - Recreation Aide/Health Facility Attendant		11.92
28515 - Recreation Specialist		20.23
28630 - Sports Official		13.00
28690 - Swimming Pool Operator		16.79
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		17.29
29020 - Hatch Tender		17.29
29030 - Line Handler		17.29
29041 - Stevedore I		16.11
29042 - Stevedore II		18.52
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29

30021 - Archeological Technician I		17.29
30022 - Archeological Technician II		19.35
30023 - Archeological Technician III		23.96
30030 - Cartographic Technician		23.96
30040 - Civil Engineering Technician		25.18
30051 - Cryogenic Technician I		26.54
30052 - Cryogenic Technician II		29.32
30061 - Drafter/CAD Operator I		17.29
30062 - Drafter/CAD Operator II		19.35
30063 - Drafter/CAD Operator III		21.57
30064 - Drafter/CAD Operator IV		26.54
30081 - Engineering Technician I		15.27
30082 - Engineering Technician II		17.14
30083 - Engineering Technician III		19.17
30084 - Engineering Technician IV		23.75
30085 - Engineering Technician V		29.05
30086 - Engineering Technician VI		35.15
30090 - Environmental Technician		23.96
30095 - Evidence Control Specialist		23.96
30210 - Laboratory Technician		21.21
30221 - Latent Fingerprint Technician I		26.54
30222 - Latent Fingerprint Technician II		29.32
30240 - Mathematical Technician		23.96
30361 - Paralegal/Legal Assistant I		19.67
30362 - Paralegal/Legal Assistant II		24.36
30363 - Paralegal/Legal Assistant III		29.80
30364 - Paralegal/Legal Assistant IV		36.06
30375 - Petroleum Supply Specialist		29.32
30390 - Photo-Optics Technician		23.96
30395 - Radiation Control Technician		29.32
30461 - Technical Writer I		24.85
30462 - Technical Writer II		30.40
30463 - Technical Writer III		36.78
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		26.54
30502 - Weather Forecaster II		32.29
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.57
30621 - Weather Observer Senior	(see 2)	23.96
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		11.76
31030 - Bus Driver		16.62
31043 - Driver Courier		14.14
31260 - Parking and Lot Attendant		10.66
31290 - Shuttle Bus Driver		15.37

31310 - Taxi Driver	13.20
31361 - Truckdriver Light	15.37
31362 - Truckdriver Medium	16.62
31363 - Truckdriver Heavy	17.75
31364 - Truckdriver Tractor-Trailer	17.75
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.40
99050 - Desk Clerk	11.44
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	11.22
99252 - Laboratory Animal Caretaker II	11.77
99260 - Marketing Analyst	27.64
99310 - Mortician	25.35
99410 - Pest Controller	16.04
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	18.01
99711 - Recycling Specialist	23.97
99730 - Refuse Collector	17.16
99810 - Sales Clerk	12.28
99820 - School Crossing Guard	13.11
99830 - Survey Party Chief	22.52
99831 - Surveying Aide	13.99
99832 - Surveying Technician	19.17
99840 - Vending Machine Attendant	17.55
99841 - Vending Machine Repairer	22.14
99842 - Vending Machine Repairer Helper	17.55

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 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.: 2015-4538
Revision No.: 11
Date Of Last Revision: 06/22/2020

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: Florida

Area: Florida Counties of Alachua Gilchrist

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.64
01012 - Accounting Clerk II		16.43
01013 - Accounting Clerk III		18.39
01020 - Administrative Assistant		21.90
01035 - Court Reporter		17.84
01041 - Customer Service Representative I		12.06
01042 - Customer Service Representative II		13.56
01043 - Customer Service Representative III		14.79
01051 - Data Entry Operator I		14.34
01052 - Data Entry Operator II		15.64
01060 - Dispatcher Motor Vehicle		17.82
01070 - Document Preparation Clerk		14.20

01090 - Duplicating Machine Operator 14.20
01111 - General Clerk I 13.18
01112 - General Clerk II 14.38
01113 - General Clerk III 16.14
01120 - Housing Referral Assistant 19.89
01141 - Messenger Courier 14.24
01191 - Order Clerk I 12.86
01192 - Order Clerk II 14.03
01261 - Personnel Assistant (Employment) I 16.34
01262 - Personnel Assistant (Employment) II 18.29
01263 - Personnel Assistant (Employment) III 20.39
01270 - Production Control Clerk 19.92
01290 - Rental Clerk 10.86
01300 - Scheduler Maintenance 15.94
01311 - Secretary I 15.94
01312 - Secretary II 17.84
01313 - Secretary III 19.89
01320 - Service Order Dispatcher 15.93
01410 - Supply Technician 21.90
01420 - Survey Worker 17.84
01460 - Switchboard Operator/Receptionist 13.13
01531 - Travel Clerk I 13.14
01532 - Travel Clerk II 14.28
01533 - Travel Clerk III 15.34
01611 - Word Processor I 14.20
01612 - Word Processor II 15.94
01613 - Word Processor III 17.84
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.93
05010 - Automotive Electrician 18.02
05040 - Automotive Glass Installer 16.82
05070 - Automotive Worker 16.82
05110 - Mobile Equipment Servicer 14.49
05130 - Motor Equipment Metal Mechanic 19.20
05160 - Motor Equipment Metal Worker 16.82
05190 - Motor Vehicle Mechanic 19.20
05220 - Motor Vehicle Mechanic Helper 13.33
05250 - Motor Vehicle Upholstery Worker 15.67
05280 - Motor Vehicle Wrecker 16.82
05310 - Painter Automotive 18.02
05340 - Radiator Repair Specialist 16.82
05370 - Tire Repairer 10.47
05400 - Transmission Repair Specialist 19.20
07000 - Food Preparation And Service Occupations
07010 - Baker 13.38
07041 - Cook I 12.24
07042 - Cook II 14.20
07070 - Dishwasher 10.20
07130 - Food Service Worker 11.08
07210 - Meat Cutter 16.87

07260 - Waiter/Waitress	9.70
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.34
09040 - Furniture Handler	11.16
09080 - Furniture Refinisher	18.34
09090 - Furniture Refinisher Helper	13.57
09110 - Furniture Repairer Minor	15.95
09130 - Upholsterer	18.34
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.65
11060 - Elevator Operator	12.14
11090 - Gardener	17.88
11122 - Housekeeping Aide	12.14
11150 - Janitor	12.14
11210 - Laborer Grounds Maintenance	13.52
11240 - Maid or Houseman	11.07
11260 - Pruner	12.01
11270 - Tractor Operator	16.44
11330 - Trail Maintenance Worker	13.52
11360 - Window Cleaner	13.67
12000 - Health Occupations	
12010 - Ambulance Driver	18.32
12011 - Breath Alcohol Technician	18.32
12012 - Certified Occupational Therapist Assistant	27.71
12015 - Certified Physical Therapist Assistant	28.99
12020 - Dental Assistant	18.71
12025 - Dental Hygienist	31.06
12030 - EKG Technician	30.38
12035 - Electroneurodiagnostic Technologist	30.38
12040 - Emergency Medical Technician	18.32
12071 - Licensed Practical Nurse I	18.05
12072 - Licensed Practical Nurse II	20.20
12073 - Licensed Practical Nurse III	22.52
12100 - Medical Assistant	15.87
12130 - Medical Laboratory Technician	21.76
12160 - Medical Record Clerk	20.93
12190 - Medical Record Technician	23.46
12195 - Medical Transcriptionist	18.05
12210 - Nuclear Medicine Technologist	44.39
12221 - Nursing Assistant I	11.42
12222 - Nursing Assistant II	12.84
12223 - Nursing Assistant III	14.01
12224 - Nursing Assistant IV	15.72
12235 - Optical Dispenser	22.84
12236 - Optical Technician	18.05
12250 - Pharmacy Technician	15.79
12280 - Phlebotomist	15.80
12305 - Radiologic Technologist	26.78
12311 - Registered Nurse I	22.28
12312 - Registered Nurse II	27.26

12313 - Registered Nurse II Specialist		27.26
12314 - Registered Nurse III		32.98
12315 - Registered Nurse III Anesthetist		32.98
12316 - Registered Nurse IV		39.53
12317 - Scheduler (Drug and Alcohol Testing)		25.02
12320 - Substance Abuse Treatment Counselor		22.45
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.56
13012 - Exhibits Specialist II		26.71
13013 - Exhibits Specialist III		32.67
13041 - Illustrator I		21.56
13042 - Illustrator II		26.71
13043 - Illustrator III		32.67
13047 - Librarian		29.58
13050 - Library Aide/Clerk		16.16
13054 - Library Information Technology Systems Administrator		26.71
13058 - Library Technician		18.00
13061 - Media Specialist I		19.01
13062 - Media Specialist II		21.28
13063 - Media Specialist III		23.72
13071 - Photographer I		17.88
13072 - Photographer II		20.01
13073 - Photographer III		24.78
13074 - Photographer IV		30.32
13075 - Photographer V		36.67
13090 - Technical Order Library Clerk		20.08
13110 - Video Teleconference Technician		20.03
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.02
14042 - Computer Operator II		17.91
14043 - Computer Operator III		19.97
14044 - Computer Operator IV		22.19
14045 - Computer Operator V		24.59
14071 - Computer Programmer I	(see 1)	18.76
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		16.02
14160 - Personal Computer Support Technician		22.19
14170 - System Support Specialist		29.96
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.36
15020 - Aircrew Training Devices Instructor (Rated)		35.53
15030 - Air Crew Training Devices Instructor (Pilot)		42.59
15050 - Computer Based Training Specialist / Instructor		29.36
15060 - Educational Technologist		25.30

15070 - Flight Instructor (Pilot) 42.59
15080 - Graphic Artist 23.06
15085 - Maintenance Test Pilot Fixed Jet/Prop 42.59
15086 - Maintenance Test Pilot Rotary Wing 42.59
15088 - Non-Maintenance Test/Co-Pilot 42.59
15090 - Technical Instructor 20.41
15095 - Technical Instructor/Course Developer 24.98
15110 - Test Proctor 16.48
15120 - Tutor 16.48
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.04
16030 - Counter Attendant 10.04
16040 - Dry Cleaner 12.82
16070 - Finisher Flatwork Machine 10.04
16090 - Presser Hand 10.04
16110 - Presser Machine Drycleaning 10.04
16130 - Presser Machine Shirts 10.04
16160 - Presser Machine Wearing Apparel Laundry 10.04
16190 - Sewing Machine Operator 13.67
16220 - Tailor 14.50
16250 - Washer Machine 10.94
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 18.52
19040 - Tool And Die Maker 23.35
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.41
21030 - Material Coordinator 19.92
21040 - Material Expediter 19.92
21050 - Material Handling Laborer 12.30
21071 - Order Filler 12.39
21080 - Production Line Worker (Food Processing) 19.41
21110 - Shipping Packer 15.36
21130 - Shipping/Receiving Clerk 15.36
21140 - Store Worker I 11.16
21150 - Stock Clerk 15.98
21210 - Tools And Parts Attendant 19.41
21410 - Warehouse Specialist 19.41
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 20.92
23019 - Aircraft Logs and Records Technician 16.11
23021 - Aircraft Mechanic I 19.74
23022 - Aircraft Mechanic II 20.92
23023 - Aircraft Mechanic III 22.14
23040 - Aircraft Mechanic Helper 13.70
23050 - Aircraft Painter 18.52
23060 - Aircraft Servicer 16.11
23070 - Aircraft Survival Flight Equipment Technician 18.52
23080 - Aircraft Worker 17.29
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 17.29

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 19.74
23110 - Appliance Mechanic 18.63
23120 - Bicycle Repairer 14.34
23125 - Cable Splicer 24.64
23130 - Carpenter Maintenance 19.62
23140 - Carpet Layer 17.29
23160 - Electrician Maintenance 18.74
23181 - Electronics Technician Maintenance I 23.12
23182 - Electronics Technician Maintenance II 25.58
23183 - Electronics Technician Maintenance III 27.43
23260 - Fabric Worker 16.11
23290 - Fire Alarm System Mechanic 17.69
23310 - Fire Extinguisher Repairer 14.90
23311 - Fuel Distribution System Mechanic 19.74
23312 - Fuel Distribution System Operator 14.90
23370 - General Maintenance Worker 17.09
23380 - Ground Support Equipment Mechanic 19.74
23381 - Ground Support Equipment Servicer 16.11
23382 - Ground Support Equipment Worker 17.29
23391 - Gunsmith I 14.90
23392 - Gunsmith II 17.29
23393 - Gunsmith III 19.74
23410 - Heating Ventilation And Air-Conditioning Mechanic 19.26
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 20.42
23430 - Heavy Equipment Mechanic 19.73
23440 - Heavy Equipment Operator 17.48
23460 - Instrument Mechanic 19.74
23465 - Laboratory/Shelter Mechanic 18.52
23470 - Laborer 12.30
23510 - Locksmith 18.07
23530 - Machinery Maintenance Mechanic 21.83
23550 - Machinist Maintenance 20.75
23580 - Maintenance Trades Helper 13.31
23591 - Metrology Technician I 19.74
23592 - Metrology Technician II 20.92
23593 - Metrology Technician III 22.14
23640 - Millwright 19.74
23710 - Office Appliance Repairer 17.95
23760 - Painter Maintenance 17.14
23790 - Pipefitter Maintenance 21.45
23810 - Plumber Maintenance 20.24
23820 - Pneudraulic Systems Mechanic 19.74
23850 - Rigger 19.74
23870 - Scale Mechanic 17.29
23890 - Sheet-Metal Worker Maintenance 20.20
23910 - Small Engine Mechanic 17.29
23931 - Telecommunications Mechanic I 27.92

23932 - Telecommunications Mechanic II 29.59
23950 - Telephone Lineman 19.74
23960 - Welder Combination Maintenance 17.17
23965 - Well Driller 19.74
23970 - Woodcraft Worker 19.74
23980 - Woodworker 14.90
24000 - Personal Needs Occupations
24550 - Case Manager 16.81
24570 - Child Care Attendant 10.94
24580 - Child Care Center Clerk 13.65
24610 - Chore Aide 10.80
24620 - Family Readiness And Support Services Coordinator 16.81
24630 - Homemaker 16.81
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 19.89
25040 - Sewage Plant Operator 23.64
25070 - Stationary Engineer 19.89
25190 - Ventilation Equipment Tender 13.82
25210 - Water Treatment Plant Operator 23.64
27000 - Protective Service Occupations
27004 - Alarm Monitor 16.10
27007 - Baggage Inspector 12.04
27008 - Corrections Officer 18.12
27010 - Court Security Officer 19.47
27030 - Detection Dog Handler 13.87
27040 - Detention Officer 18.12
27070 - Firefighter 20.81
27101 - Guard I 12.04
27102 - Guard II 13.87
27131 - Police Officer I 20.37
27132 - Police Officer II 22.63
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.31
28042 - Carnival Equipment Repairer 14.47
28043 - Carnival Worker 9.72
28210 - Gate Attendant/Gate Tender 14.60
28310 - Lifeguard 11.90
28350 - Park Attendant (Aide) 16.34
28510 - Recreation Aide/Health Facility Attendant 11.92
28515 - Recreation Specialist 20.23
28630 - Sports Official 13.00
28690 - Swimming Pool Operator 16.79
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 17.29
29020 - Hatch Tender 17.29
29030 - Line Handler 17.29
29041 - Stevedore I 16.11
29042 - Stevedore II 18.52
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.29
30022 - Archeological Technician II 19.35
30023 - Archeological Technician III 23.96
30030 - Cartographic Technician 23.96
30040 - Civil Engineering Technician 25.18
30051 - Cryogenic Technician I 26.54
30052 - Cryogenic Technician II 29.32
30061 - Drafter/CAD Operator I 17.29
30062 - Drafter/CAD Operator II 19.35
30063 - Drafter/CAD Operator III 21.57
30064 - Drafter/CAD Operator IV 26.54
30081 - Engineering Technician I 15.27
30082 - Engineering Technician II 17.14
30083 - Engineering Technician III 19.17
30084 - Engineering Technician IV 23.75
30085 - Engineering Technician V 29.05
30086 - Engineering Technician VI 35.15
30090 - Environmental Technician 23.96
30095 - Evidence Control Specialist 23.96
30210 - Laboratory Technician 21.21
30221 - Latent Fingerprint Technician I 26.54
30222 - Latent Fingerprint Technician II 29.32
30240 - Mathematical Technician 23.96
30361 - Paralegal/Legal Assistant I 19.67
30362 - Paralegal/Legal Assistant II 24.36
30363 - Paralegal/Legal Assistant III 29.80
30364 - Paralegal/Legal Assistant IV 36.06
30375 - Petroleum Supply Specialist 29.32
30390 - Photo-Optics Technician 23.96
30395 - Radiation Control Technician 29.32
30461 - Technical Writer I 24.85
30462 - Technical Writer II 30.40
30463 - Technical Writer III 36.78
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 26.54
30502 - Weather Forecaster II 32.29
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.57
30621 - Weather Observer Senior (see 2) 23.96
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 11.76
31030 - Bus Driver 16.62

31043 - Driver Courier	14.14
31260 - Parking and Lot Attendant	10.66
31290 - Shuttle Bus Driver	15.37
31310 - Taxi Driver	13.20
31361 - Truckdriver Light	15.37
31362 - Truckdriver Medium	16.62
31363 - Truckdriver Heavy	17.75
31364 - Truckdriver Tractor-Trailer	17.75
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.40
99050 - Desk Clerk	11.44
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	11.22
99252 - Laboratory Animal Caretaker II	11.77
99260 - Marketing Analyst	27.64
99310 - Mortician	25.35
99410 - Pest Controller	16.04
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	18.01
99711 - Recycling Specialist	23.97
99730 - Refuse Collector	17.16
99810 - Sales Clerk	12.28
99820 - School Crossing Guard	13.11
99830 - Survey Party Chief	22.52
99831 - Surveying Aide	13.99
99832 - Surveying Technician	19.17
99840 - Vending Machine Attendant	17.55
99841 - Vending Machine Repairer	22.14
99842 - Vending Machine Repairer Helper	17.55

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 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.: 2015-4539
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: Florida

Area: Florida Counties of Baker Clay Duval Nassau Saint Johns

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.00
01012 - Accounting Clerk II		16.84
01013 - Accounting Clerk III		18.84
01020 - Administrative Assistant		24.54
01035 - Court Reporter		16.58
01041 - Customer Service Representative I		13.58
01042 - Customer Service Representative II		15.27
01043 - Customer Service Representative III		16.66
01051 - Data Entry Operator I		14.49
01052 - Data Entry Operator II		15.81
01060 - Dispatcher Motor Vehicle		18.51
01070 - Document Preparation Clerk		13.75
01090 - Duplicating Machine Operator		13.75
01111 - General Clerk I		12.87
01112 - General Clerk II		14.04

01113 - General Clerk III 18.09
01120 - Housing Referral Assistant 20.83
01141 - Messenger Courier 13.82
01191 - Order Clerk I 14.26
01192 - Order Clerk II 15.55
01261 - Personnel Assistant (Employment) I 15.99
01262 - Personnel Assistant (Employment) II 17.89
01263 - Personnel Assistant (Employment) III 19.94
01270 - Production Control Clerk 22.72
01290 - Rental Clerk 13.64
01300 - Scheduler Maintenance 16.70
01311 - Secretary I 16.70
01312 - Secretary II 18.69
01313 - Secretary III 20.83
01320 - Service Order Dispatcher 16.54
01410 - Supply Technician 24.54
01420 - Survey Worker 15.43
01460 - Switchboard Operator/Receptionist 13.84
01531 - Travel Clerk I 14.20
01532 - Travel Clerk II 15.42
01533 - Travel Clerk III 16.58
01611 - Word Processor I 13.73
01612 - Word Processor II 15.42
01613 - Word Processor III 17.25
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 18.96
05010 - Automotive Electrician 17.37
05040 - Automotive Glass Installer 16.21
05070 - Automotive Worker 16.21
05110 - Mobile Equipment Servicer 13.97
05130 - Motor Equipment Metal Mechanic 18.51
05160 - Motor Equipment Metal Worker 16.21
05190 - Motor Vehicle Mechanic 18.51
05220 - Motor Vehicle Mechanic Helper 12.85
05250 - Motor Vehicle Upholstery Worker 15.11
05280 - Motor Vehicle Wrecker 16.21
05310 - Painter Automotive 17.37
05340 - Radiator Repair Specialist 16.21
05370 - Tire Repairer 12.15
05400 - Transmission Repair Specialist 18.51
07000 - Food Preparation And Service Occupations
07010 - Baker 12.77
07041 - Cook I 12.67
07042 - Cook II 14.71
07070 - Dishwasher 10.47
07130 - Food Service Worker 11.75
07210 - Meat Cutter 18.13
07260 - Waiter/Waitress 10.89
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 18.75

09040 - Furniture Handler 10.93
09080 - Furniture Refinisher 17.97
09090 - Furniture Refinisher Helper 13.29
09110 - Furniture Repairer Minor 15.63
09130 - Upholsterer 19.02
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.43
11060 - Elevator Operator 11.35
11090 - Gardener 17.60
11122 - Housekeeping Aide 11.35
11150 - Janitor 11.35
11210 - Laborer Grounds Maintenance 13.31
11240 - Maid or Houseman 10.57
11260 - Pruner 11.82
11270 - Tractor Operator 16.19
11330 - Trail Maintenance Worker 13.31
11360 - Window Cleaner 12.78
12000 - Health Occupations
12010 - Ambulance Driver 15.80
12011 - Breath Alcohol Technician 19.23
12012 - Certified Occupational Therapist Assistant 30.45
12015 - Certified Physical Therapist Assistant 29.71
12020 - Dental Assistant 19.78
12025 - Dental Hygienist 33.12
12030 - EKG Technician 24.46
12035 - Electroneurodiagnostic Technologist 24.46
12040 - Emergency Medical Technician 15.80
12071 - Licensed Practical Nurse I 17.19
12072 - Licensed Practical Nurse II 19.23
12073 - Licensed Practical Nurse III 21.44
12100 - Medical Assistant 15.66
12130 - Medical Laboratory Technician 22.91
12160 - Medical Record Clerk 15.57
12190 - Medical Record Technician 17.42
12195 - Medical Transcriptionist 17.76
12210 - Nuclear Medicine Technologist 36.18
12221 - Nursing Assistant I 11.48
12222 - Nursing Assistant II 12.91
12223 - Nursing Assistant III 14.08
12224 - Nursing Assistant IV 15.81
12235 - Optical Dispenser 20.08
12236 - Optical Technician 16.87
12250 - Pharmacy Technician 15.98
12280 - Phlebotomist 16.05
12305 - Radiologic Technologist 27.20
12311 - Registered Nurse I 24.55
12312 - Registered Nurse II 30.04
12313 - Registered Nurse II Specialist 30.04
12314 - Registered Nurse III 36.34
12315 - Registered Nurse III Anesthetist 36.34

12316 - Registered Nurse IV		43.56
12317 - Scheduler (Drug and Alcohol Testing)		23.82
12320 - Substance Abuse Treatment Counselor		20.97
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.09
13012 - Exhibits Specialist II		26.12
13013 - Exhibits Specialist III		31.95
13041 - Illustrator I		18.79
13042 - Illustrator II		23.29
13043 - Illustrator III		28.49
13047 - Librarian		28.93
13050 - Library Aide/Clerk		13.74
13054 - Library Information Technology Systems Administrator		26.12
13058 - Library Technician		18.90
13061 - Media Specialist I		18.85
13062 - Media Specialist II		21.09
13063 - Media Specialist III		23.51
13071 - Photographer I		14.92
13072 - Photographer II		17.18
13073 - Photographer III		20.68
13074 - Photographer IV		25.30
13075 - Photographer V		30.60
13090 - Technical Order Library Clerk		17.26
13110 - Video Teleconference Technician		19.04
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.99
14042 - Computer Operator II		19.02
14043 - Computer Operator III		21.21
14044 - Computer Operator IV		23.56
14045 - Computer Operator V		26.09
14071 - Computer Programmer I	(see 1)	24.20
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.99
14160 - Personal Computer Support Technician		23.56
14170 - System Support Specialist		31.52
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.11
15020 - Aircrew Training Devices Instructor (Rated)		36.43
15030 - Air Crew Training Devices Instructor (Pilot)		43.57
15050 - Computer Based Training Specialist / Instructor		28.19
15060 - Educational Technologist		30.86
15070 - Flight Instructor (Pilot)		43.57
15080 - Graphic Artist		22.77
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.93

15086 - Maintenance Test Pilot Rotary Wing 41.93
15088 - Non-Maintenance Test/Co-Pilot 41.93
15090 - Technical Instructor 22.58
15095 - Technical Instructor/Course Developer 27.62
15110 - Test Proctor 18.22
15120 - Tutor 18.22
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.04
16030 - Counter Attendant 10.04
16040 - Dry Cleaner 12.82
16070 - Finisher Flatwork Machine 10.04
16090 - Presser Hand 10.04
16110 - Presser Machine Drycleaning 10.04
16130 - Presser Machine Shirts 10.04
16160 - Presser Machine Wearing Apparel Laundry 10.04
16190 - Sewing Machine Operator 13.67
16220 - Tailor 14.50
16250 - Washer Machine 10.94
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 17.51
19040 - Tool And Die Maker 22.08
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.06
21030 - Material Coordinator 22.72
21040 - Material Expediter 22.72
21050 - Material Handling Laborer 13.32
21071 - Order Filler 12.72
21080 - Production Line Worker (Food Processing) 18.28
21110 - Shipping Packer 15.84
21130 - Shipping/Receiving Clerk 15.84
21140 - Store Worker I 11.16
21150 - Stock Clerk 15.98
21210 - Tools And Parts Attendant 19.06
21410 - Warehouse Specialist 19.06
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.55
23019 - Aircraft Logs and Records Technician 21.98
23021 - Aircraft Mechanic I 26.93
23022 - Aircraft Mechanic II 28.55
23023 - Aircraft Mechanic III 30.21
23040 - Aircraft Mechanic Helper 18.70
23050 - Aircraft Painter 25.27
23060 - Aircraft Servicer 21.98
23070 - Aircraft Survival Flight Equipment Technician 25.27
23080 - Aircraft Worker 23.59
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.59
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.93
23110 - Appliance Mechanic 18.66

23120 - Bicycle Repairer	17.12
23125 - Cable Splicer	31.20
23130 - Carpenter Maintenance	18.86
23140 - Carpet Layer	19.87
23160 - Electrician Maintenance	22.34
23181 - Electronics Technician Maintenance I	24.08
23182 - Electronics Technician Maintenance II	25.81
23183 - Electronics Technician Maintenance III	27.51
23260 - Fabric Worker	18.52
23290 - Fire Alarm System Mechanic	21.42
23310 - Fire Extinguisher Repairer	17.12
23311 - Fuel Distribution System Mechanic	25.02
23312 - Fuel Distribution System Operator	18.88
23370 - General Maintenance Worker	17.58
23380 - Ground Support Equipment Mechanic	26.93
23381 - Ground Support Equipment Servicer	21.98
23382 - Ground Support Equipment Worker	23.59
23391 - Gunsmith I	17.12
23392 - Gunsmith II	19.87
23393 - Gunsmith III	22.63
23410 - Heating Ventilation And Air-Conditioning Mechanic	20.85
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	22.10
23430 - Heavy Equipment Mechanic	24.48
23440 - Heavy Equipment Operator	20.02
23460 - Instrument Mechanic	26.94
23465 - Laboratory/Shelter Mechanic	21.29
23470 - Laborer	13.32
23510 - Locksmith	17.91
23530 - Machinery Maintenance Mechanic	26.63
23550 - Machinist Maintenance	20.97
23580 - Maintenance Trades Helper	14.06
23591 - Metrology Technician I	26.94
23592 - Metrology Technician II	28.56
23593 - Metrology Technician III	30.22
23640 - Millwright	27.00
23710 - Office Appliance Repairer	21.11
23760 - Painter Maintenance	17.08
23790 - Pipefitter Maintenance	22.76
23810 - Plumber Maintenance	21.36
23820 - Pneudraulic Systems Mechanic	22.69
23850 - Rigger	26.81
23870 - Scale Mechanic	19.87
23890 - Sheet-Metal Worker Maintenance	22.58
23910 - Small Engine Mechanic	18.78
23931 - Telecommunications Mechanic I	29.84
23932 - Telecommunications Mechanic II	31.63
23950 - Telephone Lineman	21.89
23960 - Welder Combination Maintenance	19.55

23965 - Well Driller	22.02
23970 - Woodcraft Worker	22.69
23980 - Woodworker	17.12
24000 - Personal Needs Occupations	
24550 - Case Manager	16.35
24570 - Child Care Attendant	11.79
24580 - Child Care Center Clerk	14.71
24610 - Chore Aide	11.46
24620 - Family Readiness And Support Services Coordinator	16.35
24630 - Homemaker	19.49
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	30.03
25040 - Sewage Plant Operator	29.15
25070 - Stationary Engineer	30.03
25190 - Ventilation Equipment Tender	20.85
25210 - Water Treatment Plant Operator	29.15
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.01
27007 - Baggage Inspector	11.64
27008 - Corrections Officer	20.91
27010 - Court Security Officer	21.65
27030 - Detection Dog Handler	13.68
27040 - Detention Officer	20.91
27070 - Firefighter	19.43
27101 - Guard I	11.64
27102 - Guard II	13.68
27131 - Police Officer I	24.09
27132 - Police Officer II	26.76
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.88
28042 - Carnival Equipment Repairer	14.00
28043 - Carnival Worker	9.41
28210 - Gate Attendant/Gate Tender	15.40
28310 - Lifeguard	11.29
28350 - Park Attendant (Aide)	17.24
28510 - Recreation Aide/Health Facility Attendant	12.58
28515 - Recreation Specialist	21.35
28630 - Sports Official	13.72
28690 - Swimming Pool Operator	16.25
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.60
29020 - Hatch Tender	23.60
29030 - Line Handler	23.60
29041 - Stevedore I	21.99
29042 - Stevedore II	25.28
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		16.46
30022 - Archeological Technician II		18.41
30023 - Archeological Technician III		22.82
30030 - Cartographic Technician		22.82
30040 - Civil Engineering Technician		23.80
30051 - Cryogenic Technician I		25.27
30052 - Cryogenic Technician II		27.92
30061 - Drafter/CAD Operator I		16.46
30062 - Drafter/CAD Operator II		18.41
30063 - Drafter/CAD Operator III		20.54
30064 - Drafter/CAD Operator IV		25.27
30081 - Engineering Technician I		15.47
30082 - Engineering Technician II		17.80
30083 - Engineering Technician III		20.34
30084 - Engineering Technician IV		24.67
30085 - Engineering Technician V		30.19
30086 - Engineering Technician VI		36.52
30090 - Environmental Technician		21.21
30095 - Evidence Control Specialist		21.84
30210 - Laboratory Technician		25.87
30221 - Latent Fingerprint Technician I		24.41
30222 - Latent Fingerprint Technician II		26.96
30240 - Mathematical Technician		24.40
30361 - Paralegal/Legal Assistant I		18.17
30362 - Paralegal/Legal Assistant II		22.79
30363 - Paralegal/Legal Assistant III		27.87
30364 - Paralegal/Legal Assistant IV		33.75
30375 - Petroleum Supply Specialist		26.72
30390 - Photo-Optics Technician		22.82
30395 - Radiation Control Technician		26.72
30461 - Technical Writer I		25.35
30462 - Technical Writer II		31.02
30463 - Technical Writer III		37.53
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		25.27
30502 - Weather Forecaster II		30.74
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	20.54
30621 - Weather Observer Senior	(see 2)	22.82
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		13.82
31030 - Bus Driver		18.11
31043 - Driver Courier		15.50
31260 - Parking and Lot Attendant		10.73
31290 - Shuttle Bus Driver		16.85

31310 - Taxi Driver	12.45
31361 - Truckdriver Light	16.85
31362 - Truckdriver Medium	18.23
31363 - Truckdriver Heavy	20.44
31364 - Truckdriver Tractor-Trailer	20.44
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.45
99050 - Desk Clerk	11.20
99095 - Embalmer	27.83
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.71
99252 - Laboratory Animal Caretaker II	14.89
99260 - Marketing Analyst	28.38
99310 - Mortician	27.83
99410 - Pest Controller	17.02
99510 - Photofinishing Worker	14.18
99710 - Recycling Laborer	20.32
99711 - Recycling Specialist	25.18
99730 - Refuse Collector	18.02
99810 - Sales Clerk	12.62
99820 - School Crossing Guard	11.48
99830 - Survey Party Chief	24.84
99831 - Surveying Aide	14.07
99832 - Surveying Technician	19.28
99840 - Vending Machine Attendant	11.62
99841 - Vending Machine Repairer	14.63
99842 - Vending Machine Repairer Helper	11.62

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 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.: 2015-4540
Revision No.: 12
Date Of Last Revision: 08/28/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Florida

Area: Florida Counties of Baker Clay Duval Nassau Saint Johns

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.00
01012 - Accounting Clerk II		16.84
01013 - Accounting Clerk III		18.84
01020 - Administrative Assistant		24.54
01035 - Court Reporter		16.58
01041 - Customer Service Representative I		13.58
01042 - Customer Service Representative II		15.27
01043 - Customer Service Representative III		16.66
01051 - Data Entry Operator I		14.49
01052 - Data Entry Operator II		15.81
01060 - Dispatcher Motor Vehicle		18.51
01070 - Document Preparation Clerk		13.75

01090 - Duplicating Machine Operator	13.75
01111 - General Clerk I	12.87
01112 - General Clerk II	14.04
01113 - General Clerk III	18.09
01120 - Housing Referral Assistant	20.83
01141 - Messenger Courier	13.82
01191 - Order Clerk I	14.26
01192 - Order Clerk II	15.55
01261 - Personnel Assistant (Employment) I	15.99
01262 - Personnel Assistant (Employment) II	17.89
01263 - Personnel Assistant (Employment) III	19.94
01270 - Production Control Clerk	22.72
01290 - Rental Clerk	13.64
01300 - Scheduler Maintenance	16.70
01311 - Secretary I	16.70
01312 - Secretary II	18.69
01313 - Secretary III	20.83
01320 - Service Order Dispatcher	16.54
01410 - Supply Technician	24.54
01420 - Survey Worker	15.43
01460 - Switchboard Operator/Receptionist	13.84
01531 - Travel Clerk I	14.20
01532 - Travel Clerk II	15.42
01533 - Travel Clerk III	16.58
01611 - Word Processor I	13.73
01612 - Word Processor II	15.42
01613 - Word Processor III	17.25
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	18.96
05010 - Automotive Electrician	17.37
05040 - Automotive Glass Installer	16.21
05070 - Automotive Worker	16.21
05110 - Mobile Equipment Servicer	13.97
05130 - Motor Equipment Metal Mechanic	18.51
05160 - Motor Equipment Metal Worker	16.21
05190 - Motor Vehicle Mechanic	18.51
05220 - Motor Vehicle Mechanic Helper	12.85
05250 - Motor Vehicle Upholstery Worker	15.11
05280 - Motor Vehicle Wrecker	16.21
05310 - Painter Automotive	17.37
05340 - Radiator Repair Specialist	16.21
05370 - Tire Repairer	12.15
05400 - Transmission Repair Specialist	18.51
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.77
07041 - Cook I	12.67
07042 - Cook II	14.71
07070 - Dishwasher	10.47
07130 - Food Service Worker	11.75
07210 - Meat Cutter	18.13

07260 - Waiter/Waitress	10.89
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.75
09040 - Furniture Handler	10.93
09080 - Furniture Refinisher	17.97
09090 - Furniture Refinisher Helper	13.29
09110 - Furniture Repairer Minor	15.63
09130 - Upholsterer	19.02
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.43
11060 - Elevator Operator	11.35
11090 - Gardener	17.60
11122 - Housekeeping Aide	11.35
11150 - Janitor	11.35
11210 - Laborer Grounds Maintenance	13.31
11240 - Maid or Houseman	10.57
11260 - Pruner	11.82
11270 - Tractor Operator	16.19
11330 - Trail Maintenance Worker	13.31
11360 - Window Cleaner	12.78
12000 - Health Occupations	
12010 - Ambulance Driver	15.80
12011 - Breath Alcohol Technician	19.23
12012 - Certified Occupational Therapist Assistant	30.45
12015 - Certified Physical Therapist Assistant	29.71
12020 - Dental Assistant	19.78
12025 - Dental Hygienist	33.12
12030 - EKG Technician	24.46
12035 - Electroneurodiagnostic Technologist	24.46
12040 - Emergency Medical Technician	15.80
12071 - Licensed Practical Nurse I	17.19
12072 - Licensed Practical Nurse II	19.23
12073 - Licensed Practical Nurse III	21.44
12100 - Medical Assistant	15.66
12130 - Medical Laboratory Technician	22.91
12160 - Medical Record Clerk	15.57
12190 - Medical Record Technician	17.42
12195 - Medical Transcriptionist	17.76
12210 - Nuclear Medicine Technologist	36.18
12221 - Nursing Assistant I	11.48
12222 - Nursing Assistant II	12.91
12223 - Nursing Assistant III	14.08
12224 - Nursing Assistant IV	15.81
12235 - Optical Dispenser	20.08
12236 - Optical Technician	16.87
12250 - Pharmacy Technician	15.98
12280 - Phlebotomist	16.05
12305 - Radiologic Technologist	27.20
12311 - Registered Nurse I	24.55
12312 - Registered Nurse II	30.04

12313 - Registered Nurse II Specialist		30.04
12314 - Registered Nurse III		36.34
12315 - Registered Nurse III Anesthetist		36.34
12316 - Registered Nurse IV		43.56
12317 - Scheduler (Drug and Alcohol Testing)		23.82
12320 - Substance Abuse Treatment Counselor		20.97
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.09
13012 - Exhibits Specialist II		26.12
13013 - Exhibits Specialist III		31.95
13041 - Illustrator I		18.79
13042 - Illustrator II		23.29
13043 - Illustrator III		28.49
13047 - Librarian		28.93
13050 - Library Aide/Clerk		13.74
13054 - Library Information Technology Systems Administrator		26.12
13058 - Library Technician		18.90
13061 - Media Specialist I		18.85
13062 - Media Specialist II		21.09
13063 - Media Specialist III		23.51
13071 - Photographer I		14.92
13072 - Photographer II		17.18
13073 - Photographer III		20.68
13074 - Photographer IV		25.30
13075 - Photographer V		30.60
13090 - Technical Order Library Clerk		17.26
13110 - Video Teleconference Technician		19.04
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.99
14042 - Computer Operator II		19.02
14043 - Computer Operator III		21.21
14044 - Computer Operator IV		23.56
14045 - Computer Operator V		26.09
14071 - Computer Programmer I	(see 1)	24.20
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.99
14160 - Personal Computer Support Technician		23.56
14170 - System Support Specialist		31.52
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.11
15020 - Aircrew Training Devices Instructor (Rated)		36.43
15030 - Air Crew Training Devices Instructor (Pilot)		43.57
15050 - Computer Based Training Specialist / Instructor		28.19
15060 - Educational Technologist		30.86

15070 - Flight Instructor (Pilot) 43.57
15080 - Graphic Artist 22.77
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.93
15086 - Maintenance Test Pilot Rotary Wing 41.93
15088 - Non-Maintenance Test/Co-Pilot 41.93
15090 - Technical Instructor 22.58
15095 - Technical Instructor/Course Developer 27.62
15110 - Test Proctor 18.22
15120 - Tutor 18.22
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.04
16030 - Counter Attendant 10.04
16040 - Dry Cleaner 12.82
16070 - Finisher Flatwork Machine 10.04
16090 - Presser Hand 10.04
16110 - Presser Machine Drycleaning 10.04
16130 - Presser Machine Shirts 10.04
16160 - Presser Machine Wearing Apparel Laundry 10.04
16190 - Sewing Machine Operator 13.67
16220 - Tailor 14.50
16250 - Washer Machine 10.94
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 17.51
19040 - Tool And Die Maker 22.08
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.06
21030 - Material Coordinator 22.72
21040 - Material Expediter 22.72
21050 - Material Handling Laborer 13.32
21071 - Order Filler 12.72
21080 - Production Line Worker (Food Processing) 18.28
21110 - Shipping Packer 15.84
21130 - Shipping/Receiving Clerk 15.84
21140 - Store Worker I 11.16
21150 - Stock Clerk 15.98
21210 - Tools And Parts Attendant 19.06
21410 - Warehouse Specialist 19.06
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.55
23019 - Aircraft Logs and Records Technician 21.98
23021 - Aircraft Mechanic I 26.93
23022 - Aircraft Mechanic II 28.55
23023 - Aircraft Mechanic III 30.21
23040 - Aircraft Mechanic Helper 18.70
23050 - Aircraft Painter 25.27
23060 - Aircraft Servicer 21.98
23070 - Aircraft Survival Flight Equipment Technician 25.27
23080 - Aircraft Worker 23.59
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.59

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.93
23110 - Appliance Mechanic 18.66
23120 - Bicycle Repairer 17.12
23125 - Cable Splicer 31.20
23130 - Carpenter Maintenance 18.86
23140 - Carpet Layer 19.87
23160 - Electrician Maintenance 22.34
23181 - Electronics Technician Maintenance I 24.08
23182 - Electronics Technician Maintenance II 25.81
23183 - Electronics Technician Maintenance III 27.51
23260 - Fabric Worker 18.52
23290 - Fire Alarm System Mechanic 21.42
23310 - Fire Extinguisher Repairer 17.12
23311 - Fuel Distribution System Mechanic 25.02
23312 - Fuel Distribution System Operator 18.88
23370 - General Maintenance Worker 17.58
23380 - Ground Support Equipment Mechanic 26.93
23381 - Ground Support Equipment Servicer 21.98
23382 - Ground Support Equipment Worker 23.59
23391 - Gunsmith I 17.12
23392 - Gunsmith II 19.87
23393 - Gunsmith III 22.63
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.85
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.10
23430 - Heavy Equipment Mechanic 24.48
23440 - Heavy Equipment Operator 20.02
23460 - Instrument Mechanic 26.94
23465 - Laboratory/Shelter Mechanic 21.29
23470 - Laborer 13.32
23510 - Locksmith 17.91
23530 - Machinery Maintenance Mechanic 26.63
23550 - Machinist Maintenance 20.97
23580 - Maintenance Trades Helper 14.06
23591 - Metrology Technician I 26.94
23592 - Metrology Technician II 28.56
23593 - Metrology Technician III 30.22
23640 - Millwright 27.00
23710 - Office Appliance Repairer 21.11
23760 - Painter Maintenance 17.08
23790 - Pipefitter Maintenance 22.76
23810 - Plumber Maintenance 21.36
23820 - Pneudraulic Systems Mechanic 22.69
23850 - Rigger 26.81
23870 - Scale Mechanic 19.87
23890 - Sheet-Metal Worker Maintenance 22.58
23910 - Small Engine Mechanic 18.78
23931 - Telecommunications Mechanic I 29.84

23932 - Telecommunications Mechanic II	31.63
23950 - Telephone Lineman	21.89
23960 - Welder Combination Maintenance	19.55
23965 - Well Driller	22.02
23970 - Woodcraft Worker	22.69
23980 - Woodworker	17.12
24000 - Personal Needs Occupations	
24550 - Case Manager	16.35
24570 - Child Care Attendant	11.79
24580 - Child Care Center Clerk	14.71
24610 - Chore Aide	11.46
24620 - Family Readiness And Support Services Coordinator	16.35
24630 - Homemaker	19.49
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	30.03
25040 - Sewage Plant Operator	29.15
25070 - Stationary Engineer	30.03
25190 - Ventilation Equipment Tender	20.85
25210 - Water Treatment Plant Operator	29.15
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.01
27007 - Baggage Inspector	11.64
27008 - Corrections Officer	20.91
27010 - Court Security Officer	21.65
27030 - Detection Dog Handler	13.68
27040 - Detention Officer	20.91
27070 - Firefighter	19.43
27101 - Guard I	11.64
27102 - Guard II	13.68
27131 - Police Officer I	24.09
27132 - Police Officer II	26.76
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.88
28042 - Carnival Equipment Repairer	14.00
28043 - Carnival Worker	9.41
28210 - Gate Attendant/Gate Tender	15.40
28310 - Lifeguard	11.29
28350 - Park Attendant (Aide)	17.24
28510 - Recreation Aide/Health Facility Attendant	12.58
28515 - Recreation Specialist	21.35
28630 - Sports Official	13.72
28690 - Swimming Pool Operator	16.25
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.60
29020 - Hatch Tender	23.60
29030 - Line Handler	23.60
29041 - Stevedore I	21.99
29042 - Stevedore II	25.28
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 16.46
30022 - Archeological Technician II 18.41
30023 - Archeological Technician III 22.82
30030 - Cartographic Technician 22.82
30040 - Civil Engineering Technician 23.80
30051 - Cryogenic Technician I 25.27
30052 - Cryogenic Technician II 27.92
30061 - Drafter/CAD Operator I 16.46
30062 - Drafter/CAD Operator II 18.41
30063 - Drafter/CAD Operator III 20.54
30064 - Drafter/CAD Operator IV 25.27
30081 - Engineering Technician I 15.47
30082 - Engineering Technician II 17.80
30083 - Engineering Technician III 20.34
30084 - Engineering Technician IV 24.67
30085 - Engineering Technician V 30.19
30086 - Engineering Technician VI 36.52
30090 - Environmental Technician 21.21
30095 - Evidence Control Specialist 21.84
30210 - Laboratory Technician 25.87
30221 - Latent Fingerprint Technician I 24.41
30222 - Latent Fingerprint Technician II 26.96
30240 - Mathematical Technician 24.40
30361 - Paralegal/Legal Assistant I 18.17
30362 - Paralegal/Legal Assistant II 22.79
30363 - Paralegal/Legal Assistant III 27.87
30364 - Paralegal/Legal Assistant IV 33.75
30375 - Petroleum Supply Specialist 26.72
30390 - Photo-Optics Technician 22.82
30395 - Radiation Control Technician 26.72
30461 - Technical Writer I 25.35
30462 - Technical Writer II 31.02
30463 - Technical Writer III 37.53
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 25.27
30502 - Weather Forecaster II 30.74
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.54
30621 - Weather Observer Senior (see 2) 22.82
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 13.82
31030 - Bus Driver 18.11

31043 - Driver Courier	15.50
31260 - Parking and Lot Attendant	10.73
31290 - Shuttle Bus Driver	16.85
31310 - Taxi Driver	12.45
31361 - Truckdriver Light	16.85
31362 - Truckdriver Medium	18.23
31363 - Truckdriver Heavy	20.44
31364 - Truckdriver Tractor-Trailer	20.44
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.45
99050 - Desk Clerk	11.20
99095 - Embalmer	27.83
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.71
99252 - Laboratory Animal Caretaker II	14.89
99260 - Marketing Analyst	28.38
99310 - Mortician	27.83
99410 - Pest Controller	17.02
99510 - Photofinishing Worker	14.18
99710 - Recycling Laborer	20.32
99711 - Recycling Specialist	25.18
99730 - Refuse Collector	18.02
99810 - Sales Clerk	12.62
99820 - School Crossing Guard	11.48
99830 - Survey Party Chief	24.84
99831 - Surveying Aide	14.07
99832 - Surveying Technician	19.28
99840 - Vending Machine Attendant	11.62
99841 - Vending Machine Repairer	14.63
99842 - Vending Machine Repairer Helper	11.62

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: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick 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.: 2015-4541
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: Florida

Area: Florida County of Polk

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.55
01012 - Accounting Clerk II		16.15
01013 - Accounting Clerk III		18.08
01020 - Administrative Assistant		23.21
01035 - Court Reporter		18.36
01041 - Customer Service Representative I		12.52
01042 - Customer Service Representative II		14.08
01043 - Customer Service Representative III		15.36
01051 - Data Entry Operator I		13.01
01052 - Data Entry Operator II		14.19
01060 - Dispatcher Motor Vehicle		18.34
01070 - Document Preparation Clerk		12.86
01090 - Duplicating Machine Operator		12.86
01111 - General Clerk I		13.18
01112 - General Clerk II		14.38

01113 - General Clerk III 16.15
01120 - Housing Referral Assistant 19.46
01141 - Messenger Courier 11.37
01191 - Order Clerk I 17.71
01192 - Order Clerk II 19.32
01261 - Personnel Assistant (Employment) I 16.19
01262 - Personnel Assistant (Employment) II 18.22
01263 - Personnel Assistant (Employment) III 20.20
01270 - Production Control Clerk 21.06
01290 - Rental Clerk 14.73
01300 - Scheduler Maintenance 15.31
01311 - Secretary I 15.31
01312 - Secretary II 17.12
01313 - Secretary III 19.41
01320 - Service Order Dispatcher 16.39
01410 - Supply Technician 23.21
01420 - Survey Worker 14.59
01460 - Switchboard Operator/Receptionist 13.39
01531 - Travel Clerk I 14.27
01532 - Travel Clerk II 15.56
01533 - Travel Clerk III 16.88
01611 - Word Processor I 13.45
01612 - Word Processor II 15.10
01613 - Word Processor III 16.90
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.16
05010 - Automotive Electrician 20.79
05040 - Automotive Glass Installer 19.87
05070 - Automotive Worker 19.87
05110 - Mobile Equipment Servicer 18.02
05130 - Motor Equipment Metal Mechanic 21.75
05160 - Motor Equipment Metal Worker 19.87
05190 - Motor Vehicle Mechanic 20.88
05220 - Motor Vehicle Mechanic Helper 17.00
05250 - Motor Vehicle Upholstery Worker 18.94
05280 - Motor Vehicle Wrecker 19.87
05310 - Painter Automotive 20.79
05340 - Radiator Repair Specialist 19.87
05370 - Tire Repairer 13.14
05400 - Transmission Repair Specialist 21.53
07000 - Food Preparation And Service Occupations
07010 - Baker 13.41
07041 - Cook I 12.21
07042 - Cook II 14.19
07070 - Dishwasher 10.13
07130 - Food Service Worker 10.49
07210 - Meat Cutter 15.47
07260 - Waiter/Waitress 9.78
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 18.64

09040 - Furniture Handler 12.13
09080 - Furniture Refinisher 18.64
09090 - Furniture Refinisher Helper 13.86
09110 - Furniture Repairer Minor 16.32
09130 - Upholsterer 18.64
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.30
11060 - Elevator Operator 12.30
11090 - Gardener 15.73
11122 - Housekeeping Aide 11.32
11150 - Janitor 11.32
11210 - Laborer Grounds Maintenance 11.89
11240 - Maid or Houseman 10.50
11260 - Pruner 10.46
11270 - Tractor Operator 14.46
11330 - Trail Maintenance Worker 11.89
11360 - Window Cleaner 12.76
12000 - Health Occupations
12010 - Ambulance Driver 17.35
12011 - Breath Alcohol Technician 18.32
12012 - Certified Occupational Therapist Assistant 31.41
12015 - Certified Physical Therapist Assistant 30.45
12020 - Dental Assistant 17.85
12025 - Dental Hygienist 34.39
12030 - EKG Technician 27.24
12035 - Electroneurodiagnostic Technologist 27.24
12040 - Emergency Medical Technician 17.35
12071 - Licensed Practical Nurse I 17.44
12072 - Licensed Practical Nurse II 19.51
12073 - Licensed Practical Nurse III 21.75
12100 - Medical Assistant 14.59
12130 - Medical Laboratory Technician 21.84
12160 - Medical Record Clerk 17.97
12190 - Medical Record Technician 20.11
12195 - Medical Transcriptionist 18.16
12210 - Nuclear Medicine Technologist 36.71
12221 - Nursing Assistant I 11.12
12222 - Nursing Assistant II 12.50
12223 - Nursing Assistant III 13.64
12224 - Nursing Assistant IV 15.31
12235 - Optical Dispenser 20.92
12236 - Optical Technician 13.80
12250 - Pharmacy Technician 14.53
12280 - Phlebotomist 15.11
12305 - Radiologic Technologist 28.56
12311 - Registered Nurse I 23.88
12312 - Registered Nurse II 29.21
12313 - Registered Nurse II Specialist 29.21
12314 - Registered Nurse III 35.34
12315 - Registered Nurse III Anesthetist 35.34

12316 - Registered Nurse IV		42.36
12317 - Scheduler (Drug and Alcohol Testing)		22.69
12320 - Substance Abuse Treatment Counselor		17.96
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.63
13012 - Exhibits Specialist II		28.03
13013 - Exhibits Specialist III		34.28
13041 - Illustrator I		22.63
13042 - Illustrator II		28.03
13043 - Illustrator III		34.28
13047 - Librarian		31.04
13050 - Library Aide/Clerk		12.16
13054 - Library Information Technology Systems Administrator		28.03
13058 - Library Technician		13.97
13061 - Media Specialist I		20.22
13062 - Media Specialist II		22.63
13063 - Media Specialist III		25.23
13071 - Photographer I		19.90
13072 - Photographer II		22.25
13073 - Photographer III		27.59
13074 - Photographer IV		32.10
13075 - Photographer V		38.83
13090 - Technical Order Library Clerk		15.74
13110 - Video Teleconference Technician		22.00
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.00
14042 - Computer Operator II		17.90
14043 - Computer Operator III		19.99
14044 - Computer Operator IV		22.17
14045 - Computer Operator V		24.56
14071 - Computer Programmer I	(see 1)	22.92
14072 - Computer Programmer II	(see 1)	27.56
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.00
14160 - Personal Computer Support Technician		22.17
14170 - System Support Specialist		24.22
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.58
15020 - Aircrew Training Devices Instructor (Rated)		34.55
15030 - Air Crew Training Devices Instructor (Pilot)		40.57
15050 - Computer Based Training Specialist / Instructor		29.03
15060 - Educational Technologist		30.44
15070 - Flight Instructor (Pilot)		40.57
15080 - Graphic Artist		22.03
15085 - Maintenance Test Pilot Fixed Jet/Prop		40.57

15086 - Maintenance Test Pilot Rotary Wing 40.57
15088 - Non-Maintenance Test/Co-Pilot 40.57
15090 - Technical Instructor 21.98
15095 - Technical Instructor/Course Developer 26.89
15110 - Test Proctor 17.75
15120 - Tutor 17.75
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.38
16030 - Counter Attendant 10.38
16040 - Dry Cleaner 13.17
16070 - Finisher Flatwork Machine 10.38
16090 - Presser Hand 10.38
16110 - Presser Machine Drycleaning 10.38
16130 - Presser Machine Shirts 10.38
16160 - Presser Machine Wearing Apparel Laundry 10.38
16190 - Sewing Machine Operator 14.09
16220 - Tailor 14.98
16250 - Washer Machine 11.36
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 17.40
19040 - Tool And Die Maker 21.15
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.82
21030 - Material Coordinator 21.06
21040 - Material Expediter 21.06
21050 - Material Handling Laborer 14.35
21071 - Order Filler 13.25
21080 - Production Line Worker (Food Processing) 16.82
21110 - Shipping Packer 16.18
21130 - Shipping/Receiving Clerk 16.18
21140 - Store Worker I 11.33
21150 - Stock Clerk 16.18
21210 - Tools And Parts Attendant 16.82
21410 - Warehouse Specialist 16.82
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.29
23019 - Aircraft Logs and Records Technician 21.80
23021 - Aircraft Mechanic I 25.04
23022 - Aircraft Mechanic II 26.29
23023 - Aircraft Mechanic III 27.60
23040 - Aircraft Mechanic Helper 19.58
23050 - Aircraft Painter 23.31
23060 - Aircraft Servicer 21.80
23070 - Aircraft Survival Flight Equipment Technician 23.31
23080 - Aircraft Worker 22.87
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.87
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.04
23110 - Appliance Mechanic 21.83

23120 - Bicycle Repairer 17.28
23125 - Cable Splicer 32.44
23130 - Carpenter Maintenance 17.07
23140 - Carpet Layer 20.10
23160 - Electrician Maintenance 21.99
23181 - Electronics Technician Maintenance I 22.39
23182 - Electronics Technician Maintenance II 23.80
23183 - Electronics Technician Maintenance III 25.32
23260 - Fabric Worker 18.70
23290 - Fire Alarm System Mechanic 19.09
23310 - Fire Extinguisher Repairer 17.28
23311 - Fuel Distribution System Mechanic 24.60
23312 - Fuel Distribution System Operator 19.67
23370 - General Maintenance Worker 17.46
23380 - Ground Support Equipment Mechanic 25.04
23381 - Ground Support Equipment Servicer 21.80
23382 - Ground Support Equipment Worker 22.87
23391 - Gunsmith I 17.28
23392 - Gunsmith II 20.10
23393 - Gunsmith III 22.73
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.35
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.44
23430 - Heavy Equipment Mechanic 24.29
23440 - Heavy Equipment Operator 20.09
23460 - Instrument Mechanic 22.73
23465 - Laboratory/Shelter Mechanic 21.36
23470 - Laborer 14.35
23510 - Locksmith 19.01
23530 - Machinery Maintenance Mechanic 24.84
23550 - Machinist Maintenance 20.10
23580 - Maintenance Trades Helper 14.98
23591 - Metrology Technician I 22.73
23592 - Metrology Technician II 23.94
23593 - Metrology Technician III 24.96
23640 - Millwright 25.62
23710 - Office Appliance Repairer 19.07
23760 - Painter Maintenance 18.85
23790 - Pipefitter Maintenance 21.45
23810 - Plumber Maintenance 20.16
23820 - Pneudraulic Systems Mechanic 22.73
23850 - Rigger 22.73
23870 - Scale Mechanic 20.10
23890 - Sheet-Metal Worker Maintenance 21.53
23910 - Small Engine Mechanic 18.11
23931 - Telecommunications Mechanic I 24.35
23932 - Telecommunications Mechanic II 25.65
23950 - Telephone Lineman 23.50
23960 - Welder Combination Maintenance 21.08

23965 - Well Driller		21.81
23970 - Woodcraft Worker		22.73
23980 - Woodworker		17.28
24000 - Personal Needs Occupations		
24550 - Case Manager		17.09
24570 - Child Care Attendant		9.72
24580 - Child Care Center Clerk		14.10
24610 - Chore Aide		11.11
24620 - Family Readiness And Support Services Coordinator		17.09
24630 - Homemaker		17.33
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		22.95
25040 - Sewage Plant Operator		23.39
25070 - Stationary Engineer		22.95
25190 - Ventilation Equipment Tender		16.10
25210 - Water Treatment Plant Operator		23.39
27000 - Protective Service Occupations		
27004 - Alarm Monitor		18.71
27007 - Baggage Inspector		11.49
27008 - Corrections Officer		22.81
27010 - Court Security Officer		21.45
27030 - Detection Dog Handler		16.69
27040 - Detention Officer		22.81
27070 - Firefighter		19.71
27101 - Guard I		11.49
27102 - Guard II		16.69
27131 - Police Officer I		24.05
27132 - Police Officer II		26.80
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.82
28042 - Carnival Equipment Repairer		13.95
28043 - Carnival Worker		9.30
28210 - Gate Attendant/Gate Tender		14.72
28310 - Lifeguard		11.15
28350 - Park Attendant (Aide)		16.47
28510 - Recreation Aide/Health Facility Attendant		11.40
28515 - Recreation Specialist		20.40
28630 - Sports Official		13.11
28690 - Swimming Pool Operator		16.21
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		26.94
29020 - Hatch Tender		26.94
29030 - Line Handler		26.94
29041 - Stevedore I		24.18
29042 - Stevedore II		29.45
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29

30021 - Archeological Technician I		18.12
30022 - Archeological Technician II		20.27
30023 - Archeological Technician III		25.11
30030 - Cartographic Technician		25.11
30040 - Civil Engineering Technician		28.47
30051 - Cryogenic Technician I		27.81
30052 - Cryogenic Technician II		30.72
30061 - Drafter/CAD Operator I		18.12
30062 - Drafter/CAD Operator II		20.27
30063 - Drafter/CAD Operator III		22.60
30064 - Drafter/CAD Operator IV		27.81
30081 - Engineering Technician I		16.69
30082 - Engineering Technician II		18.74
30083 - Engineering Technician III		21.23
30084 - Engineering Technician IV		24.45
30085 - Engineering Technician V		26.10
30086 - Engineering Technician VI		30.84
30090 - Environmental Technician		21.08
30095 - Evidence Control Specialist		25.11
30210 - Laboratory Technician		23.30
30221 - Latent Fingerprint Technician I		21.27
30222 - Latent Fingerprint Technician II		23.50
30240 - Mathematical Technician		25.11
30361 - Paralegal/Legal Assistant I		19.92
30362 - Paralegal/Legal Assistant II		24.67
30363 - Paralegal/Legal Assistant III		30.18
30364 - Paralegal/Legal Assistant IV		36.52
30375 - Petroleum Supply Specialist		30.72
30390 - Photo-Optics Technician		25.11
30395 - Radiation Control Technician		30.72
30461 - Technical Writer I		25.11
30462 - Technical Writer II		30.72
30463 - Technical Writer III		37.16
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		27.81
30502 - Weather Forecaster II		33.83
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.60
30621 - Weather Observer Senior	(see 2)	25.11
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		11.41
31030 - Bus Driver		16.27
31043 - Driver Courier		18.54
31260 - Parking and Lot Attendant		11.73
31290 - Shuttle Bus Driver		18.35

31310 - Taxi Driver	10.72
31361 - Truckdriver Light	20.19
31362 - Truckdriver Medium	21.85
31363 - Truckdriver Heavy	20.34
31364 - Truckdriver Tractor-Trailer	20.34
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.99
99050 - Desk Clerk	11.18
99095 - Embalmer	28.59
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	16.01
99252 - Laboratory Animal Caretaker II	17.42
99260 - Marketing Analyst	27.64
99310 - Mortician	28.59
99410 - Pest Controller	18.04
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	17.59
99711 - Recycling Specialist	20.65
99730 - Refuse Collector	15.69
99810 - Sales Clerk	12.49
99820 - School Crossing Guard	12.24
99830 - Survey Party Chief	20.68
99831 - Surveying Aide	12.73
99832 - Surveying Technician	19.43
99840 - Vending Machine Attendant	17.35
99841 - Vending Machine Repairer	20.54
99842 - Vending Machine Repairer Helper	17.35

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; and 3 weeks after 5 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4542
Revision No.: 11
Date Of Last Revision: 08/31/2020

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.

State: Florida

Area: Florida County of Polk

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.55
01012 - Accounting Clerk II		16.15
01013 - Accounting Clerk III		18.08
01020 - Administrative Assistant		23.21
01035 - Court Reporter		18.36
01041 - Customer Service Representative I		12.52
01042 - Customer Service Representative II		14.08
01043 - Customer Service Representative III		15.36
01051 - Data Entry Operator I		13.01
01052 - Data Entry Operator II		14.19
01060 - Dispatcher Motor Vehicle		18.34
01070 - Document Preparation Clerk		12.86

01090 - Duplicating Machine Operator 12.86
01111 - General Clerk I 13.18
01112 - General Clerk II 14.38
01113 - General Clerk III 16.15
01120 - Housing Referral Assistant 19.46
01141 - Messenger Courier 11.37
01191 - Order Clerk I 17.71
01192 - Order Clerk II 19.32
01261 - Personnel Assistant (Employment) I 16.19
01262 - Personnel Assistant (Employment) II 18.22
01263 - Personnel Assistant (Employment) III 20.20
01270 - Production Control Clerk 21.06
01290 - Rental Clerk 14.73
01300 - Scheduler Maintenance 15.31
01311 - Secretary I 15.31
01312 - Secretary II 17.12
01313 - Secretary III 19.41
01320 - Service Order Dispatcher 16.39
01410 - Supply Technician 23.21
01420 - Survey Worker 14.59
01460 - Switchboard Operator/Receptionist 13.39
01531 - Travel Clerk I 14.27
01532 - Travel Clerk II 15.56
01533 - Travel Clerk III 16.88
01611 - Word Processor I 13.45
01612 - Word Processor II 15.10
01613 - Word Processor III 16.90
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.16
05010 - Automotive Electrician 20.79
05040 - Automotive Glass Installer 19.87
05070 - Automotive Worker 19.87
05110 - Mobile Equipment Servicer 18.02
05130 - Motor Equipment Metal Mechanic 21.75
05160 - Motor Equipment Metal Worker 19.87
05190 - Motor Vehicle Mechanic 20.88
05220 - Motor Vehicle Mechanic Helper 17.00
05250 - Motor Vehicle Upholstery Worker 18.94
05280 - Motor Vehicle Wrecker 19.87
05310 - Painter Automotive 20.79
05340 - Radiator Repair Specialist 19.87
05370 - Tire Repairer 13.14
05400 - Transmission Repair Specialist 21.53
07000 - Food Preparation And Service Occupations
07010 - Baker 13.41
07041 - Cook I 12.21
07042 - Cook II 14.19
07070 - Dishwasher 10.13
07130 - Food Service Worker 10.49
07210 - Meat Cutter 15.47

07260 - Waiter/Waitress	9.78
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.64
09040 - Furniture Handler	12.13
09080 - Furniture Refinisher	18.64
09090 - Furniture Refinisher Helper	13.86
09110 - Furniture Repairer Minor	16.32
09130 - Upholsterer	18.64
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.30
11060 - Elevator Operator	12.30
11090 - Gardener	15.73
11122 - Housekeeping Aide	11.32
11150 - Janitor	11.32
11210 - Laborer Grounds Maintenance	11.89
11240 - Maid or Houseman	10.50
11260 - Pruner	10.46
11270 - Tractor Operator	14.46
11330 - Trail Maintenance Worker	11.89
11360 - Window Cleaner	12.76
12000 - Health Occupations	
12010 - Ambulance Driver	17.35
12011 - Breath Alcohol Technician	18.32
12012 - Certified Occupational Therapist Assistant	31.41
12015 - Certified Physical Therapist Assistant	30.45
12020 - Dental Assistant	17.85
12025 - Dental Hygienist	34.39
12030 - EKG Technician	27.24
12035 - Electroneurodiagnostic Technologist	27.24
12040 - Emergency Medical Technician	17.35
12071 - Licensed Practical Nurse I	17.44
12072 - Licensed Practical Nurse II	19.51
12073 - Licensed Practical Nurse III	21.75
12100 - Medical Assistant	14.59
12130 - Medical Laboratory Technician	21.84
12160 - Medical Record Clerk	17.97
12190 - Medical Record Technician	20.11
12195 - Medical Transcriptionist	18.16
12210 - Nuclear Medicine Technologist	36.71
12221 - Nursing Assistant I	11.12
12222 - Nursing Assistant II	12.50
12223 - Nursing Assistant III	13.64
12224 - Nursing Assistant IV	15.31
12235 - Optical Dispenser	20.92
12236 - Optical Technician	13.80
12250 - Pharmacy Technician	14.53
12280 - Phlebotomist	15.11
12305 - Radiologic Technologist	28.56
12311 - Registered Nurse I	23.88
12312 - Registered Nurse II	29.21

12313 - Registered Nurse II Specialist		29.21
12314 - Registered Nurse III		35.34
12315 - Registered Nurse III Anesthetist		35.34
12316 - Registered Nurse IV		42.36
12317 - Scheduler (Drug and Alcohol Testing)		22.69
12320 - Substance Abuse Treatment Counselor		17.96
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.63
13012 - Exhibits Specialist II		28.03
13013 - Exhibits Specialist III		34.28
13041 - Illustrator I		22.63
13042 - Illustrator II		28.03
13043 - Illustrator III		34.28
13047 - Librarian		31.04
13050 - Library Aide/Clerk		12.16
13054 - Library Information Technology Systems Administrator		28.03
13058 - Library Technician		13.97
13061 - Media Specialist I		20.22
13062 - Media Specialist II		22.63
13063 - Media Specialist III		25.23
13071 - Photographer I		19.90
13072 - Photographer II		22.25
13073 - Photographer III		27.59
13074 - Photographer IV		32.10
13075 - Photographer V		38.83
13090 - Technical Order Library Clerk		15.74
13110 - Video Teleconference Technician		22.00
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.00
14042 - Computer Operator II		17.90
14043 - Computer Operator III		19.99
14044 - Computer Operator IV		22.17
14045 - Computer Operator V		24.56
14071 - Computer Programmer I	(see 1)	22.92
14072 - Computer Programmer II	(see 1)	27.56
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.00
14160 - Personal Computer Support Technician		22.17
14170 - System Support Specialist		24.22
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.58
15020 - Aircrew Training Devices Instructor (Rated)		34.55
15030 - Air Crew Training Devices Instructor (Pilot)		40.57
15050 - Computer Based Training Specialist / Instructor		29.03
15060 - Educational Technologist		30.44

15070 - Flight Instructor (Pilot) 40.57
15080 - Graphic Artist 22.03
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.57
15086 - Maintenance Test Pilot Rotary Wing 40.57
15088 - Non-Maintenance Test/Co-Pilot 40.57
15090 - Technical Instructor 21.98
15095 - Technical Instructor/Course Developer 26.89
15110 - Test Proctor 17.75
15120 - Tutor 17.75
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.38
16030 - Counter Attendant 10.38
16040 - Dry Cleaner 13.17
16070 - Finisher Flatwork Machine 10.38
16090 - Presser Hand 10.38
16110 - Presser Machine Drycleaning 10.38
16130 - Presser Machine Shirts 10.38
16160 - Presser Machine Wearing Apparel Laundry 10.38
16190 - Sewing Machine Operator 14.09
16220 - Tailor 14.98
16250 - Washer Machine 11.36
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 17.40
19040 - Tool And Die Maker 21.15
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.82
21030 - Material Coordinator 21.06
21040 - Material Expediter 21.06
21050 - Material Handling Laborer 14.35
21071 - Order Filler 13.25
21080 - Production Line Worker (Food Processing) 16.82
21110 - Shipping Packer 16.18
21130 - Shipping/Receiving Clerk 16.18
21140 - Store Worker I 11.33
21150 - Stock Clerk 16.18
21210 - Tools And Parts Attendant 16.82
21410 - Warehouse Specialist 16.82
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.29
23019 - Aircraft Logs and Records Technician 21.80
23021 - Aircraft Mechanic I 25.04
23022 - Aircraft Mechanic II 26.29
23023 - Aircraft Mechanic III 27.60
23040 - Aircraft Mechanic Helper 19.58
23050 - Aircraft Painter 23.31
23060 - Aircraft Servicer 21.80
23070 - Aircraft Survival Flight Equipment Technician 23.31
23080 - Aircraft Worker 22.87
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.87

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.04
23110 - Appliance Mechanic 21.83
23120 - Bicycle Repairer 17.28
23125 - Cable Splicer 32.44
23130 - Carpenter Maintenance 17.07
23140 - Carpet Layer 20.10
23160 - Electrician Maintenance 21.99
23181 - Electronics Technician Maintenance I 22.39
23182 - Electronics Technician Maintenance II 23.80
23183 - Electronics Technician Maintenance III 25.32
23260 - Fabric Worker 18.70
23290 - Fire Alarm System Mechanic 19.09
23310 - Fire Extinguisher Repairer 17.28
23311 - Fuel Distribution System Mechanic 24.60
23312 - Fuel Distribution System Operator 19.67
23370 - General Maintenance Worker 17.46
23380 - Ground Support Equipment Mechanic 25.04
23381 - Ground Support Equipment Servicer 21.80
23382 - Ground Support Equipment Worker 22.87
23391 - Gunsmith I 17.28
23392 - Gunsmith II 20.10
23393 - Gunsmith III 22.73
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.35
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.44
23430 - Heavy Equipment Mechanic 24.29
23440 - Heavy Equipment Operator 20.09
23460 - Instrument Mechanic 22.73
23465 - Laboratory/Shelter Mechanic 21.36
23470 - Laborer 14.35
23510 - Locksmith 19.01
23530 - Machinery Maintenance Mechanic 24.84
23550 - Machinist Maintenance 20.10
23580 - Maintenance Trades Helper 14.98
23591 - Metrology Technician I 22.73
23592 - Metrology Technician II 23.94
23593 - Metrology Technician III 24.96
23640 - Millwright 25.62
23710 - Office Appliance Repairer 19.07
23760 - Painter Maintenance 18.85
23790 - Pipefitter Maintenance 21.45
23810 - Plumber Maintenance 20.16
23820 - Pneudraulic Systems Mechanic 22.73
23850 - Rigger 22.73
23870 - Scale Mechanic 20.10
23890 - Sheet-Metal Worker Maintenance 21.53
23910 - Small Engine Mechanic 18.11
23931 - Telecommunications Mechanic I 24.35

23932 - Telecommunications Mechanic II 25.65
23950 - Telephone Lineman 23.50
23960 - Welder Combination Maintenance 21.08
23965 - Well Driller 21.81
23970 - Woodcraft Worker 22.73
23980 - Woodworker 17.28
24000 - Personal Needs Occupations
24550 - Case Manager 17.09
24570 - Child Care Attendant 9.72
24580 - Child Care Center Clerk 14.10
24610 - Chore Aide 11.11
24620 - Family Readiness And Support Services Coordinator 17.09
24630 - Homemaker 17.33
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 22.95
25040 - Sewage Plant Operator 23.39
25070 - Stationary Engineer 22.95
25190 - Ventilation Equipment Tender 16.10
25210 - Water Treatment Plant Operator 23.39
27000 - Protective Service Occupations
27004 - Alarm Monitor 18.71
27007 - Baggage Inspector 11.49
27008 - Corrections Officer 22.81
27010 - Court Security Officer 21.45
27030 - Detection Dog Handler 16.69
27040 - Detention Officer 22.81
27070 - Firefighter 19.71
27101 - Guard I 11.49
27102 - Guard II 16.69
27131 - Police Officer I 24.05
27132 - Police Officer II 26.80
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.82
28042 - Carnival Equipment Repairer 13.95
28043 - Carnival Worker 9.30
28210 - Gate Attendant/Gate Tender 14.72
28310 - Lifeguard 11.15
28350 - Park Attendant (Aide) 16.47
28510 - Recreation Aide/Health Facility Attendant 11.40
28515 - Recreation Specialist 20.40
28630 - Sports Official 13.11
28690 - Swimming Pool Operator 16.21
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 26.94
29020 - Hatch Tender 26.94
29030 - Line Handler 26.94
29041 - Stevedore I 24.18
29042 - Stevedore II 29.45
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 18.12
30022 - Archeological Technician II 20.27
30023 - Archeological Technician III 25.11
30030 - Cartographic Technician 25.11
30040 - Civil Engineering Technician 28.47
30051 - Cryogenic Technician I 27.81
30052 - Cryogenic Technician II 30.72
30061 - Drafter/CAD Operator I 18.12
30062 - Drafter/CAD Operator II 20.27
30063 - Drafter/CAD Operator III 22.60
30064 - Drafter/CAD Operator IV 27.81
30081 - Engineering Technician I 16.69
30082 - Engineering Technician II 18.74
30083 - Engineering Technician III 21.23
30084 - Engineering Technician IV 24.45
30085 - Engineering Technician V 26.10
30086 - Engineering Technician VI 30.84
30090 - Environmental Technician 21.08
30095 - Evidence Control Specialist 25.11
30210 - Laboratory Technician 23.30
30221 - Latent Fingerprint Technician I 21.27
30222 - Latent Fingerprint Technician II 23.50
30240 - Mathematical Technician 25.11
30361 - Paralegal/Legal Assistant I 19.92
30362 - Paralegal/Legal Assistant II 24.67
30363 - Paralegal/Legal Assistant III 30.18
30364 - Paralegal/Legal Assistant IV 36.52
30375 - Petroleum Supply Specialist 30.72
30390 - Photo-Optics Technician 25.11
30395 - Radiation Control Technician 30.72
30461 - Technical Writer I 25.11
30462 - Technical Writer II 30.72
30463 - Technical Writer III 37.16
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 27.81
30502 - Weather Forecaster II 33.83
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.60
30621 - Weather Observer Senior (see 2) 25.11
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 11.41
31030 - Bus Driver 16.27

31043 - Driver Courier	18.54
31260 - Parking and Lot Attendant	11.73
31290 - Shuttle Bus Driver	18.35
31310 - Taxi Driver	10.72
31361 - Truckdriver Light	20.19
31362 - Truckdriver Medium	21.85
31363 - Truckdriver Heavy	20.34
31364 - Truckdriver Tractor-Trailer	20.34
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.99
99050 - Desk Clerk	11.18
99095 - Embalmer	28.59
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	16.01
99252 - Laboratory Animal Caretaker II	17.42
99260 - Marketing Analyst	27.64
99310 - Mortician	28.59
99410 - Pest Controller	18.04
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	17.59
99711 - Recycling Specialist	20.65
99730 - Refuse Collector	15.69
99810 - Sales Clerk	12.49
99820 - School Crossing Guard	12.24
99830 - Survey Party Chief	20.68
99831 - Surveying Aide	12.73
99832 - Surveying Technician	19.43
99840 - Vending Machine Attendant	17.35
99841 - Vending Machine Repairer	20.54
99842 - Vending Machine Repairer Helper	17.35

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; and 3 weeks after 5 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4543
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.

State: Florida

Area: Florida County of Dade

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		17.79
01013 - Accounting Clerk III		19.89
01020 - Administrative Assistant		28.29
01035 - Court Reporter		19.31
01041 - Customer Service Representative I		13.15
01042 - Customer Service Representative II		14.56
01043 - Customer Service Representative III		16.12
01051 - Data Entry Operator I		14.37
01052 - Data Entry Operator II		15.68
01060 - Dispatcher Motor Vehicle		17.21
01070 - Document Preparation Clerk		14.96
01090 - Duplicating Machine Operator		14.96
01111 - General Clerk I		14.69
01112 - General Clerk II		16.03

01113 - General Clerk III 18.01
01120 - Housing Referral Assistant 21.52
01141 - Messenger Courier 14.99
01191 - Order Clerk I 15.11
01192 - Order Clerk II 16.49
01261 - Personnel Assistant (Employment) I 17.43
01262 - Personnel Assistant (Employment) II 19.49
01263 - Personnel Assistant (Employment) III 21.72
01270 - Production Control Clerk 21.49
01290 - Rental Clerk 14.93
01300 - Scheduler Maintenance 17.27
01311 - Secretary I 17.27
01312 - Secretary II 19.31
01313 - Secretary III 21.52
01320 - Service Order Dispatcher 15.39
01410 - Supply Technician 28.29
01420 - Survey Worker 20.30
01460 - Switchboard Operator/Receptionist 14.49
01531 - Travel Clerk I 16.67
01532 - Travel Clerk II 18.12
01533 - Travel Clerk III 19.41
01611 - Word Processor I 15.20
01612 - Word Processor II 17.06
01613 - Word Processor III 19.08
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.14
05010 - Automotive Electrician 19.13
05040 - Automotive Glass Installer 17.86
05070 - Automotive Worker 17.86
05110 - Mobile Equipment Servicer 15.10
05130 - Motor Equipment Metal Mechanic 20.40
05160 - Motor Equipment Metal Worker 17.86
05190 - Motor Vehicle Mechanic 20.40
05220 - Motor Vehicle Mechanic Helper 13.71
05250 - Motor Vehicle Upholstery Worker 16.52
05280 - Motor Vehicle Wrecker 17.86
05310 - Painter Automotive 19.13
05340 - Radiator Repair Specialist 17.86
05370 - Tire Repairer 15.15
05400 - Transmission Repair Specialist 20.40
07000 - Food Preparation And Service Occupations
07010 - Baker 14.25
07041 - Cook I 13.50
07042 - Cook II 15.98
07070 - Dishwasher 11.20
07130 - Food Service Worker 12.87
07210 - Meat Cutter 16.63
07260 - Waiter/Waitress 10.51
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 17.49

09040 - Furniture Handler 9.22
09080 - Furniture Refinisher 16.35
09090 - Furniture Refinisher Helper 12.13
09110 - Furniture Repairer Minor 14.15
09130 - Upholsterer 18.77
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.17
11060 - Elevator Operator 11.64
11090 - Gardener 19.91
11122 - Housekeeping Aide 11.64
11150 - Janitor 11.64
11210 - Laborer Grounds Maintenance 14.33
11240 - Maid or Houseman 11.42
11260 - Pruner 12.48
11270 - Tractor Operator 18.07
11330 - Trail Maintenance Worker 14.33
11360 - Window Cleaner 13.36
12000 - Health Occupations
12010 - Ambulance Driver 16.87
12011 - Breath Alcohol Technician 20.79
12012 - Certified Occupational Therapist Assistant 32.71
12015 - Certified Physical Therapist Assistant 29.49
12020 - Dental Assistant 19.16
12025 - Dental Hygienist 35.10
12030 - EKG Technician 23.82
12035 - Electroneurodiagnostic Technologist 23.82
12040 - Emergency Medical Technician 16.87
12071 - Licensed Practical Nurse I 18.59
12072 - Licensed Practical Nurse II 20.79
12073 - Licensed Practical Nurse III 23.17
12100 - Medical Assistant 17.50
12130 - Medical Laboratory Technician 25.82
12160 - Medical Record Clerk 17.42
12190 - Medical Record Technician 20.47
12195 - Medical Transcriptionist 17.92
12210 - Nuclear Medicine Technologist 37.64
12221 - Nursing Assistant I 12.08
12222 - Nursing Assistant II 13.57
12223 - Nursing Assistant III 14.82
12224 - Nursing Assistant IV 16.64
12235 - Optical Dispenser 20.85
12236 - Optical Technician 15.24
12250 - Pharmacy Technician 17.05
12280 - Phlebotomist 16.04
12305 - Radiologic Technologist 29.29
12311 - Registered Nurse I 26.32
12312 - Registered Nurse II 31.00
12313 - Registered Nurse II Specialist 31.00
12314 - Registered Nurse III 37.51
12315 - Registered Nurse III Anesthetist 37.51

12316 - Registered Nurse IV		44.95
12317 - Scheduler (Drug and Alcohol Testing)		25.76
12320 - Substance Abuse Treatment Counselor		28.72
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.30
13012 - Exhibits Specialist II		26.39
13013 - Exhibits Specialist III		32.28
13041 - Illustrator I		22.97
13042 - Illustrator II		28.47
13043 - Illustrator III		34.82
13047 - Librarian		31.86
13050 - Library Aide/Clerk		13.31
13054 - Library Information Technology Systems Administrator		28.75
13058 - Library Technician		18.18
13061 - Media Specialist I		19.77
13062 - Media Specialist II		22.28
13063 - Media Specialist III		24.85
13071 - Photographer I		17.44
13072 - Photographer II		19.52
13073 - Photographer III		24.18
13074 - Photographer IV		29.57
13075 - Photographer V		35.78
13090 - Technical Order Library Clerk		17.30
13110 - Video Teleconference Technician		21.33
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.05
14042 - Computer Operator II		20.20
14043 - Computer Operator III		22.52
14044 - Computer Operator IV		25.03
14045 - Computer Operator V		27.71
14071 - Computer Programmer I	(see 1)	23.27
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		18.05
14160 - Personal Computer Support Technician		25.03
14170 - System Support Specialist		29.03
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.48
15020 - Aircrew Training Devices Instructor (Rated)		38.08
15030 - Air Crew Training Devices Instructor (Pilot)		42.90
15050 - Computer Based Training Specialist / Instructor		31.48
15060 - Educational Technologist		29.96
15070 - Flight Instructor (Pilot)		42.90
15080 - Graphic Artist		25.96
15085 - Maintenance Test Pilot Fixed Jet/Prop		40.71

15086 - Maintenance Test Pilot Rotary Wing 40.71
15088 - Non-Maintenance Test/Co-Pilot 40.71
15090 - Technical Instructor 24.91
15095 - Technical Instructor/Course Developer 30.47
15110 - Test Proctor 20.11
15120 - Tutor 20.11
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.50
16030 - Counter Attendant 10.50
16040 - Dry Cleaner 13.05
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 13.88
16220 - Tailor 14.72
16250 - Washer Machine 11.36
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.19
19040 - Tool And Die Maker 26.95
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.74
21030 - Material Coordinator 21.49
21040 - Material Expediter 21.49
21050 - Material Handling Laborer 14.33
21071 - Order Filler 12.89
21080 - Production Line Worker (Food Processing) 16.74
21110 - Shipping Packer 15.19
21130 - Shipping/Receiving Clerk 15.19
21140 - Store Worker I 10.76
21150 - Stock Clerk 16.44
21210 - Tools And Parts Attendant 16.74
21410 - Warehouse Specialist 16.74
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 34.69
23019 - Aircraft Logs and Records Technician 26.42
23021 - Aircraft Mechanic I 32.59
23022 - Aircraft Mechanic II 34.69
23023 - Aircraft Mechanic III 36.75
23040 - Aircraft Mechanic Helper 21.91
23050 - Aircraft Painter 29.23
23060 - Aircraft Servicer 26.42
23070 - Aircraft Survival Flight Equipment Technician 29.23
23080 - Aircraft Worker 28.58
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 28.58
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 32.59
23110 - Appliance Mechanic 20.87

23120 - Bicycle Repairer 13.81
23125 - Cable Splicer 26.56
23130 - Carpenter Maintenance 20.40
23140 - Carpet Layer 20.01
23160 - Electrician Maintenance 22.18
23181 - Electronics Technician Maintenance I 24.51
23182 - Electronics Technician Maintenance II 26.23
23183 - Electronics Technician Maintenance III 27.97
23260 - Fabric Worker 19.39
23290 - Fire Alarm System Mechanic 22.16
23310 - Fire Extinguisher Repairer 16.92
23311 - Fuel Distribution System Mechanic 24.22
23312 - Fuel Distribution System Operator 17.93
23370 - General Maintenance Worker 17.47
23380 - Ground Support Equipment Mechanic 32.59
23381 - Ground Support Equipment Servicer 26.42
23382 - Ground Support Equipment Worker 28.58
23391 - Gunsmith I 16.92
23392 - Gunsmith II 20.00
23393 - Gunsmith III 22.85
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.18
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.54
23430 - Heavy Equipment Mechanic 24.94
23440 - Heavy Equipment Operator 21.73
23460 - Instrument Mechanic 22.85
23465 - Laboratory/Shelter Mechanic 21.43
23470 - Laborer 14.33
23510 - Locksmith 18.77
23530 - Machinery Maintenance Mechanic 22.48
23550 - Machinist Maintenance 21.89
23580 - Maintenance Trades Helper 14.72
23591 - Metrology Technician I 22.85
23592 - Metrology Technician II 24.32
23593 - Metrology Technician III 25.76
23640 - Millwright 21.19
23710 - Office Appliance Repairer 18.50
23760 - Painter Maintenance 17.51
23790 - Pipefitter Maintenance 23.94
23810 - Plumber Maintenance 22.45
23820 - Pneudraulic Systems Mechanic 22.85
23850 - Rigger 24.18
23870 - Scale Mechanic 20.00
23890 - Sheet-Metal Worker Maintenance 21.23
23910 - Small Engine Mechanic 20.50
23931 - Telecommunications Mechanic I 30.36
23932 - Telecommunications Mechanic II 32.31
23950 - Telephone Lineman 21.57
23960 - Welder Combination Maintenance 19.32

23965 - Well Driller		23.23
23970 - Woodcraft Worker		22.85
23980 - Woodworker		16.92
24000 - Personal Needs Occupations		
24550 - Case Manager		17.89
24570 - Child Care Attendant		11.53
24580 - Child Care Center Clerk		15.33
24610 - Chore Aide		11.57
24620 - Family Readiness And Support Services Coordinator		17.89
24630 - Homemaker		17.89
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		29.47
25040 - Sewage Plant Operator		25.43
25070 - Stationary Engineer		29.47
25190 - Ventilation Equipment Tender		19.81
25210 - Water Treatment Plant Operator		25.43
27000 - Protective Service Occupations		
27004 - Alarm Monitor		26.57
27007 - Baggage Inspector		12.47
27008 - Corrections Officer		27.97
27010 - Court Security Officer		31.35
27030 - Detection Dog Handler		18.11
27040 - Detention Officer		27.97
27070 - Firefighter		33.91
27101 - Guard I		12.47
27102 - Guard II		18.11
27131 - Police Officer I		33.08
27132 - Police Officer II		36.78
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		16.00
28042 - Carnival Equipment Repairer		17.63
28043 - Carnival Worker		11.06
28210 - Gate Attendant/Gate Tender		16.93
28310 - Lifeguard		15.76
28350 - Park Attendant (Aide)		18.93
28510 - Recreation Aide/Health Facility Attendant		13.81
28515 - Recreation Specialist		23.45
28630 - Sports Official		15.07
28690 - Swimming Pool Operator		20.87
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		31.06
29020 - Hatch Tender		31.06
29030 - Line Handler		31.06
29041 - Stevedore I		28.72
29042 - Stevedore II		33.25
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	42.91
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	29.59
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	32.58

30021 - Archeological Technician I		19.73
30022 - Archeological Technician II		22.06
30023 - Archeological Technician III		27.33
30030 - Cartographic Technician		27.33
30040 - Civil Engineering Technician		28.38
30051 - Cryogenic Technician I		29.66
30052 - Cryogenic Technician II		32.77
30061 - Drafter/CAD Operator I		19.73
30062 - Drafter/CAD Operator II		22.06
30063 - Drafter/CAD Operator III		24.59
30064 - Drafter/CAD Operator IV		30.27
30081 - Engineering Technician I		17.93
30082 - Engineering Technician II		21.92
30083 - Engineering Technician III		24.53
30084 - Engineering Technician IV		27.90
30085 - Engineering Technician V		34.13
30086 - Engineering Technician VI		41.29
30090 - Environmental Technician		21.84
30095 - Evidence Control Specialist		26.79
30210 - Laboratory Technician		22.08
30221 - Latent Fingerprint Technician I		27.03
30222 - Latent Fingerprint Technician II		29.86
30240 - Mathematical Technician		28.45
30361 - Paralegal/Legal Assistant I		21.78
30362 - Paralegal/Legal Assistant II		26.97
30363 - Paralegal/Legal Assistant III		32.99
30364 - Paralegal/Legal Assistant IV		39.92
30375 - Petroleum Supply Specialist		32.77
30390 - Photo-Optics Technician		27.33
30395 - Radiation Control Technician		32.77
30461 - Technical Writer I		25.84
30462 - Technical Writer II		31.61
30463 - Technical Writer III		38.25
30491 - Unexploded Ordnance (UXO) Technician I		27.27
30492 - Unexploded Ordnance (UXO) Technician II		33.00
30493 - Unexploded Ordnance (UXO) Technician III		39.55
30494 - Unexploded (UXO) Safety Escort		27.27
30495 - Unexploded (UXO) Sweep Personnel		27.27
30501 - Weather Forecaster I		30.27
30502 - Weather Forecaster II		36.07
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	24.59
30621 - Weather Observer Senior	(see 2)	27.33
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		33.00
31020 - Bus Aide		13.02
31030 - Bus Driver		20.01
31043 - Driver Courier		14.92
31260 - Parking and Lot Attendant		11.10
31290 - Shuttle Bus Driver		16.45

31310 - Taxi Driver	13.27
31361 - Truckdriver Light	16.45
31362 - Truckdriver Medium	17.99
31363 - Truckdriver Heavy	19.54
31364 - Truckdriver Tractor-Trailer	19.54
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.09
99030 - Cashier	10.87
99050 - Desk Clerk	12.81
99095 - Embalmer	24.52
99130 - Flight Follower	27.27
99251 - Laboratory Animal Caretaker I	14.27
99252 - Laboratory Animal Caretaker II	15.72
99260 - Marketing Analyst	29.95
99310 - Mortician	26.97
99410 - Pest Controller	17.33
99510 - Photofinishing Worker	14.97
99710 - Recycling Laborer	23.99
99711 - Recycling Specialist	30.26
99730 - Refuse Collector	20.90
99810 - Sales Clerk	12.45
99820 - School Crossing Guard	13.59
99830 - Survey Party Chief	22.64
99831 - Surveying Aide	12.33
99832 - Surveying Technician	20.21
99840 - Vending Machine Attendant	12.85
99841 - Vending Machine Repairer	16.68
99842 - Vending Machine Repairer Helper	12.85

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 5 years 4 weeks after 15 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4545
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: Florida

Area: Florida County of Collier

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.40
01012 - Accounting Clerk II		20.65
01013 - Accounting Clerk III		23.11
01020 - Administrative Assistant		25.80
01035 - Court Reporter		18.82
01041 - Customer Service Representative I		13.44
01042 - Customer Service Representative II		15.12
01043 - Customer Service Representative III		16.49
01051 - Data Entry Operator I		15.45
01052 - Data Entry Operator II		16.85
01060 - Dispatcher Motor Vehicle		17.75
01070 - Document Preparation Clerk		13.94
01090 - Duplicating Machine Operator		13.94
01111 - General Clerk I		13.75
01112 - General Clerk II		15.00

01113 - General Clerk III 16.83
01120 - Housing Referral Assistant 20.88
01141 - Messenger Courier 13.66
01191 - Order Clerk I 14.98
01192 - Order Clerk II 16.35
01261 - Personnel Assistant (Employment) I 15.88
01262 - Personnel Assistant (Employment) II 18.07
01263 - Personnel Assistant (Employment) III 20.30
01270 - Production Control Clerk 23.67
01290 - Rental Clerk 14.93
01300 - Scheduler Maintenance 16.74
01311 - Secretary I 16.74
01312 - Secretary II 18.73
01313 - Secretary III 20.88
01320 - Service Order Dispatcher 15.87
01410 - Supply Technician 25.80
01420 - Survey Worker 18.82
01460 - Switchboard Operator/Receptionist 16.06
01531 - Travel Clerk I 17.67
01532 - Travel Clerk II 19.20
01533 - Travel Clerk III 20.91
01611 - Word Processor I 13.95
01612 - Word Processor II 16.74
01613 - Word Processor III 18.73
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 25.53
05010 - Automotive Electrician 18.53
05040 - Automotive Glass Installer 17.29
05070 - Automotive Worker 17.29
05110 - Mobile Equipment Servicer 14.67
05130 - Motor Equipment Metal Mechanic 19.91
05160 - Motor Equipment Metal Worker 17.29
05190 - Motor Vehicle Mechanic 19.91
05220 - Motor Vehicle Mechanic Helper 13.46
05250 - Motor Vehicle Upholstery Worker 16.00
05280 - Motor Vehicle Wrecker 17.29
05310 - Painter Automotive 18.53
05340 - Radiator Repair Specialist 17.29
05370 - Tire Repairer 13.81
05400 - Transmission Repair Specialist 19.91
07000 - Food Preparation And Service Occupations
07010 - Baker 14.58
07041 - Cook I 16.53
07042 - Cook II 19.53
07070 - Dishwasher 11.60
07130 - Food Service Worker 13.79
07210 - Meat Cutter 16.44
07260 - Waiter/Waitress 11.61
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 18.13

09040 - Furniture Handler 9.92
09080 - Furniture Refinisher 17.79
09090 - Furniture Refinisher Helper 12.73
09110 - Furniture Repairer Minor 15.36
09130 - Upholsterer 19.02
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.85
11060 - Elevator Operator 12.85
11090 - Gardener 20.81
11122 - Housekeeping Aide 13.31
11150 - Janitor 13.31
11210 - Laborer Grounds Maintenance 14.97
11240 - Maid or Houseman 12.93
11260 - Pruner 13.02
11270 - Tractor Operator 18.85
11330 - Trail Maintenance Worker 14.97
11360 - Window Cleaner 15.29
12000 - Health Occupations
12010 - Ambulance Driver 21.75
12011 - Breath Alcohol Technician 19.77
12012 - Certified Occupational Therapist Assistant 32.78
12015 - Certified Physical Therapist Assistant 29.85
12020 - Dental Assistant 19.95
12025 - Dental Hygienist 38.61
12030 - EKG Technician 29.33
12035 - Electroneurodiagnostic Technologist 29.33
12040 - Emergency Medical Technician 21.75
12071 - Licensed Practical Nurse I 17.67
12072 - Licensed Practical Nurse II 19.77
12073 - Licensed Practical Nurse III 22.04
12100 - Medical Assistant 18.84
12130 - Medical Laboratory Technician 20.61
12160 - Medical Record Clerk 19.31
12190 - Medical Record Technician 20.47
12195 - Medical Transcriptionist 17.30
12210 - Nuclear Medicine Technologist 42.54
12221 - Nursing Assistant I 11.68
12222 - Nursing Assistant II 13.13
12223 - Nursing Assistant III 14.32
12224 - Nursing Assistant IV 16.07
12235 - Optical Dispenser 23.39
12236 - Optical Technician 17.67
12250 - Pharmacy Technician 15.99
12280 - Phlebotomist 15.24
12305 - Radiologic Technologist 30.28
12311 - Registered Nurse I 26.32
12312 - Registered Nurse II 29.80
12313 - Registered Nurse II Specialist 29.80
12314 - Registered Nurse III 36.61
12315 - Registered Nurse III Anesthetist 36.61

12316 - Registered Nurse IV		43.22
12317 - Scheduler (Drug and Alcohol Testing)		26.94
12320 - Substance Abuse Treatment Counselor		33.53
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		26.95
13012 - Exhibits Specialist II		33.38
13013 - Exhibits Specialist III		40.84
13041 - Illustrator I		26.39
13042 - Illustrator II		32.68
13043 - Illustrator III		39.98
13047 - Librarian		36.97
13050 - Library Aide/Clerk		15.92
13054 - Library Information Technology Systems Administrator		33.38
13058 - Library Technician		22.89
13061 - Media Specialist I		24.08
13062 - Media Specialist II		26.95
13063 - Media Specialist III		30.04
13071 - Photographer I		24.08
13072 - Photographer II		26.95
13073 - Photographer III		33.38
13074 - Photographer IV		40.84
13075 - Photographer V		49.41
13090 - Technical Order Library Clerk		20.00
13110 - Video Teleconference Technician		21.25
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.41
14042 - Computer Operator II		18.36
14043 - Computer Operator III		20.47
14044 - Computer Operator IV		22.75
14045 - Computer Operator V		25.19
14071 - Computer Programmer I	(see 1)	22.76
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		16.41
14160 - Personal Computer Support Technician		22.75
14170 - System Support Specialist		26.53
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.48
15020 - Aircrew Training Devices Instructor (Rated)		38.08
15030 - Air Crew Training Devices Instructor (Pilot)		42.90
15050 - Computer Based Training Specialist / Instructor		31.48
15060 - Educational Technologist		28.67
15070 - Flight Instructor (Pilot)		42.90
15080 - Graphic Artist		25.96
15085 - Maintenance Test Pilot Fixed Jet/Prop		40.75

15086 - Maintenance Test Pilot Rotary Wing 40.75
15088 - Non-Maintenance Test/Co-Pilot 40.75
15090 - Technical Instructor 21.77
15095 - Technical Instructor/Course Developer 26.64
15110 - Test Proctor 17.58
15120 - Tutor 17.58
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.90
16030 - Counter Attendant 10.90
16040 - Dry Cleaner 13.55
16070 - Finisher Flatwork Machine 10.90
16090 - Presser Hand 10.90
16110 - Presser Machine Drycleaning 10.90
16130 - Presser Machine Shirts 10.90
16160 - Presser Machine Wearing Apparel Laundry 10.90
16190 - Sewing Machine Operator 14.43
16220 - Tailor 15.29
16250 - Washer Machine 11.83
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.85
19040 - Tool And Die Maker 25.58
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 14.81
21030 - Material Coordinator 23.23
21040 - Material Expediter 23.23
21050 - Material Handling Laborer 13.39
21071 - Order Filler 13.52
21080 - Production Line Worker (Food Processing) 14.81
21110 - Shipping Packer 14.81
21130 - Shipping/Receiving Clerk 14.81
21140 - Store Worker I 10.56
21150 - Stock Clerk 16.11
21210 - Tools And Parts Attendant 14.81
21410 - Warehouse Specialist 14.81
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.79
23019 - Aircraft Logs and Records Technician 20.96
23021 - Aircraft Mechanic I 26.07
23022 - Aircraft Mechanic II 27.79
23023 - Aircraft Mechanic III 29.50
23040 - Aircraft Mechanic Helper 17.37
23050 - Aircraft Painter 22.85
23060 - Aircraft Servicer 20.96
23070 - Aircraft Survival Flight Equipment Technician 22.85
23080 - Aircraft Worker 22.65
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.65
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.07
23110 - Appliance Mechanic 19.19

23120 - Bicycle Repairer	15.68
23125 - Cable Splicer	24.61
23130 - Carpenter Maintenance	20.93
23140 - Carpet Layer	20.97
23160 - Electrician Maintenance	20.79
23181 - Electronics Technician Maintenance I	23.75
23182 - Electronics Technician Maintenance II	25.46
23183 - Electronics Technician Maintenance III	27.34
23260 - Fabric Worker	17.63
23290 - Fire Alarm System Mechanic	22.06
23310 - Fire Extinguisher Repairer	15.68
23311 - Fuel Distribution System Mechanic	21.32
23312 - Fuel Distribution System Operator	15.68
23370 - General Maintenance Worker	19.26
23380 - Ground Support Equipment Mechanic	26.07
23381 - Ground Support Equipment Servicer	20.96
23382 - Ground Support Equipment Worker	22.65
23391 - Gunsmith I	15.68
23392 - Gunsmith II	18.52
23393 - Gunsmith III	21.32
23410 - Heating Ventilation And Air-Conditioning Mechanic	22.89
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	24.40
23430 - Heavy Equipment Mechanic	22.91
23440 - Heavy Equipment Operator	20.82
23460 - Instrument Mechanic	21.32
23465 - Laboratory/Shelter Mechanic	19.85
23470 - Laborer	12.66
23510 - Locksmith	19.85
23530 - Machinery Maintenance Mechanic	24.74
23550 - Machinist Maintenance	21.78
23580 - Maintenance Trades Helper	13.43
23591 - Metrology Technician I	21.32
23592 - Metrology Technician II	22.73
23593 - Metrology Technician III	24.14
23640 - Millwright	21.32
23710 - Office Appliance Repairer	17.94
23760 - Painter Maintenance	17.51
23790 - Pipefitter Maintenance	20.76
23810 - Plumber Maintenance	19.33
23820 - Pneudraulic Systems Mechanic	21.32
23850 - Rigger	21.32
23870 - Scale Mechanic	18.52
23890 - Sheet-Metal Worker Maintenance	18.24
23910 - Small Engine Mechanic	20.43
23931 - Telecommunications Mechanic I	24.88
23932 - Telecommunications Mechanic II	26.52
23950 - Telephone Lineman	23.28
23960 - Welder Combination Maintenance	18.69

23965 - Well Driller		18.80
23970 - Woodcraft Worker		21.32
23980 - Woodworker		15.68
24000 - Personal Needs Occupations		
24550 - Case Manager		18.85
24570 - Child Care Attendant		11.45
24580 - Child Care Center Clerk		15.33
24610 - Chore Aide		13.34
24620 - Family Readiness And Support Services Coordinator		18.85
24630 - Homemaker		18.85
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		21.32
25040 - Sewage Plant Operator		25.31
25070 - Stationary Engineer		21.32
25190 - Ventilation Equipment Tender		14.20
25210 - Water Treatment Plant Operator		25.31
27000 - Protective Service Occupations		
27004 - Alarm Monitor		20.47
27007 - Baggage Inspector		13.80
27008 - Corrections Officer		28.97
27010 - Court Security Officer		28.97
27030 - Detection Dog Handler		18.11
27040 - Detention Officer		28.97
27070 - Firefighter		29.13
27101 - Guard I		13.80
27102 - Guard II		18.11
27131 - Police Officer I		30.90
27132 - Police Officer II		34.34
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		15.04
28042 - Carnival Equipment Repairer		16.60
28043 - Carnival Worker		10.39
28210 - Gate Attendant/Gate Tender		17.36
28310 - Lifeguard		14.05
28350 - Park Attendant (Aide)		19.42
28510 - Recreation Aide/Health Facility Attendant		14.17
28515 - Recreation Specialist		24.05
28630 - Sports Official		15.46
28690 - Swimming Pool Operator		19.77
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		22.76
29020 - Hatch Tender		22.76
29030 - Line Handler		22.76
29041 - Stevedore I		20.86
29042 - Stevedore II		24.67
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29

30021 - Archeological Technician I		18.66
30022 - Archeological Technician II		20.89
30023 - Archeological Technician III		24.98
30030 - Cartographic Technician		25.86
30040 - Civil Engineering Technician		29.92
30051 - Cryogenic Technician I		26.48
30052 - Cryogenic Technician II		28.42
30061 - Drafter/CAD Operator I		18.66
30062 - Drafter/CAD Operator II		20.89
30063 - Drafter/CAD Operator III		23.28
30064 - Drafter/CAD Operator IV		28.66
30081 - Engineering Technician I		17.93
30082 - Engineering Technician II		21.92
30083 - Engineering Technician III		24.53
30084 - Engineering Technician IV		27.90
30085 - Engineering Technician V		34.13
30086 - Engineering Technician VI		41.29
30090 - Environmental Technician		23.24
30095 - Evidence Control Specialist		23.24
30210 - Laboratory Technician		20.92
30221 - Latent Fingerprint Technician I		25.74
30222 - Latent Fingerprint Technician II		28.42
30240 - Mathematical Technician		25.86
30361 - Paralegal/Legal Assistant I		18.81
30362 - Paralegal/Legal Assistant II		23.29
30363 - Paralegal/Legal Assistant III		28.49
30364 - Paralegal/Legal Assistant IV		34.47
30375 - Petroleum Supply Specialist		28.42
30390 - Photo-Optics Technician		25.86
30395 - Radiation Control Technician		28.42
30461 - Technical Writer I		23.91
30462 - Technical Writer II		29.25
30463 - Technical Writer III		34.50
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		28.66
30502 - Weather Forecaster II		34.86
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.28
30621 - Weather Observer Senior	(see 2)	25.86
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		11.87
31030 - Bus Driver		18.04
31043 - Driver Courier		14.92
31260 - Parking and Lot Attendant		11.00
31290 - Shuttle Bus Driver		16.45

31310 - Taxi Driver	16.16
31361 - Truckdriver Light	16.45
31362 - Truckdriver Medium	17.99
31363 - Truckdriver Heavy	19.54
31364 - Truckdriver Tractor-Trailer	19.54
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.33
99050 - Desk Clerk	14.92
99095 - Embalmer	24.65
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.01
99252 - Laboratory Animal Caretaker II	13.26
99260 - Marketing Analyst	28.64
99310 - Mortician	24.65
99410 - Pest Controller	15.83
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	16.07
99711 - Recycling Specialist	20.25
99730 - Refuse Collector	13.99
99810 - Sales Clerk	12.82
99820 - School Crossing Guard	12.40
99830 - Survey Party Chief	25.03
99831 - Surveying Aide	13.63
99832 - Surveying Technician	22.34
99840 - Vending Machine Attendant	17.95
99841 - Vending Machine Repairer	23.40
99842 - Vending Machine Repairer Helper	17.95

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 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.: 2015-4546
Revision No.: 13
Date Of Last Revision: 06/18/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Florida

Area: Florida County of Collier

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.40
01012 - Accounting Clerk II		20.65
01013 - Accounting Clerk III		23.11
01020 - Administrative Assistant		25.80
01035 - Court Reporter		18.82
01041 - Customer Service Representative I		13.44
01042 - Customer Service Representative II		15.12
01043 - Customer Service Representative III		16.49
01051 - Data Entry Operator I		15.45
01052 - Data Entry Operator II		16.85
01060 - Dispatcher Motor Vehicle		17.75
01070 - Document Preparation Clerk		13.94

01090 - Duplicating Machine Operator 13.94
01111 - General Clerk I 13.75
01112 - General Clerk II 15.00
01113 - General Clerk III 16.83
01120 - Housing Referral Assistant 20.88
01141 - Messenger Courier 13.66
01191 - Order Clerk I 14.98
01192 - Order Clerk II 16.35
01261 - Personnel Assistant (Employment) I 15.88
01262 - Personnel Assistant (Employment) II 18.07
01263 - Personnel Assistant (Employment) III 20.30
01270 - Production Control Clerk 23.67
01290 - Rental Clerk 14.93
01300 - Scheduler Maintenance 16.74
01311 - Secretary I 16.74
01312 - Secretary II 18.73
01313 - Secretary III 20.88
01320 - Service Order Dispatcher 15.87
01410 - Supply Technician 25.80
01420 - Survey Worker 18.82
01460 - Switchboard Operator/Receptionist 16.06
01531 - Travel Clerk I 17.67
01532 - Travel Clerk II 19.20
01533 - Travel Clerk III 20.91
01611 - Word Processor I 13.95
01612 - Word Processor II 16.74
01613 - Word Processor III 18.73
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 25.53
05010 - Automotive Electrician 18.53
05040 - Automotive Glass Installer 17.29
05070 - Automotive Worker 17.29
05110 - Mobile Equipment Servicer 14.67
05130 - Motor Equipment Metal Mechanic 19.91
05160 - Motor Equipment Metal Worker 17.29
05190 - Motor Vehicle Mechanic 19.91
05220 - Motor Vehicle Mechanic Helper 13.46
05250 - Motor Vehicle Upholstery Worker 16.00
05280 - Motor Vehicle Wrecker 17.29
05310 - Painter Automotive 18.53
05340 - Radiator Repair Specialist 17.29
05370 - Tire Repairer 13.81
05400 - Transmission Repair Specialist 19.91
07000 - Food Preparation And Service Occupations
07010 - Baker 14.58
07041 - Cook I 16.53
07042 - Cook II 19.53
07070 - Dishwasher 11.60
07130 - Food Service Worker 13.79
07210 - Meat Cutter 16.44

07260 - Waiter/Waitress	11.61
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.13
09040 - Furniture Handler	9.92
09080 - Furniture Refinisher	17.79
09090 - Furniture Refinisher Helper	12.73
09110 - Furniture Repairer Minor	15.36
09130 - Upholsterer	19.02
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.85
11060 - Elevator Operator	12.85
11090 - Gardener	20.81
11122 - Housekeeping Aide	13.31
11150 - Janitor	13.31
11210 - Laborer Grounds Maintenance	14.97
11240 - Maid or Houseman	12.93
11260 - Pruner	13.02
11270 - Tractor Operator	18.85
11330 - Trail Maintenance Worker	14.97
11360 - Window Cleaner	15.29
12000 - Health Occupations	
12010 - Ambulance Driver	21.75
12011 - Breath Alcohol Technician	19.77
12012 - Certified Occupational Therapist Assistant	32.78
12015 - Certified Physical Therapist Assistant	29.85
12020 - Dental Assistant	19.95
12025 - Dental Hygienist	38.61
12030 - EKG Technician	29.33
12035 - Electroneurodiagnostic Technologist	29.33
12040 - Emergency Medical Technician	21.75
12071 - Licensed Practical Nurse I	17.67
12072 - Licensed Practical Nurse II	19.77
12073 - Licensed Practical Nurse III	22.04
12100 - Medical Assistant	18.84
12130 - Medical Laboratory Technician	20.61
12160 - Medical Record Clerk	19.31
12190 - Medical Record Technician	20.47
12195 - Medical Transcriptionist	17.30
12210 - Nuclear Medicine Technologist	42.54
12221 - Nursing Assistant I	11.68
12222 - Nursing Assistant II	13.13
12223 - Nursing Assistant III	14.32
12224 - Nursing Assistant IV	16.07
12235 - Optical Dispenser	23.39
12236 - Optical Technician	17.67
12250 - Pharmacy Technician	15.99
12280 - Phlebotomist	15.24
12305 - Radiologic Technologist	30.28
12311 - Registered Nurse I	26.32
12312 - Registered Nurse II	29.80

12313 - Registered Nurse II Specialist		29.80
12314 - Registered Nurse III		36.61
12315 - Registered Nurse III Anesthetist		36.61
12316 - Registered Nurse IV		43.22
12317 - Scheduler (Drug and Alcohol Testing)		26.94
12320 - Substance Abuse Treatment Counselor		33.53
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		26.95
13012 - Exhibits Specialist II		33.38
13013 - Exhibits Specialist III		40.84
13041 - Illustrator I		26.39
13042 - Illustrator II		32.68
13043 - Illustrator III		39.98
13047 - Librarian		36.97
13050 - Library Aide/Clerk		15.92
13054 - Library Information Technology Systems Administrator		33.38
13058 - Library Technician		22.89
13061 - Media Specialist I		24.08
13062 - Media Specialist II		26.95
13063 - Media Specialist III		30.04
13071 - Photographer I		24.08
13072 - Photographer II		26.95
13073 - Photographer III		33.38
13074 - Photographer IV		40.84
13075 - Photographer V		49.41
13090 - Technical Order Library Clerk		20.00
13110 - Video Teleconference Technician		21.25
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.41
14042 - Computer Operator II		18.36
14043 - Computer Operator III		20.47
14044 - Computer Operator IV		22.75
14045 - Computer Operator V		25.19
14071 - Computer Programmer I	(see 1)	22.76
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		16.41
14160 - Personal Computer Support Technician		22.75
14170 - System Support Specialist		26.53
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.48
15020 - Aircrew Training Devices Instructor (Rated)		38.08
15030 - Air Crew Training Devices Instructor (Pilot)		42.90
15050 - Computer Based Training Specialist / Instructor		31.48
15060 - Educational Technologist		28.67

15070 - Flight Instructor (Pilot) 42.90
15080 - Graphic Artist 25.96
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.75
15086 - Maintenance Test Pilot Rotary Wing 40.75
15088 - Non-Maintenance Test/Co-Pilot 40.75
15090 - Technical Instructor 21.77
15095 - Technical Instructor/Course Developer 26.64
15110 - Test Proctor 17.58
15120 - Tutor 17.58
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.90
16030 - Counter Attendant 10.90
16040 - Dry Cleaner 13.55
16070 - Finisher Flatwork Machine 10.90
16090 - Presser Hand 10.90
16110 - Presser Machine Drycleaning 10.90
16130 - Presser Machine Shirts 10.90
16160 - Presser Machine Wearing Apparel Laundry 10.90
16190 - Sewing Machine Operator 14.43
16220 - Tailor 15.29
16250 - Washer Machine 11.83
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.85
19040 - Tool And Die Maker 25.58
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 14.81
21030 - Material Coordinator 23.23
21040 - Material Expediter 23.23
21050 - Material Handling Laborer 13.39
21071 - Order Filler 13.52
21080 - Production Line Worker (Food Processing) 14.81
21110 - Shipping Packer 14.81
21130 - Shipping/Receiving Clerk 14.81
21140 - Store Worker I 10.56
21150 - Stock Clerk 16.11
21210 - Tools And Parts Attendant 14.81
21410 - Warehouse Specialist 14.81
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.79
23019 - Aircraft Logs and Records Technician 20.96
23021 - Aircraft Mechanic I 26.07
23022 - Aircraft Mechanic II 27.79
23023 - Aircraft Mechanic III 29.50
23040 - Aircraft Mechanic Helper 17.37
23050 - Aircraft Painter 22.85
23060 - Aircraft Servicer 20.96
23070 - Aircraft Survival Flight Equipment Technician 22.85
23080 - Aircraft Worker 22.65
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.65

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.07
23110 - Appliance Mechanic 19.19
23120 - Bicycle Repairer 15.68
23125 - Cable Splicer 24.61
23130 - Carpenter Maintenance 20.93
23140 - Carpet Layer 20.97
23160 - Electrician Maintenance 20.79
23181 - Electronics Technician Maintenance I 23.75
23182 - Electronics Technician Maintenance II 25.46
23183 - Electronics Technician Maintenance III 27.34
23260 - Fabric Worker 17.63
23290 - Fire Alarm System Mechanic 22.06
23310 - Fire Extinguisher Repairer 15.68
23311 - Fuel Distribution System Mechanic 21.32
23312 - Fuel Distribution System Operator 15.68
23370 - General Maintenance Worker 19.26
23380 - Ground Support Equipment Mechanic 26.07
23381 - Ground Support Equipment Servicer 20.96
23382 - Ground Support Equipment Worker 22.65
23391 - Gunsmith I 15.68
23392 - Gunsmith II 18.52
23393 - Gunsmith III 21.32
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.89
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.40
23430 - Heavy Equipment Mechanic 22.91
23440 - Heavy Equipment Operator 20.82
23460 - Instrument Mechanic 21.32
23465 - Laboratory/Shelter Mechanic 19.85
23470 - Laborer 12.66
23510 - Locksmith 19.85
23530 - Machinery Maintenance Mechanic 24.74
23550 - Machinist Maintenance 21.78
23580 - Maintenance Trades Helper 13.43
23591 - Metrology Technician I 21.32
23592 - Metrology Technician II 22.73
23593 - Metrology Technician III 24.14
23640 - Millwright 21.32
23710 - Office Appliance Repairer 17.94
23760 - Painter Maintenance 17.51
23790 - Pipefitter Maintenance 20.76
23810 - Plumber Maintenance 19.33
23820 - Pneudraulic Systems Mechanic 21.32
23850 - Rigger 21.32
23870 - Scale Mechanic 18.52
23890 - Sheet-Metal Worker Maintenance 18.24
23910 - Small Engine Mechanic 20.43
23931 - Telecommunications Mechanic I 24.88

23932 - Telecommunications Mechanic II 26.52
23950 - Telephone Lineman 23.28
23960 - Welder Combination Maintenance 18.69
23965 - Well Driller 18.80
23970 - Woodcraft Worker 21.32
23980 - Woodworker 15.68
24000 - Personal Needs Occupations
24550 - Case Manager 18.85
24570 - Child Care Attendant 11.45
24580 - Child Care Center Clerk 15.33
24610 - Chore Aide 13.34
24620 - Family Readiness And Support Services Coordinator 18.85
24630 - Homemaker 18.85
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 21.32
25040 - Sewage Plant Operator 25.31
25070 - Stationary Engineer 21.32
25190 - Ventilation Equipment Tender 14.20
25210 - Water Treatment Plant Operator 25.31
27000 - Protective Service Occupations
27004 - Alarm Monitor 20.47
27007 - Baggage Inspector 13.80
27008 - Corrections Officer 28.97
27010 - Court Security Officer 28.97
27030 - Detection Dog Handler 18.11
27040 - Detention Officer 28.97
27070 - Firefighter 29.13
27101 - Guard I 13.80
27102 - Guard II 18.11
27131 - Police Officer I 30.90
27132 - Police Officer II 34.34
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.04
28042 - Carnival Equipment Repairer 16.60
28043 - Carnival Worker 10.39
28210 - Gate Attendant/Gate Tender 17.36
28310 - Lifeguard 14.05
28350 - Park Attendant (Aide) 19.42
28510 - Recreation Aide/Health Facility Attendant 14.17
28515 - Recreation Specialist 24.05
28630 - Sports Official 15.46
28690 - Swimming Pool Operator 19.77
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 22.76
29020 - Hatch Tender 22.76
29030 - Line Handler 22.76
29041 - Stevedore I 20.86
29042 - Stevedore II 24.67
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 18.66
30022 - Archeological Technician II 20.89
30023 - Archeological Technician III 24.98
30030 - Cartographic Technician 25.86
30040 - Civil Engineering Technician 29.92
30051 - Cryogenic Technician I 26.48
30052 - Cryogenic Technician II 28.42
30061 - Drafter/CAD Operator I 18.66
30062 - Drafter/CAD Operator II 20.89
30063 - Drafter/CAD Operator III 23.28
30064 - Drafter/CAD Operator IV 28.66
30081 - Engineering Technician I 17.93
30082 - Engineering Technician II 21.92
30083 - Engineering Technician III 24.53
30084 - Engineering Technician IV 27.90
30085 - Engineering Technician V 34.13
30086 - Engineering Technician VI 41.29
30090 - Environmental Technician 23.24
30095 - Evidence Control Specialist 23.24
30210 - Laboratory Technician 20.92
30221 - Latent Fingerprint Technician I 25.74
30222 - Latent Fingerprint Technician II 28.42
30240 - Mathematical Technician 25.86
30361 - Paralegal/Legal Assistant I 18.81
30362 - Paralegal/Legal Assistant II 23.29
30363 - Paralegal/Legal Assistant III 28.49
30364 - Paralegal/Legal Assistant IV 34.47
30375 - Petroleum Supply Specialist 28.42
30390 - Photo-Optics Technician 25.86
30395 - Radiation Control Technician 28.42
30461 - Technical Writer I 23.91
30462 - Technical Writer II 29.25
30463 - Technical Writer III 34.50
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 28.66
30502 - Weather Forecaster II 34.86
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.28
30621 - Weather Observer Senior (see 2) 25.86
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 11.87
31030 - Bus Driver 18.04

31043 - Driver Courier	14.92
31260 - Parking and Lot Attendant	11.00
31290 - Shuttle Bus Driver	16.45
31310 - Taxi Driver	16.16
31361 - Truckdriver Light	16.45
31362 - Truckdriver Medium	17.99
31363 - Truckdriver Heavy	19.54
31364 - Truckdriver Tractor-Trailer	19.54
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.33
99050 - Desk Clerk	14.92
99095 - Embalmer	24.65
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.01
99252 - Laboratory Animal Caretaker II	13.26
99260 - Marketing Analyst	28.64
99310 - Mortician	24.65
99410 - Pest Controller	15.83
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	16.07
99711 - Recycling Specialist	20.25
99730 - Refuse Collector	13.99
99810 - Sales Clerk	12.82
99820 - School Crossing Guard	12.40
99830 - Survey Party Chief	25.03
99831 - Surveying Aide	13.63
99832 - Surveying Technician	22.34
99840 - Vending Machine Attendant	17.95
99841 - Vending Machine Repairer	23.40
99842 - Vending Machine Repairer Helper	17.95

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 5 years 4 weeks after 15 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4547
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: Florida

Area: Florida Counties of Manatee Sarasota

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.29
01012 - Accounting Clerk II		17.16
01013 - Accounting Clerk III		19.20
01020 - Administrative Assistant		23.98
01035 - Court Reporter		18.36
01041 - Customer Service Representative I		12.53
01042 - Customer Service Representative II		14.08
01043 - Customer Service Representative III		15.36
01051 - Data Entry Operator I		14.06
01052 - Data Entry Operator II		15.34
01060 - Dispatcher Motor Vehicle		18.11
01070 - Document Preparation Clerk		13.58
01090 - Duplicating Machine Operator		13.58
01111 - General Clerk I		12.60
01112 - General Clerk II		13.75

01113 - General Clerk III 15.44
01120 - Housing Referral Assistant 20.01
01141 - Messenger Courier 13.86
01191 - Order Clerk I 14.93
01192 - Order Clerk II 16.29
01261 - Personnel Assistant (Employment) I 16.01
01262 - Personnel Assistant (Employment) II 18.22
01263 - Personnel Assistant (Employment) III 19.97
01270 - Production Control Clerk 20.00
01290 - Rental Clerk 14.73
01300 - Scheduler Maintenance 16.05
01311 - Secretary I 16.05
01312 - Secretary II 17.96
01313 - Secretary III 20.01
01320 - Service Order Dispatcher 16.18
01410 - Supply Technician 23.98
01420 - Survey Worker 16.40
01460 - Switchboard Operator/Receptionist 14.67
01531 - Travel Clerk I 15.96
01532 - Travel Clerk II 17.16
01533 - Travel Clerk III 19.15
01611 - Word Processor I 14.52
01612 - Word Processor II 16.30
01613 - Word Processor III 18.24
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.60
05010 - Automotive Electrician 20.79
05040 - Automotive Glass Installer 19.87
05070 - Automotive Worker 19.87
05110 - Mobile Equipment Servicer 18.02
05130 - Motor Equipment Metal Mechanic 21.75
05160 - Motor Equipment Metal Worker 19.87
05190 - Motor Vehicle Mechanic 20.88
05220 - Motor Vehicle Mechanic Helper 17.00
05250 - Motor Vehicle Upholstery Worker 18.94
05280 - Motor Vehicle Wrecker 19.87
05310 - Painter Automotive 20.79
05340 - Radiator Repair Specialist 19.87
05370 - Tire Repairer 13.95
05400 - Transmission Repair Specialist 21.53
07000 - Food Preparation And Service Occupations
07010 - Baker 13.16
07041 - Cook I 13.69
07042 - Cook II 15.92
07070 - Dishwasher 11.53
07130 - Food Service Worker 12.35
07210 - Meat Cutter 14.54
07260 - Waiter/Waitress 12.09
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 16.65

09040 - Furniture Handler 12.13
09080 - Furniture Refinisher 16.49
09090 - Furniture Refinisher Helper 12.38
09110 - Furniture Repairer Minor 14.44
09130 - Upholsterer 18.32
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.40
11060 - Elevator Operator 11.40
11090 - Gardener 18.67
11122 - Housekeeping Aide 11.52
11150 - Janitor 11.52
11210 - Laborer Grounds Maintenance 14.12
11240 - Maid or Houseman 12.15
11260 - Pruner 12.45
11270 - Tractor Operator 17.16
11330 - Trail Maintenance Worker 14.12
11360 - Window Cleaner 13.10
12000 - Health Occupations
12010 - Ambulance Driver 18.40
12011 - Breath Alcohol Technician 19.35
12012 - Certified Occupational Therapist Assistant 34.30
12015 - Certified Physical Therapist Assistant 31.34
12020 - Dental Assistant 20.70
12025 - Dental Hygienist 35.75
12030 - EKG Technician 28.45
12035 - Electroneurodiagnostic Technologist 28.45
12040 - Emergency Medical Technician 18.40
12071 - Licensed Practical Nurse I 17.44
12072 - Licensed Practical Nurse II 19.51
12073 - Licensed Practical Nurse III 21.75
12100 - Medical Assistant 17.56
12130 - Medical Laboratory Technician 24.45
12160 - Medical Record Clerk 15.83
12190 - Medical Record Technician 17.71
12195 - Medical Transcriptionist 18.51
12210 - Nuclear Medicine Technologist 35.03
12221 - Nursing Assistant I 11.70
12222 - Nursing Assistant II 13.15
12223 - Nursing Assistant III 14.35
12224 - Nursing Assistant IV 16.11
12235 - Optical Dispenser 24.16
12236 - Optical Technician 14.38
12250 - Pharmacy Technician 16.18
12280 - Phlebotomist 16.42
12305 - Radiologic Technologist 28.55
12311 - Registered Nurse I 23.88
12312 - Registered Nurse II 27.55
12313 - Registered Nurse II Specialist 27.55
12314 - Registered Nurse III 33.08
12315 - Registered Nurse III Anesthetist 33.08

12316 - Registered Nurse IV		39.89
12317 - Scheduler (Drug and Alcohol Testing)		23.96
12320 - Substance Abuse Treatment Counselor		24.35
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.45
13012 - Exhibits Specialist II		26.22
13013 - Exhibits Specialist III		30.49
13041 - Illustrator I		20.77
13042 - Illustrator II		25.73
13043 - Illustrator III		31.47
13047 - Librarian		27.59
13050 - Library Aide/Clerk		15.19
13054 - Library Information Technology Systems Administrator		24.65
13058 - Library Technician		17.49
13061 - Media Specialist I		17.98
13062 - Media Specialist II		20.11
13063 - Media Specialist III		22.43
13071 - Photographer I		18.09
13072 - Photographer II		20.23
13073 - Photographer III		25.08
13074 - Photographer IV		29.18
13075 - Photographer V		35.30
13090 - Technical Order Library Clerk		20.03
13110 - Video Teleconference Technician		19.42
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.44
14042 - Computer Operator II		20.64
14043 - Computer Operator III		23.01
14044 - Computer Operator IV		25.56
14045 - Computer Operator V		28.31
14071 - Computer Programmer I	(see 1)	22.92
14072 - Computer Programmer II	(see 1)	27.56
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.44
14160 - Personal Computer Support Technician		25.56
14170 - System Support Specialist		28.40
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.58
15020 - Aircrew Training Devices Instructor (Rated)		34.55
15030 - Air Crew Training Devices Instructor (Pilot)		40.91
15050 - Computer Based Training Specialist / Instructor		29.03
15060 - Educational Technologist		26.29
15070 - Flight Instructor (Pilot)		40.91
15080 - Graphic Artist		22.03
15085 - Maintenance Test Pilot Fixed Jet/Prop		40.91

15086 - Maintenance Test Pilot Rotary Wing 40.91
15088 - Non-Maintenance Test/Co-Pilot 40.91
15090 - Technical Instructor 23.08
15095 - Technical Instructor/Course Developer 28.23
15110 - Test Proctor 18.63
15120 - Tutor 18.63
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.76
16030 - Counter Attendant 10.76
16040 - Dry Cleaner 13.71
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 14.59
16220 - Tailor 15.55
16250 - Washer Machine 11.82
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.21
19040 - Tool And Die Maker 23.40
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.62
21030 - Material Coordinator 20.00
21040 - Material Expediter 20.00
21050 - Material Handling Laborer 13.33
21071 - Order Filler 12.79
21080 - Production Line Worker (Food Processing) 16.62
21110 - Shipping Packer 14.70
21130 - Shipping/Receiving Clerk 14.70
21140 - Store Worker I 11.01
21150 - Stock Clerk 15.73
21210 - Tools And Parts Attendant 16.62
21410 - Warehouse Specialist 16.62
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.92
23019 - Aircraft Logs and Records Technician 23.98
23021 - Aircraft Mechanic I 27.54
23022 - Aircraft Mechanic II 28.92
23023 - Aircraft Mechanic III 30.36
23040 - Aircraft Mechanic Helper 21.44
23050 - Aircraft Painter 23.47
23060 - Aircraft Servicer 23.98
23070 - Aircraft Survival Flight Equipment Technician 23.47
23080 - Aircraft Worker 25.16
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.16
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.54
23110 - Appliance Mechanic 19.44

23120 - Bicycle Repairer 15.64
23125 - Cable Splicer 22.88
23130 - Carpenter Maintenance 18.62
23140 - Carpet Layer 18.19
23160 - Electrician Maintenance 22.49
23181 - Electronics Technician Maintenance I 22.16
23182 - Electronics Technician Maintenance II 23.56
23183 - Electronics Technician Maintenance III 25.10
23260 - Fabric Worker 16.94
23290 - Fire Alarm System Mechanic 23.44
23310 - Fire Extinguisher Repairer 15.64
23311 - Fuel Distribution System Mechanic 20.50
23312 - Fuel Distribution System Operator 15.87
23370 - General Maintenance Worker 18.15
23380 - Ground Support Equipment Mechanic 27.54
23381 - Ground Support Equipment Servicer 23.98
23382 - Ground Support Equipment Worker 25.16
23391 - Gunsmith I 15.64
23392 - Gunsmith II 18.19
23393 - Gunsmith III 20.58
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.10
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.22
23430 - Heavy Equipment Mechanic 24.00
23440 - Heavy Equipment Operator 19.25
23460 - Instrument Mechanic 20.58
23465 - Laboratory/Shelter Mechanic 19.34
23470 - Laborer 13.33
23510 - Locksmith 19.34
23530 - Machinery Maintenance Mechanic 22.64
23550 - Machinist Maintenance 20.41
23580 - Maintenance Trades Helper 14.98
23591 - Metrology Technician I 20.58
23592 - Metrology Technician II 21.68
23593 - Metrology Technician III 22.60
23640 - Millwright 20.58
23710 - Office Appliance Repairer 21.91
23760 - Painter Maintenance 18.08
23790 - Pipefitter Maintenance 21.03
23810 - Plumber Maintenance 19.76
23820 - Pneudraulic Systems Mechanic 20.58
23850 - Rigger 19.53
23870 - Scale Mechanic 18.19
23890 - Sheet-Metal Worker Maintenance 18.07
23910 - Small Engine Mechanic 17.61
23931 - Telecommunications Mechanic I 23.25
23932 - Telecommunications Mechanic II 24.49
23950 - Telephone Lineman 23.50
23960 - Welder Combination Maintenance 20.62

23965 - Well Driller	20.58
23970 - Woodcraft Worker	20.58
23980 - Woodworker	15.64
24000 - Personal Needs Occupations	
24550 - Case Manager	17.30
24570 - Child Care Attendant	11.68
24580 - Child Care Center Clerk	14.57
24610 - Chore Aide	11.61
24620 - Family Readiness And Support Services Coordinator	17.30
24630 - Homemaker	17.33
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.86
25040 - Sewage Plant Operator	22.57
25070 - Stationary Engineer	20.86
25190 - Ventilation Equipment Tender	14.64
25210 - Water Treatment Plant Operator	22.57
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.91
27007 - Baggage Inspector	12.74
27008 - Corrections Officer	25.82
27010 - Court Security Officer	26.49
27030 - Detection Dog Handler	16.69
27040 - Detention Officer	25.82
27070 - Firefighter	27.15
27101 - Guard I	12.74
27102 - Guard II	16.69
27131 - Police Officer I	26.68
27132 - Police Officer II	29.64
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.68
28042 - Carnival Equipment Repairer	14.85
28043 - Carnival Worker	9.96
28210 - Gate Attendant/Gate Tender	16.40
28310 - Lifeguard	12.27
28350 - Park Attendant (Aide)	18.35
28510 - Recreation Aide/Health Facility Attendant	12.12
28515 - Recreation Specialist	22.65
28630 - Sports Official	14.61
28690 - Swimming Pool Operator	17.30
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.26
29020 - Hatch Tender	22.26
29030 - Line Handler	22.26
29041 - Stevedore I	19.98
29042 - Stevedore II	23.73
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		17.09
30022 - Archeological Technician II		19.12
30023 - Archeological Technician III		23.68
30030 - Cartographic Technician		24.49
30040 - Civil Engineering Technician		25.79
30051 - Cryogenic Technician I		26.23
30052 - Cryogenic Technician II		28.97
30061 - Drafter/CAD Operator I		17.09
30062 - Drafter/CAD Operator II		19.12
30063 - Drafter/CAD Operator III		21.32
30064 - Drafter/CAD Operator IV		26.23
30081 - Engineering Technician I		16.69
30082 - Engineering Technician II		18.74
30083 - Engineering Technician III		21.23
30084 - Engineering Technician IV		24.45
30085 - Engineering Technician V		28.97
30086 - Engineering Technician VI		32.69
30090 - Environmental Technician		21.98
30095 - Evidence Control Specialist		23.68
30210 - Laboratory Technician		21.32
30221 - Latent Fingerprint Technician I		26.23
30222 - Latent Fingerprint Technician II		28.97
30240 - Mathematical Technician		23.68
30361 - Paralegal/Legal Assistant I		19.81
30362 - Paralegal/Legal Assistant II		24.54
30363 - Paralegal/Legal Assistant III		30.02
30364 - Paralegal/Legal Assistant IV		36.32
30375 - Petroleum Supply Specialist		28.97
30390 - Photo-Optics Technician		23.68
30395 - Radiation Control Technician		28.97
30461 - Technical Writer I		23.11
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		26.23
30502 - Weather Forecaster II		31.91
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.32
30621 - Weather Observer Senior	(see 2)	23.68
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		11.39
31030 - Bus Driver		16.29
31043 - Driver Courier		13.87
31260 - Parking and Lot Attendant		11.83
31290 - Shuttle Bus Driver		15.09

31310 - Taxi Driver	13.65
31361 - Truckdriver Light	15.09
31362 - Truckdriver Medium	16.34
31363 - Truckdriver Heavy	19.66
31364 - Truckdriver Tractor-Trailer	19.66
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.98
99050 - Desk Clerk	12.58
99095 - Embalmer	30.13
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.23
99252 - Laboratory Animal Caretaker II	14.40
99260 - Marketing Analyst	27.78
99310 - Mortician	30.13
99410 - Pest Controller	17.33
99510 - Photofinishing Worker	14.01
99710 - Recycling Laborer	19.35
99711 - Recycling Specialist	22.72
99730 - Refuse Collector	17.07
99810 - Sales Clerk	12.49
99820 - School Crossing Guard	12.24
99830 - Survey Party Chief	19.14
99831 - Surveying Aide	11.78
99832 - Surveying Technician	17.98
99840 - Vending Machine Attendant	17.25
99841 - Vending Machine Repairer	20.54
99842 - Vending Machine Repairer Helper	17.25

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 5 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4548
Revision No.: 12
Date Of Last Revision: 06/18/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Florida

Area: Florida Counties of Manatee Sarasota

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.29
01012 - Accounting Clerk II		17.16
01013 - Accounting Clerk III		19.20
01020 - Administrative Assistant		23.98
01035 - Court Reporter		18.36
01041 - Customer Service Representative I		12.53
01042 - Customer Service Representative II		14.08
01043 - Customer Service Representative III		15.36
01051 - Data Entry Operator I		14.06
01052 - Data Entry Operator II		15.34
01060 - Dispatcher Motor Vehicle		18.11
01070 - Document Preparation Clerk		13.58

01090 - Duplicating Machine Operator 13.58
01111 - General Clerk I 12.60
01112 - General Clerk II 13.75
01113 - General Clerk III 15.44
01120 - Housing Referral Assistant 20.01
01141 - Messenger Courier 13.86
01191 - Order Clerk I 14.93
01192 - Order Clerk II 16.29
01261 - Personnel Assistant (Employment) I 16.01
01262 - Personnel Assistant (Employment) II 18.22
01263 - Personnel Assistant (Employment) III 19.97
01270 - Production Control Clerk 20.00
01290 - Rental Clerk 14.73
01300 - Scheduler Maintenance 16.05
01311 - Secretary I 16.05
01312 - Secretary II 17.96
01313 - Secretary III 20.01
01320 - Service Order Dispatcher 16.18
01410 - Supply Technician 23.98
01420 - Survey Worker 16.40
01460 - Switchboard Operator/Receptionist 14.67
01531 - Travel Clerk I 15.96
01532 - Travel Clerk II 17.16
01533 - Travel Clerk III 19.15
01611 - Word Processor I 14.52
01612 - Word Processor II 16.30
01613 - Word Processor III 18.24
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.60
05010 - Automotive Electrician 20.79
05040 - Automotive Glass Installer 19.87
05070 - Automotive Worker 19.87
05110 - Mobile Equipment Servicer 18.02
05130 - Motor Equipment Metal Mechanic 21.75
05160 - Motor Equipment Metal Worker 19.87
05190 - Motor Vehicle Mechanic 20.88
05220 - Motor Vehicle Mechanic Helper 17.00
05250 - Motor Vehicle Upholstery Worker 18.94
05280 - Motor Vehicle Wrecker 19.87
05310 - Painter Automotive 20.79
05340 - Radiator Repair Specialist 19.87
05370 - Tire Repairer 13.95
05400 - Transmission Repair Specialist 21.53
07000 - Food Preparation And Service Occupations
07010 - Baker 13.16
07041 - Cook I 13.69
07042 - Cook II 15.92
07070 - Dishwasher 11.53
07130 - Food Service Worker 12.35
07210 - Meat Cutter 14.54

07260 - Waiter/Waitress	12.09
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.65
09040 - Furniture Handler	12.13
09080 - Furniture Refinisher	16.49
09090 - Furniture Refinisher Helper	12.38
09110 - Furniture Repairer Minor	14.44
09130 - Upholsterer	18.32
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.40
11060 - Elevator Operator	11.40
11090 - Gardener	18.67
11122 - Housekeeping Aide	11.52
11150 - Janitor	11.52
11210 - Laborer Grounds Maintenance	14.12
11240 - Maid or Houseman	12.15
11260 - Pruner	12.45
11270 - Tractor Operator	17.16
11330 - Trail Maintenance Worker	14.12
11360 - Window Cleaner	13.10
12000 - Health Occupations	
12010 - Ambulance Driver	18.40
12011 - Breath Alcohol Technician	19.35
12012 - Certified Occupational Therapist Assistant	34.30
12015 - Certified Physical Therapist Assistant	31.34
12020 - Dental Assistant	20.70
12025 - Dental Hygienist	35.75
12030 - EKG Technician	28.45
12035 - Electroneurodiagnostic Technologist	28.45
12040 - Emergency Medical Technician	18.40
12071 - Licensed Practical Nurse I	17.44
12072 - Licensed Practical Nurse II	19.51
12073 - Licensed Practical Nurse III	21.75
12100 - Medical Assistant	17.56
12130 - Medical Laboratory Technician	24.45
12160 - Medical Record Clerk	15.83
12190 - Medical Record Technician	17.71
12195 - Medical Transcriptionist	18.51
12210 - Nuclear Medicine Technologist	35.03
12221 - Nursing Assistant I	11.70
12222 - Nursing Assistant II	13.15
12223 - Nursing Assistant III	14.35
12224 - Nursing Assistant IV	16.11
12235 - Optical Dispenser	24.16
12236 - Optical Technician	14.38
12250 - Pharmacy Technician	16.18
12280 - Phlebotomist	16.42
12305 - Radiologic Technologist	28.55
12311 - Registered Nurse I	23.88
12312 - Registered Nurse II	27.55

12313 - Registered Nurse II Specialist		27.55
12314 - Registered Nurse III		33.08
12315 - Registered Nurse III Anesthetist		33.08
12316 - Registered Nurse IV		39.89
12317 - Scheduler (Drug and Alcohol Testing)		23.96
12320 - Substance Abuse Treatment Counselor		24.35
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.45
13012 - Exhibits Specialist II		26.22
13013 - Exhibits Specialist III		30.49
13041 - Illustrator I		20.77
13042 - Illustrator II		25.73
13043 - Illustrator III		31.47
13047 - Librarian		27.59
13050 - Library Aide/Clerk		15.19
13054 - Library Information Technology Systems Administrator		24.65
13058 - Library Technician		17.49
13061 - Media Specialist I		17.98
13062 - Media Specialist II		20.11
13063 - Media Specialist III		22.43
13071 - Photographer I		18.09
13072 - Photographer II		20.23
13073 - Photographer III		25.08
13074 - Photographer IV		29.18
13075 - Photographer V		35.30
13090 - Technical Order Library Clerk		20.03
13110 - Video Teleconference Technician		19.42
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.44
14042 - Computer Operator II		20.64
14043 - Computer Operator III		23.01
14044 - Computer Operator IV		25.56
14045 - Computer Operator V		28.31
14071 - Computer Programmer I	(see 1)	22.92
14072 - Computer Programmer II	(see 1)	27.56
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.44
14160 - Personal Computer Support Technician		25.56
14170 - System Support Specialist		28.40
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.58
15020 - Aircrew Training Devices Instructor (Rated)		34.55
15030 - Air Crew Training Devices Instructor (Pilot)		40.91
15050 - Computer Based Training Specialist / Instructor		29.03
15060 - Educational Technologist		26.29

15070 - Flight Instructor (Pilot) 40.91
15080 - Graphic Artist 22.03
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.91
15086 - Maintenance Test Pilot Rotary Wing 40.91
15088 - Non-Maintenance Test/Co-Pilot 40.91
15090 - Technical Instructor 23.08
15095 - Technical Instructor/Course Developer 28.23
15110 - Test Proctor 18.63
15120 - Tutor 18.63
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.76
16030 - Counter Attendant 10.76
16040 - Dry Cleaner 13.71
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 14.59
16220 - Tailor 15.55
16250 - Washer Machine 11.82
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.21
19040 - Tool And Die Maker 23.40
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.62
21030 - Material Coordinator 20.00
21040 - Material Expediter 20.00
21050 - Material Handling Laborer 13.33
21071 - Order Filler 12.79
21080 - Production Line Worker (Food Processing) 16.62
21110 - Shipping Packer 14.70
21130 - Shipping/Receiving Clerk 14.70
21140 - Store Worker I 11.01
21150 - Stock Clerk 15.73
21210 - Tools And Parts Attendant 16.62
21410 - Warehouse Specialist 16.62
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.92
23019 - Aircraft Logs and Records Technician 23.98
23021 - Aircraft Mechanic I 27.54
23022 - Aircraft Mechanic II 28.92
23023 - Aircraft Mechanic III 30.36
23040 - Aircraft Mechanic Helper 21.44
23050 - Aircraft Painter 23.47
23060 - Aircraft Servicer 23.98
23070 - Aircraft Survival Flight Equipment Technician 23.47
23080 - Aircraft Worker 25.16
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.16

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.54
23110 - Appliance Mechanic 19.44
23120 - Bicycle Repairer 15.64
23125 - Cable Splicer 22.88
23130 - Carpenter Maintenance 18.62
23140 - Carpet Layer 18.19
23160 - Electrician Maintenance 22.49
23181 - Electronics Technician Maintenance I 22.16
23182 - Electronics Technician Maintenance II 23.56
23183 - Electronics Technician Maintenance III 25.10
23260 - Fabric Worker 16.94
23290 - Fire Alarm System Mechanic 23.44
23310 - Fire Extinguisher Repairer 15.64
23311 - Fuel Distribution System Mechanic 20.50
23312 - Fuel Distribution System Operator 15.87
23370 - General Maintenance Worker 18.15
23380 - Ground Support Equipment Mechanic 27.54
23381 - Ground Support Equipment Servicer 23.98
23382 - Ground Support Equipment Worker 25.16
23391 - Gunsmith I 15.64
23392 - Gunsmith II 18.19
23393 - Gunsmith III 20.58
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.10
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.22
23430 - Heavy Equipment Mechanic 24.00
23440 - Heavy Equipment Operator 19.25
23460 - Instrument Mechanic 20.58
23465 - Laboratory/Shelter Mechanic 19.34
23470 - Laborer 13.33
23510 - Locksmith 19.34
23530 - Machinery Maintenance Mechanic 22.64
23550 - Machinist Maintenance 20.41
23580 - Maintenance Trades Helper 14.98
23591 - Metrology Technician I 20.58
23592 - Metrology Technician II 21.68
23593 - Metrology Technician III 22.60
23640 - Millwright 20.58
23710 - Office Appliance Repairer 21.91
23760 - Painter Maintenance 18.08
23790 - Pipefitter Maintenance 21.03
23810 - Plumber Maintenance 19.76
23820 - Pneudraulic Systems Mechanic 20.58
23850 - Rigger 19.53
23870 - Scale Mechanic 18.19
23890 - Sheet-Metal Worker Maintenance 18.07
23910 - Small Engine Mechanic 17.61
23931 - Telecommunications Mechanic I 23.25

23932 - Telecommunications Mechanic II 24.49
23950 - Telephone Lineman 23.50
23960 - Welder Combination Maintenance 20.62
23965 - Well Driller 20.58
23970 - Woodcraft Worker 20.58
23980 - Woodworker 15.64
24000 - Personal Needs Occupations
24550 - Case Manager 17.30
24570 - Child Care Attendant 11.68
24580 - Child Care Center Clerk 14.57
24610 - Chore Aide 11.61
24620 - Family Readiness And Support Services Coordinator 17.30
24630 - Homemaker 17.33
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 20.86
25040 - Sewage Plant Operator 22.57
25070 - Stationary Engineer 20.86
25190 - Ventilation Equipment Tender 14.64
25210 - Water Treatment Plant Operator 22.57
27000 - Protective Service Occupations
27004 - Alarm Monitor 18.91
27007 - Baggage Inspector 12.74
27008 - Corrections Officer 25.82
27010 - Court Security Officer 26.49
27030 - Detection Dog Handler 16.69
27040 - Detention Officer 25.82
27070 - Firefighter 27.15
27101 - Guard I 12.74
27102 - Guard II 16.69
27131 - Police Officer I 26.68
27132 - Police Officer II 29.64
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.68
28042 - Carnival Equipment Repairer 14.85
28043 - Carnival Worker 9.96
28210 - Gate Attendant/Gate Tender 16.40
28310 - Lifeguard 12.27
28350 - Park Attendant (Aide) 18.35
28510 - Recreation Aide/Health Facility Attendant 12.12
28515 - Recreation Specialist 22.65
28630 - Sports Official 14.61
28690 - Swimming Pool Operator 17.30
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 22.26
29020 - Hatch Tender 22.26
29030 - Line Handler 22.26
29041 - Stevedore I 19.98
29042 - Stevedore II 23.73
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 17.09
30022 - Archeological Technician II 19.12
30023 - Archeological Technician III 23.68
30030 - Cartographic Technician 24.49
30040 - Civil Engineering Technician 25.79
30051 - Cryogenic Technician I 26.23
30052 - Cryogenic Technician II 28.97
30061 - Drafter/CAD Operator I 17.09
30062 - Drafter/CAD Operator II 19.12
30063 - Drafter/CAD Operator III 21.32
30064 - Drafter/CAD Operator IV 26.23
30081 - Engineering Technician I 16.69
30082 - Engineering Technician II 18.74
30083 - Engineering Technician III 21.23
30084 - Engineering Technician IV 24.45
30085 - Engineering Technician V 28.97
30086 - Engineering Technician VI 32.69
30090 - Environmental Technician 21.98
30095 - Evidence Control Specialist 23.68
30210 - Laboratory Technician 21.32
30221 - Latent Fingerprint Technician I 26.23
30222 - Latent Fingerprint Technician II 28.97
30240 - Mathematical Technician 23.68
30361 - Paralegal/Legal Assistant I 19.81
30362 - Paralegal/Legal Assistant II 24.54
30363 - Paralegal/Legal Assistant III 30.02
30364 - Paralegal/Legal Assistant IV 36.32
30375 - Petroleum Supply Specialist 28.97
30390 - Photo-Optics Technician 23.68
30395 - Radiation Control Technician 28.97
30461 - Technical Writer I 23.11
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 26.23
30502 - Weather Forecaster II 31.91
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.32
30621 - Weather Observer Senior (see 2) 23.68
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 11.39
31030 - Bus Driver 16.29

31043 - Driver Courier	13.87
31260 - Parking and Lot Attendant	11.83
31290 - Shuttle Bus Driver	15.09
31310 - Taxi Driver	13.65
31361 - Truckdriver Light	15.09
31362 - Truckdriver Medium	16.34
31363 - Truckdriver Heavy	19.66
31364 - Truckdriver Tractor-Trailer	19.66
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.98
99050 - Desk Clerk	12.58
99095 - Embalmer	30.13
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.23
99252 - Laboratory Animal Caretaker II	14.40
99260 - Marketing Analyst	27.78
99310 - Mortician	30.13
99410 - Pest Controller	17.33
99510 - Photofinishing Worker	14.01
99710 - Recycling Laborer	19.35
99711 - Recycling Specialist	22.72
99730 - Refuse Collector	17.07
99810 - Sales Clerk	12.49
99820 - School Crossing Guard	12.24
99830 - Survey Party Chief	19.14
99831 - Surveying Aide	11.78
99832 - Surveying Technician	17.98
99840 - Vending Machine Attendant	17.25
99841 - Vending Machine Repairer	20.54
99842 - Vending Machine Repairer Helper	17.25

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 5 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4549
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: Florida

Area: Florida County of Marion

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.28
01012 - Accounting Clerk II		16.40
01013 - Accounting Clerk III		17.94
01020 - Administrative Assistant		20.44
01035 - Court Reporter		15.80
01041 - Customer Service Representative I		11.41
01042 - Customer Service Representative II		12.84
01043 - Customer Service Representative III		14.01
01051 - Data Entry Operator I		12.96
01052 - Data Entry Operator II		14.15
01060 - Dispatcher Motor Vehicle		18.72
01070 - Document Preparation Clerk		13.15
01090 - Duplicating Machine Operator		13.15
01111 - General Clerk I		12.49
01112 - General Clerk II		13.63

01113 - General Clerk III 15.30
01120 - Housing Referral Assistant 17.61
01141 - Messenger Courier 12.31
01191 - Order Clerk I 12.18
01192 - Order Clerk II 13.29
01261 - Personnel Assistant (Employment) I 14.79
01262 - Personnel Assistant (Employment) II 16.55
01263 - Personnel Assistant (Employment) III 18.45
01270 - Production Control Clerk 18.07
01290 - Rental Clerk 11.81
01300 - Scheduler Maintenance 14.12
01311 - Secretary I 14.12
01312 - Secretary II 15.80
01313 - Secretary III 17.61
01320 - Service Order Dispatcher 16.73
01410 - Supply Technician 20.44
01420 - Survey Worker 14.78
01460 - Switchboard Operator/Receptionist 12.65
01531 - Travel Clerk I 13.14
01532 - Travel Clerk II 14.28
01533 - Travel Clerk III 15.34
01611 - Word Processor I 12.58
01612 - Word Processor II 14.12
01613 - Word Processor III 15.80
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.15
05010 - Automotive Electrician 17.39
05040 - Automotive Glass Installer 16.23
05070 - Automotive Worker 16.23
05110 - Mobile Equipment Servicer 13.98
05130 - Motor Equipment Metal Mechanic 18.53
05160 - Motor Equipment Metal Worker 16.23
05190 - Motor Vehicle Mechanic 18.53
05220 - Motor Vehicle Mechanic Helper 12.86
05250 - Motor Vehicle Upholstery Worker 15.13
05280 - Motor Vehicle Wrecker 16.23
05310 - Painter Automotive 17.39
05340 - Radiator Repair Specialist 16.23
05370 - Tire Repairer 11.74
05400 - Transmission Repair Specialist 18.53
07000 - Food Preparation And Service Occupations
07010 - Baker 13.36
07041 - Cook I 11.42
07042 - Cook II 13.27
07070 - Dishwasher 9.93
07130 - Food Service Worker 11.73
07210 - Meat Cutter 16.39
07260 - Waiter/Waitress 9.79
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 16.30

09040 - Furniture Handler	10.32
09080 - Furniture Refinisher	15.37
09090 - Furniture Refinisher Helper	10.08
09110 - Furniture Repairer Minor	13.27
09130 - Upholsterer	13.79
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.88
11060 - Elevator Operator	11.12
11090 - Gardener	17.41
11122 - Housekeeping Aide	11.12
11150 - Janitor	11.12
11210 - Laborer Grounds Maintenance	13.17
11240 - Maid or Houseman	9.69
11260 - Pruner	11.70
11270 - Tractor Operator	16.02
11330 - Trail Maintenance Worker	13.17
11360 - Window Cleaner	12.51
12000 - Health Occupations	
12010 - Ambulance Driver	18.46
12011 - Breath Alcohol Technician	19.38
12012 - Certified Occupational Therapist Assistant	32.61
12015 - Certified Physical Therapist Assistant	30.70
12020 - Dental Assistant	17.95
12025 - Dental Hygienist	29.13
12030 - EKG Technician	27.90
12035 - Electroneurodiagnostic Technologist	27.90
12040 - Emergency Medical Technician	18.46
12071 - Licensed Practical Nurse I	17.31
12072 - Licensed Practical Nurse II	19.38
12073 - Licensed Practical Nurse III	21.59
12100 - Medical Assistant	14.15
12130 - Medical Laboratory Technician	23.98
12160 - Medical Record Clerk	15.73
12190 - Medical Record Technician	18.71
12195 - Medical Transcriptionist	15.07
12210 - Nuclear Medicine Technologist	37.04
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	20.74
12236 - Optical Technician	17.31
12250 - Pharmacy Technician	15.45
12280 - Phlebotomist	14.67
12305 - Radiologic Technologist	26.20
12311 - Registered Nurse I	24.55
12312 - Registered Nurse II	30.04
12313 - Registered Nurse II Specialist	29.83
12314 - Registered Nurse III	34.52
12315 - Registered Nurse III Anesthetist	41.77

12316 - Registered Nurse IV		41.77
12317 - Scheduler (Drug and Alcohol Testing)		24.00
12320 - Substance Abuse Treatment Counselor		18.20
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.34
13012 - Exhibits Specialist II		23.96
13013 - Exhibits Specialist III		29.31
13041 - Illustrator I		17.56
13042 - Illustrator II		21.97
13043 - Illustrator III		27.74
13047 - Librarian		26.53
13050 - Library Aide/Clerk		13.46
13054 - Library Information Technology Systems Administrator		22.14
13058 - Library Technician		16.63
13061 - Media Specialist I		14.87
13062 - Media Specialist II		16.63
13063 - Media Specialist III		18.53
13071 - Photographer I		13.97
13072 - Photographer II		15.63
13073 - Photographer III		19.36
13074 - Photographer IV		23.69
13075 - Photographer V		28.66
13090 - Technical Order Library Clerk		16.73
13110 - Video Teleconference Technician		15.12
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		23.77
14071 - Computer Programmer I	(see 1)	19.95
14072 - Computer Programmer II	(see 1)	24.71
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - 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		23.77
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.35
15020 - Aircrew Training Devices Instructor (Rated)		34.29
15030 - Air Crew Training Devices Instructor (Pilot)		41.10
15050 - Computer Based Training Specialist / Instructor		28.35
15060 - Educational Technologist		27.96
15070 - Flight Instructor (Pilot)		41.10
15080 - Graphic Artist		17.91
15085 - Maintenance Test Pilot Fixed Jet/Prop		42.05

15086 - Maintenance Test Pilot Rotary Wing 42.05
15088 - Non-Maintenance Test/Co-Pilot 42.05
15090 - Technical Instructor 18.51
15095 - Technical Instructor/Course Developer 22.64
15110 - Test Proctor 14.94
15120 - Tutor 14.94
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.49
16030 - Counter Attendant 10.49
16040 - Dry Cleaner 13.36
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 14.19
16220 - Tailor 15.09
16250 - Washer Machine 11.35
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.04
19040 - Tool And Die Maker 23.99
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 14.27
21030 - Material Coordinator 18.07
21040 - Material Expediter 18.07
21050 - Material Handling Laborer 12.24
21071 - Order Filler 12.09
21080 - Production Line Worker (Food Processing) 14.27
21110 - Shipping Packer 13.51
21130 - Shipping/Receiving Clerk 13.51
21140 - Store Worker I 11.61
21150 - Stock Clerk 16.62
21210 - Tools And Parts Attendant 14.27
21410 - Warehouse Specialist 14.27
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 20.56
23019 - Aircraft Logs and Records Technician 15.84
23021 - Aircraft Mechanic I 19.40
23022 - Aircraft Mechanic II 20.56
23023 - Aircraft Mechanic III 21.76
23040 - Aircraft Mechanic Helper 13.47
23050 - Aircraft Painter 18.20
23060 - Aircraft Servicer 15.84
23070 - Aircraft Survival Flight Equipment Technician 18.20
23080 - Aircraft Worker 16.99
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 16.99
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 19.40
23110 - Appliance Mechanic 20.49

23120 - Bicycle Repairer 14.27
23125 - Cable Splicer 27.10
23130 - Carpenter Maintenance 17.34
23140 - Carpet Layer 16.99
23160 - Electrician Maintenance 18.18
23181 - Electronics Technician Maintenance I 21.02
23182 - Electronics Technician Maintenance II 23.53
23183 - Electronics Technician Maintenance III 25.06
23260 - Fabric Worker 15.84
23290 - Fire Alarm System Mechanic 19.40
23310 - Fire Extinguisher Repairer 14.64
23311 - Fuel Distribution System Mechanic 19.40
23312 - Fuel Distribution System Operator 14.64
23370 - General Maintenance Worker 14.32
23380 - Ground Support Equipment Mechanic 19.40
23381 - Ground Support Equipment Servicer 15.84
23382 - Ground Support Equipment Worker 16.99
23391 - Gunsmith I 14.64
23392 - Gunsmith II 16.99
23393 - Gunsmith III 19.40
23410 - Heating Ventilation And Air-Conditioning Mechanic 18.29
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 19.39
23430 - Heavy Equipment Mechanic 20.29
23440 - Heavy Equipment Operator 17.00
23460 - Instrument Mechanic 19.40
23465 - Laboratory/Shelter Mechanic 18.20
23470 - Laborer 12.24
23510 - Locksmith 18.75
23530 - Machinery Maintenance Mechanic 21.27
23550 - Machinist Maintenance 20.35
23580 - Maintenance Trades Helper 16.68
23591 - Metrology Technician I 19.40
23592 - Metrology Technician II 20.56
23593 - Metrology Technician III 21.76
23640 - Millwright 19.40
23710 - Office Appliance Repairer 18.10
23760 - Painter Maintenance 16.66
23790 - Pipefitter Maintenance 20.14
23810 - Plumber Maintenance 18.91
23820 - Pneudraulic Systems Mechanic 19.40
23850 - Rigger 19.40
23870 - Scale Mechanic 16.99
23890 - Sheet-Metal Worker Maintenance 17.70
23910 - Small Engine Mechanic 14.58
23931 - Telecommunications Mechanic I 24.97
23932 - Telecommunications Mechanic II 26.48
23950 - Telephone Lineman 19.10
23960 - Welder Combination Maintenance 17.28

23965 - Well Driller	19.18
23970 - Woodcraft Worker	19.40
23980 - Woodworker	14.64
24000 - Personal Needs Occupations	
24550 - Case Manager	16.06
24570 - Child Care Attendant	12.33
24580 - Child Care Center Clerk	15.38
24610 - Chore Aide	11.19
24620 - Family Readiness And Support Services Coordinator	16.06
24630 - Homemaker	16.06
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	19.89
25040 - Sewage Plant Operator	23.33
25070 - Stationary Engineer	19.89
25190 - Ventilation Equipment Tender	13.82
25210 - Water Treatment Plant Operator	23.33
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.20
27007 - Baggage Inspector	11.99
27008 - Corrections Officer	17.20
27010 - Court Security Officer	17.20
27030 - Detection Dog Handler	13.87
27040 - Detention Officer	17.20
27070 - Firefighter	17.20
27101 - Guard I	11.99
27102 - Guard II	13.87
27131 - Police Officer I	22.30
27132 - Police Officer II	24.77
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.17
28042 - Carnival Equipment Repairer	14.31
28043 - Carnival Worker	9.62
28210 - Gate Attendant/Gate Tender	14.16
28310 - Lifeguard	12.61
28350 - Park Attendant (Aide)	15.85
28510 - Recreation Aide/Health Facility Attendant	11.56
28515 - Recreation Specialist	19.62
28630 - Sports Official	12.61
28690 - Swimming Pool Operator	16.63
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	16.99
29020 - Hatch Tender	16.99
29030 - Line Handler	16.99
29041 - Stevedore I	15.84
29042 - Stevedore II	18.20
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I 16.94
30022 - Archeological Technician II 19.10
30023 - Archeological Technician III 23.67
30030 - Cartographic Technician 23.67
30040 - Civil Engineering Technician 23.00
30051 - Cryogenic Technician I 25.47
30052 - Cryogenic Technician II 28.13
30061 - Drafter/CAD Operator I 16.94
30062 - Drafter/CAD Operator II 19.10
30063 - Drafter/CAD Operator III 21.30
30064 - Drafter/CAD Operator IV 26.18
30081 - Engineering Technician I 15.81
30082 - Engineering Technician II 17.75
30083 - Engineering Technician III 19.86
30084 - Engineering Technician IV 24.60
30085 - Engineering Technician V 30.09
30086 - Engineering Technician VI 36.41
30090 - Environmental Technician 23.00
30095 - Evidence Control Specialist 23.00
30210 - Laboratory Technician 20.69
30221 - Latent Fingerprint Technician I 25.47
30222 - Latent Fingerprint Technician II 28.13
30240 - Mathematical Technician 23.18
30361 - Paralegal/Legal Assistant I 17.46
30362 - Paralegal/Legal Assistant II 21.62
30363 - Paralegal/Legal Assistant III 26.46
30364 - Paralegal/Legal Assistant IV 32.01
30375 - Petroleum Supply Specialist 28.13
30390 - Photo-Optics Technician 23.67
30395 - Radiation Control Technician 28.13
30461 - Technical Writer I 23.00
30462 - Technical Writer II 28.13
30463 - Technical Writer III 34.03
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 26.18
30502 - Weather Forecaster II 31.84
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 30.67
31020 - Bus Aide 12.41
31030 - Bus Driver 17.73
31043 - Driver Courier 14.41
31260 - Parking and Lot Attendant 11.03
31290 - Shuttle Bus Driver 15.66

31310 - Taxi Driver	11.70
31361 - Truckdriver Light	15.66
31362 - Truckdriver Medium	16.92
31363 - Truckdriver Heavy	19.07
31364 - Truckdriver Tractor-Trailer	19.07
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.23
99050 - Desk Clerk	11.42
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.93
99252 - Laboratory Animal Caretaker II	15.68
99260 - Marketing Analyst	26.13
99310 - Mortician	25.35
99410 - Pest Controller	15.42
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	14.68
99711 - Recycling Specialist	17.85
99730 - Refuse Collector	13.04
99810 - Sales Clerk	12.28
99820 - School Crossing Guard	13.34
99830 - Survey Party Chief	19.79
99831 - Surveying Aide	12.29
99832 - Surveying Technician	16.84
99840 - Vending Machine Attendant	18.26
99841 - Vending Machine Repairer	23.06
99842 - Vending Machine Repairer Helper	18.26

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 15 years. Length of service includes the whole span of continuous service 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.: 2015-4550
Revision No.: 12
Date Of Last Revision: 06/18/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Florida

Area: Florida County of Marion

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.28
01012 - Accounting Clerk II		16.40
01013 - Accounting Clerk III		17.94
01020 - Administrative Assistant		20.44
01035 - Court Reporter		15.80
01041 - Customer Service Representative I		11.41
01042 - Customer Service Representative II		12.84
01043 - Customer Service Representative III		14.01
01051 - Data Entry Operator I		12.96
01052 - Data Entry Operator II		14.15
01060 - Dispatcher Motor Vehicle		18.72
01070 - Document Preparation Clerk		13.15

01090 - Duplicating Machine Operator 13.15
01111 - General Clerk I 12.49
01112 - General Clerk II 13.63
01113 - General Clerk III 15.30
01120 - Housing Referral Assistant 17.61
01141 - Messenger Courier 12.31
01191 - Order Clerk I 12.18
01192 - Order Clerk II 13.29
01261 - Personnel Assistant (Employment) I 14.79
01262 - Personnel Assistant (Employment) II 16.55
01263 - Personnel Assistant (Employment) III 18.45
01270 - Production Control Clerk 18.07
01290 - Rental Clerk 11.81
01300 - Scheduler Maintenance 14.12
01311 - Secretary I 14.12
01312 - Secretary II 15.80
01313 - Secretary III 17.61
01320 - Service Order Dispatcher 16.73
01410 - Supply Technician 20.44
01420 - Survey Worker 14.78
01460 - Switchboard Operator/Receptionist 12.65
01531 - Travel Clerk I 13.14
01532 - Travel Clerk II 14.28
01533 - Travel Clerk III 15.34
01611 - Word Processor I 12.58
01612 - Word Processor II 14.12
01613 - Word Processor III 15.80
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.15
05010 - Automotive Electrician 17.39
05040 - Automotive Glass Installer 16.23
05070 - Automotive Worker 16.23
05110 - Mobile Equipment Servicer 13.98
05130 - Motor Equipment Metal Mechanic 18.53
05160 - Motor Equipment Metal Worker 16.23
05190 - Motor Vehicle Mechanic 18.53
05220 - Motor Vehicle Mechanic Helper 12.86
05250 - Motor Vehicle Upholstery Worker 15.13
05280 - Motor Vehicle Wrecker 16.23
05310 - Painter Automotive 17.39
05340 - Radiator Repair Specialist 16.23
05370 - Tire Repairer 11.74
05400 - Transmission Repair Specialist 18.53
07000 - Food Preparation And Service Occupations
07010 - Baker 13.36
07041 - Cook I 11.42
07042 - Cook II 13.27
07070 - Dishwasher 9.93
07130 - Food Service Worker 11.73
07210 - Meat Cutter 16.39

07260 - Waiter/Waitress	9.79
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.30
09040 - Furniture Handler	10.32
09080 - Furniture Refinisher	15.37
09090 - Furniture Refinisher Helper	10.08
09110 - Furniture Repairer Minor	13.27
09130 - Upholsterer	13.79
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.88
11060 - Elevator Operator	11.12
11090 - Gardener	17.41
11122 - Housekeeping Aide	11.12
11150 - Janitor	11.12
11210 - Laborer Grounds Maintenance	13.17
11240 - Maid or Houseman	9.69
11260 - Pruner	11.70
11270 - Tractor Operator	16.02
11330 - Trail Maintenance Worker	13.17
11360 - Window Cleaner	12.51
12000 - Health Occupations	
12010 - Ambulance Driver	18.46
12011 - Breath Alcohol Technician	19.38
12012 - Certified Occupational Therapist Assistant	32.61
12015 - Certified Physical Therapist Assistant	30.70
12020 - Dental Assistant	17.95
12025 - Dental Hygienist	29.13
12030 - EKG Technician	27.90
12035 - Electroneurodiagnostic Technologist	27.90
12040 - Emergency Medical Technician	18.46
12071 - Licensed Practical Nurse I	17.31
12072 - Licensed Practical Nurse II	19.38
12073 - Licensed Practical Nurse III	21.59
12100 - Medical Assistant	14.15
12130 - Medical Laboratory Technician	23.98
12160 - Medical Record Clerk	15.73
12190 - Medical Record Technician	18.71
12195 - Medical Transcriptionist	15.07
12210 - Nuclear Medicine Technologist	37.04
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	20.74
12236 - Optical Technician	17.31
12250 - Pharmacy Technician	15.45
12280 - Phlebotomist	14.67
12305 - Radiologic Technologist	26.20
12311 - Registered Nurse I	24.55
12312 - Registered Nurse II	30.04

12313 - Registered Nurse II Specialist		29.83
12314 - Registered Nurse III		34.52
12315 - Registered Nurse III Anesthetist		41.77
12316 - Registered Nurse IV		41.77
12317 - Scheduler (Drug and Alcohol Testing)		24.00
12320 - Substance Abuse Treatment Counselor		18.20
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.34
13012 - Exhibits Specialist II		23.96
13013 - Exhibits Specialist III		29.31
13041 - Illustrator I		17.56
13042 - Illustrator II		21.97
13043 - Illustrator III		27.74
13047 - Librarian		26.53
13050 - Library Aide/Clerk		13.46
13054 - Library Information Technology Systems Administrator		22.14
13058 - Library Technician		16.63
13061 - Media Specialist I		14.87
13062 - Media Specialist II		16.63
13063 - Media Specialist III		18.53
13071 - Photographer I		13.97
13072 - Photographer II		15.63
13073 - Photographer III		19.36
13074 - Photographer IV		23.69
13075 - Photographer V		28.66
13090 - Technical Order Library Clerk		16.73
13110 - Video Teleconference Technician		15.12
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		23.77
14071 - Computer Programmer I	(see 1)	19.95
14072 - Computer Programmer II	(see 1)	24.71
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - 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		23.77
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.35
15020 - Aircrew Training Devices Instructor (Rated)		34.29
15030 - Air Crew Training Devices Instructor (Pilot)		41.10
15050 - Computer Based Training Specialist / Instructor		28.35
15060 - Educational Technologist		27.96

15070 - Flight Instructor (Pilot) 41.10
15080 - Graphic Artist 17.91
15085 - Maintenance Test Pilot Fixed Jet/Prop 42.05
15086 - Maintenance Test Pilot Rotary Wing 42.05
15088 - Non-Maintenance Test/Co-Pilot 42.05
15090 - Technical Instructor 18.51
15095 - Technical Instructor/Course Developer 22.64
15110 - Test Proctor 14.94
15120 - Tutor 14.94
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.49
16030 - Counter Attendant 10.49
16040 - Dry Cleaner 13.36
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 14.19
16220 - Tailor 15.09
16250 - Washer Machine 11.35
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.04
19040 - Tool And Die Maker 23.99
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 14.27
21030 - Material Coordinator 18.07
21040 - Material Expediter 18.07
21050 - Material Handling Laborer 12.24
21071 - Order Filler 12.09
21080 - Production Line Worker (Food Processing) 14.27
21110 - Shipping Packer 13.51
21130 - Shipping/Receiving Clerk 13.51
21140 - Store Worker I 11.61
21150 - Stock Clerk 16.62
21210 - Tools And Parts Attendant 14.27
21410 - Warehouse Specialist 14.27
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 20.56
23019 - Aircraft Logs and Records Technician 15.84
23021 - Aircraft Mechanic I 19.40
23022 - Aircraft Mechanic II 20.56
23023 - Aircraft Mechanic III 21.76
23040 - Aircraft Mechanic Helper 13.47
23050 - Aircraft Painter 18.20
23060 - Aircraft Servicer 15.84
23070 - Aircraft Survival Flight Equipment Technician 18.20
23080 - Aircraft Worker 16.99
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 16.99

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 19.40
23110 - Appliance Mechanic 20.49
23120 - Bicycle Repairer 14.27
23125 - Cable Splicer 27.10
23130 - Carpenter Maintenance 17.34
23140 - Carpet Layer 16.99
23160 - Electrician Maintenance 18.18
23181 - Electronics Technician Maintenance I 21.02
23182 - Electronics Technician Maintenance II 23.53
23183 - Electronics Technician Maintenance III 25.06
23260 - Fabric Worker 15.84
23290 - Fire Alarm System Mechanic 19.40
23310 - Fire Extinguisher Repairer 14.64
23311 - Fuel Distribution System Mechanic 19.40
23312 - Fuel Distribution System Operator 14.64
23370 - General Maintenance Worker 14.32
23380 - Ground Support Equipment Mechanic 19.40
23381 - Ground Support Equipment Servicer 15.84
23382 - Ground Support Equipment Worker 16.99
23391 - Gunsmith I 14.64
23392 - Gunsmith II 16.99
23393 - Gunsmith III 19.40
23410 - Heating Ventilation And Air-Conditioning Mechanic 18.29
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 19.39
23430 - Heavy Equipment Mechanic 20.29
23440 - Heavy Equipment Operator 17.00
23460 - Instrument Mechanic 19.40
23465 - Laboratory/Shelter Mechanic 18.20
23470 - Laborer 12.24
23510 - Locksmith 18.75
23530 - Machinery Maintenance Mechanic 21.27
23550 - Machinist Maintenance 20.35
23580 - Maintenance Trades Helper 16.68
23591 - Metrology Technician I 19.40
23592 - Metrology Technician II 20.56
23593 - Metrology Technician III 21.76
23640 - Millwright 19.40
23710 - Office Appliance Repairer 18.10
23760 - Painter Maintenance 16.66
23790 - Pipefitter Maintenance 20.14
23810 - Plumber Maintenance 18.91
23820 - Pneudraulic Systems Mechanic 19.40
23850 - Rigger 19.40
23870 - Scale Mechanic 16.99
23890 - Sheet-Metal Worker Maintenance 17.70
23910 - Small Engine Mechanic 14.58
23931 - Telecommunications Mechanic I 24.97

23932 - Telecommunications Mechanic II 26.48
23950 - Telephone Lineman 19.10
23960 - Welder Combination Maintenance 17.28
23965 - Well Driller 19.18
23970 - Woodcraft Worker 19.40
23980 - Woodworker 14.64
24000 - Personal Needs Occupations
24550 - Case Manager 16.06
24570 - Child Care Attendant 12.33
24580 - Child Care Center Clerk 15.38
24610 - Chore Aide 11.19
24620 - Family Readiness And Support Services Coordinator 16.06
24630 - Homemaker 16.06
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 19.89
25040 - Sewage Plant Operator 23.33
25070 - Stationary Engineer 19.89
25190 - Ventilation Equipment Tender 13.82
25210 - Water Treatment Plant Operator 23.33
27000 - Protective Service Occupations
27004 - Alarm Monitor 16.20
27007 - Baggage Inspector 11.99
27008 - Corrections Officer 17.20
27010 - Court Security Officer 17.20
27030 - Detection Dog Handler 13.87
27040 - Detention Officer 17.20
27070 - Firefighter 17.20
27101 - Guard I 11.99
27102 - Guard II 13.87
27131 - Police Officer I 22.30
27132 - Police Officer II 24.77
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.17
28042 - Carnival Equipment Repairer 14.31
28043 - Carnival Worker 9.62
28210 - Gate Attendant/Gate Tender 14.16
28310 - Lifeguard 12.61
28350 - Park Attendant (Aide) 15.85
28510 - Recreation Aide/Health Facility Attendant 11.56
28515 - Recreation Specialist 19.62
28630 - Sports Official 12.61
28690 - Swimming Pool Operator 16.63
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 16.99
29020 - Hatch Tender 16.99
29030 - Line Handler 16.99
29041 - Stevedore I 15.84
29042 - Stevedore II 18.20
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 16.94
30022 - Archeological Technician II 19.10
30023 - Archeological Technician III 23.67
30030 - Cartographic Technician 23.67
30040 - Civil Engineering Technician 23.00
30051 - Cryogenic Technician I 25.47
30052 - Cryogenic Technician II 28.13
30061 - Drafter/CAD Operator I 16.94
30062 - Drafter/CAD Operator II 19.10
30063 - Drafter/CAD Operator III 21.30
30064 - Drafter/CAD Operator IV 26.18
30081 - Engineering Technician I 15.81
30082 - Engineering Technician II 17.75
30083 - Engineering Technician III 19.86
30084 - Engineering Technician IV 24.60
30085 - Engineering Technician V 30.09
30086 - Engineering Technician VI 36.41
30090 - Environmental Technician 23.00
30095 - Evidence Control Specialist 23.00
30210 - Laboratory Technician 20.69
30221 - Latent Fingerprint Technician I 25.47
30222 - Latent Fingerprint Technician II 28.13
30240 - Mathematical Technician 23.18
30361 - Paralegal/Legal Assistant I 17.46
30362 - Paralegal/Legal Assistant II 21.62
30363 - Paralegal/Legal Assistant III 26.46
30364 - Paralegal/Legal Assistant IV 32.01
30375 - Petroleum Supply Specialist 28.13
30390 - Photo-Optics Technician 23.67
30395 - Radiation Control Technician 28.13
30461 - Technical Writer I 23.00
30462 - Technical Writer II 28.13
30463 - Technical Writer III 34.03
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 26.18
30502 - Weather Forecaster II 31.84
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 30.67
31020 - Bus Aide 12.41
31030 - Bus Driver 17.73

31043 - Driver Courier	14.41
31260 - Parking and Lot Attendant	11.03
31290 - Shuttle Bus Driver	15.66
31310 - Taxi Driver	11.70
31361 - Truckdriver Light	15.66
31362 - Truckdriver Medium	16.92
31363 - Truckdriver Heavy	19.07
31364 - Truckdriver Tractor-Trailer	19.07
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.23
99050 - Desk Clerk	11.42
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.93
99252 - Laboratory Animal Caretaker II	15.68
99260 - Marketing Analyst	26.13
99310 - Mortician	25.35
99410 - Pest Controller	15.42
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	14.68
99711 - Recycling Specialist	17.85
99730 - Refuse Collector	13.04
99810 - Sales Clerk	12.28
99820 - School Crossing Guard	13.34
99830 - Survey Party Chief	19.79
99831 - Surveying Aide	12.29
99832 - Surveying Technician	16.84
99840 - Vending Machine Attendant	18.26
99841 - Vending Machine Repairer	23.06
99842 - Vending Machine Repairer Helper	18.26

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 15 years. Length of service includes the whole span of continuous service 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.: 2015-4551
Revision No.: 15
Date Of Last Revision: 04/23/2021

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: Florida

Area: Florida County of Lake

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.17
01012 - Accounting Clerk II		17.05
01013 - Accounting Clerk III		19.06
01020 - Administrative Assistant		24.48
01035 - Court Reporter		18.51
01041 - Customer Service Representative I		12.87
01042 - Customer Service Representative II		14.04
01043 - Customer Service Representative III		15.77
01051 - Data Entry Operator I		13.60
01052 - Data Entry Operator II		14.84
01060 - Dispatcher Motor Vehicle		16.46
01070 - Document Preparation Clerk		16.56
01090 - Duplicating Machine Operator		16.56
01111 - General Clerk I		13.04
01112 - General Clerk II		14.23

01113 - General Clerk III 15.98
01120 - Housing Referral Assistant 20.63
01141 - Messenger Courier 14.27
01191 - Order Clerk I 14.03
01192 - Order Clerk II 15.30
01261 - Personnel Assistant (Employment) I 15.91
01262 - Personnel Assistant (Employment) II 17.79
01263 - Personnel Assistant (Employment) III 19.83
01270 - Production Control Clerk 20.85
01290 - Rental Clerk 13.42
01300 - Scheduler Maintenance 16.54
01311 - Secretary I 16.54
01312 - Secretary II 18.51
01313 - Secretary III 20.63
01320 - Service Order Dispatcher 14.73
01410 - Supply Technician 24.48
01420 - Survey Worker 16.98
01460 - Switchboard Operator/Receptionist 14.13
01531 - Travel Clerk I 13.55
01532 - Travel Clerk II 14.80
01533 - Travel Clerk III 15.94
01611 - Word Processor I 14.16
01612 - Word Processor II 15.91
01613 - Word Processor III 17.79
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.73
05010 - Automotive Electrician 17.14
05040 - Automotive Glass Installer 16.00
05070 - Automotive Worker 16.00
05110 - Mobile Equipment Servicer 13.79
05130 - Motor Equipment Metal Mechanic 18.27
05160 - Motor Equipment Metal Worker 16.00
05190 - Motor Vehicle Mechanic 18.27
05220 - Motor Vehicle Mechanic Helper 12.68
05250 - Motor Vehicle Upholstery Worker 14.98
05280 - Motor Vehicle Wrecker 16.00
05310 - Painter Automotive 17.14
05340 - Radiator Repair Specialist 16.00
05370 - Tire Repairer 11.97
05400 - Transmission Repair Specialist 18.27
07000 - Food Preparation And Service Occupations
07010 - Baker 14.75
07041 - Cook I 13.51
07042 - Cook II 15.68
07070 - Dishwasher 11.26
07130 - Food Service Worker 11.69
07210 - Meat Cutter 16.48
07260 - Waiter/Waitress 11.36
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 18.35

09040 - Furniture Handler 11.02
09080 - Furniture Refinisher 18.12
09090 - Furniture Refinisher Helper 13.41
09110 - Furniture Repairer Minor 15.76
09130 - Upholsterer 17.89
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.21
11060 - Elevator Operator 12.03
11090 - Gardener 17.80
11122 - Housekeeping Aide 12.03
11150 - Janitor 12.03
11210 - Laborer Grounds Maintenance 13.46
11240 - Maid or Houseman 11.48
11260 - Pruner 11.96
11270 - Tractor Operator 16.37
11330 - Trail Maintenance Worker 13.46
11360 - Window Cleaner 13.54
12000 - Health Occupations
12010 - Ambulance Driver 18.99
12011 - Breath Alcohol Technician 19.97
12012 - Certified Occupational Therapist Assistant 29.86
12015 - Certified Physical Therapist Assistant 34.16
12020 - Dental Assistant 19.13
12025 - Dental Hygienist 34.53
12030 - EKG Technician 28.06
12035 - Electroneurodiagnostic Technologist 28.06
12040 - Emergency Medical Technician 18.99
12071 - Licensed Practical Nurse I 17.86
12072 - Licensed Practical Nurse II 19.97
12073 - Licensed Practical Nurse III 22.26
12100 - Medical Assistant 15.89
12130 - Medical Laboratory Technician 24.88
12160 - Medical Record Clerk 17.30
12190 - Medical Record Technician 20.12
12195 - Medical Transcriptionist 14.67
12210 - Nuclear Medicine Technologist 36.76
12221 - Nursing Assistant I 11.84
12222 - Nursing Assistant II 13.30
12223 - Nursing Assistant III 14.51
12224 - Nursing Assistant IV 16.30
12235 - Optical Dispenser 21.03
12236 - Optical Technician 17.08
12250 - Pharmacy Technician 16.21
12280 - Phlebotomist 16.24
12305 - Radiologic Technologist 27.91
12311 - Registered Nurse I 21.77
12312 - Registered Nurse II 26.63
12313 - Registered Nurse II Specialist 26.63
12314 - Registered Nurse III 32.23
12315 - Registered Nurse III Anesthetist 32.23

12316 - Registered Nurse IV		38.62
12317 - Scheduler (Drug and Alcohol Testing)		24.73
12320 - Substance Abuse Treatment Counselor		21.05
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.34
13012 - Exhibits Specialist II		23.96
13013 - Exhibits Specialist III		29.31
13041 - Illustrator I		19.87
13042 - Illustrator II		24.61
13043 - Illustrator III		30.10
13047 - Librarian		26.53
13050 - Library Aide/Clerk		13.68
13054 - Library Information Technology Systems Administrator		22.45
13058 - Library Technician		16.47
13061 - Media Specialist I		16.35
13062 - Media Specialist II		18.30
13063 - Media Specialist III		20.39
13071 - Photographer I		12.81
13072 - Photographer II		15.03
13073 - Photographer III		18.61
13074 - Photographer IV		22.76
13075 - Photographer V		27.54
13090 - Technical Order Library Clerk		17.18
13110 - Video Teleconference Technician		21.36
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.82
14042 - Computer Operator II		18.81
14043 - Computer Operator III		20.97
14044 - Computer Operator IV		23.31
14045 - Computer Operator V		25.81
14071 - Computer Programmer I	(see 1)	20.87
14072 - Computer Programmer II	(see 1)	25.86
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.82
14160 - Personal Computer Support Technician		23.31
14170 - System Support Specialist		26.77
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		28.43
15070 - Flight Instructor (Pilot)		41.60
15080 - Graphic Artist		23.39
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 20.89
15095 - Technical Instructor/Course Developer 25.55
15110 - Test Proctor 16.86
15120 - Tutor 16.86
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.86
16030 - Counter Attendant 10.86
16040 - Dry Cleaner 13.05
16070 - Finisher Flatwork Machine 10.86
16090 - Presser Hand 10.86
16110 - Presser Machine Drycleaning 10.86
16130 - Presser Machine Shirts 10.86
16160 - Presser Machine Wearing Apparel Laundry 10.86
16190 - Sewing Machine Operator 13.90
16220 - Tailor 14.60
16250 - Washer Machine 11.55
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.15
19040 - Tool And Die Maker 26.66
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.60
21030 - Material Coordinator 20.85
21040 - Material Expediter 20.85
21050 - Material Handling Laborer 13.66
21071 - Order Filler 13.47
21080 - Production Line Worker (Food Processing) 17.60
21110 - Shipping Packer 16.36
21130 - Shipping/Receiving Clerk 16.36
21140 - Store Worker I 11.16
21150 - Stock Clerk 15.98
21210 - Tools And Parts Attendant 17.60
21410 - Warehouse Specialist 17.60
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.83
23019 - Aircraft Logs and Records Technician 24.49
23021 - Aircraft Mechanic I 29.99
23022 - Aircraft Mechanic II 31.81
23023 - Aircraft Mechanic III 33.66
23040 - Aircraft Mechanic Helper 20.83
23050 - Aircraft Painter 29.57
23060 - Aircraft Servicer 24.49
23070 - Aircraft Survival Flight Equipment Technician 29.57
23080 - Aircraft Worker 26.35
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 26.35
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 29.99
23110 - Appliance Mechanic 19.12

23120 - Bicycle Repairer 15.77
23125 - Cable Splicer 30.10
23130 - Carpenter Maintenance 20.32
23140 - Carpet Layer 20.82
23160 - Electrician Maintenance 22.05
23181 - Electronics Technician Maintenance I 23.12
23182 - Electronics Technician Maintenance II 25.03
23183 - Electronics Technician Maintenance III 26.67
23260 - Fabric Worker 19.40
23290 - Fire Alarm System Mechanic 20.22
23310 - Fire Extinguisher Repairer 17.95
23311 - Fuel Distribution System Mechanic 24.04
23312 - Fuel Distribution System Operator 18.34
23370 - General Maintenance Worker 17.03
23380 - Ground Support Equipment Mechanic 29.99
23381 - Ground Support Equipment Servicer 24.49
23382 - Ground Support Equipment Worker 26.35
23391 - Gunsmith I 17.95
23392 - Gunsmith II 20.82
23393 - Gunsmith III 23.78
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.58
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.88
23430 - Heavy Equipment Mechanic 22.93
23440 - Heavy Equipment Operator 18.91
23460 - Instrument Mechanic 23.78
23465 - Laboratory/Shelter Mechanic 22.31
23470 - Laborer 13.66
23510 - Locksmith 22.28
23530 - Machinery Maintenance Mechanic 23.52
23550 - Machinist Maintenance 21.36
23580 - Maintenance Trades Helper 14.28
23591 - Metrology Technician I 23.78
23592 - Metrology Technician II 25.21
23593 - Metrology Technician III 26.68
23640 - Millwright 23.63
23710 - Office Appliance Repairer 18.81
23760 - Painter Maintenance 16.79
23790 - Pipefitter Maintenance 20.95
23810 - Plumber Maintenance 19.66
23820 - Pneudraulic Systems Mechanic 23.78
23850 - Rigger 26.35
23870 - Scale Mechanic 20.82
23890 - Sheet-Metal Worker Maintenance 19.80
23910 - Small Engine Mechanic 16.18
23931 - Telecommunications Mechanic I 25.07
23932 - Telecommunications Mechanic II 26.58
23950 - Telephone Lineman 19.10
23960 - Welder Combination Maintenance 20.02

23965 - Well Driller		21.18
23970 - Woodcraft Worker		23.78
23980 - Woodworker		17.95
24000 - Personal Needs Occupations		
24550 - Case Manager		16.24
24570 - Child Care Attendant		10.46
24580 - Child Care Center Clerk		13.13
24610 - Chore Aide		11.64
24620 - Family Readiness And Support Services Coordinator		16.24
24630 - Homemaker		16.24
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		26.48
25040 - Sewage Plant Operator		23.31
25070 - Stationary Engineer		26.48
25190 - Ventilation Equipment Tender		18.39
25210 - Water Treatment Plant Operator		23.31
27000 - Protective Service Occupations		
27004 - Alarm Monitor		18.28
27007 - Baggage Inspector		12.42
27008 - Corrections Officer		19.31
27010 - Court Security Officer		20.04
27030 - Detection Dog Handler		13.89
27040 - Detention Officer		19.31
27070 - Firefighter		21.92
27101 - Guard I		12.42
27102 - Guard II		13.89
27131 - Police Officer I		25.06
27132 - Police Officer II		27.85
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		15.44
28042 - Carnival Equipment Repairer		16.79
28043 - Carnival Worker		11.28
28210 - Gate Attendant/Gate Tender		15.33
28310 - Lifeguard		11.42
28350 - Park Attendant (Aide)		17.15
28510 - Recreation Aide/Health Facility Attendant		12.51
28515 - Recreation Specialist		21.24
28630 - Sports Official		13.65
28690 - Swimming Pool Operator		19.48
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		26.35
29020 - Hatch Tender		26.29
29030 - Line Handler		26.29
29041 - Stevedore I		24.49
29042 - Stevedore II		28.63
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		17.62
30022 - Archeological Technician II		19.70
30023 - Archeological Technician III		24.41
30030 - Cartographic Technician		24.41
30040 - Civil Engineering Technician		22.64
30051 - Cryogenic Technician I		27.03
30052 - Cryogenic Technician II		29.86
30061 - Drafter/CAD Operator I		17.62
30062 - Drafter/CAD Operator II		19.70
30063 - Drafter/CAD Operator III		21.96
30064 - Drafter/CAD Operator IV		27.03
30081 - Engineering Technician I		14.89
30082 - Engineering Technician II		16.72
30083 - Engineering Technician III		18.71
30084 - Engineering Technician IV		23.17
30085 - Engineering Technician V		28.34
30086 - Engineering Technician VI		34.29
30090 - Environmental Technician		23.28
30095 - Evidence Control Specialist		24.41
30210 - Laboratory Technician		21.38
30221 - Latent Fingerprint Technician I		24.05
30222 - Latent Fingerprint Technician II		26.56
30240 - Mathematical Technician		25.50
30361 - Paralegal/Legal Assistant I		19.28
30362 - Paralegal/Legal Assistant II		23.23
30363 - Paralegal/Legal Assistant III		28.42
30364 - Paralegal/Legal Assistant IV		34.40
30375 - Petroleum Supply Specialist		29.86
30390 - Photo-Optics Technician		24.41
30395 - Radiation Control Technician		29.86
30461 - Technical Writer I		24.65
30462 - Technical Writer II		30.16
30463 - Technical Writer III		36.49
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		27.03
30502 - Weather Forecaster II		32.88
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.96
30621 - Weather Observer Senior	(see 2)	24.41
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		13.27
31030 - Bus Driver		18.76
31043 - Driver Courier		15.81
31260 - Parking and Lot Attendant		10.52
31290 - Shuttle Bus Driver		15.91

31310 - Taxi Driver	12.94
31361 - Truckdriver Light	17.19
31362 - Truckdriver Medium	18.59
31363 - Truckdriver Heavy	21.59
31364 - Truckdriver Tractor-Trailer	21.59
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	11.33
99050 - Desk Clerk	12.27
99095 - Embalmer	30.26
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	11.52
99252 - Laboratory Animal Caretaker II	12.52
99260 - Marketing Analyst	26.10
99310 - Mortician	30.26
99410 - Pest Controller	17.82
99510 - Photofinishing Worker	13.73
99710 - Recycling Laborer	19.81
99711 - Recycling Specialist	25.45
99730 - Refuse Collector	18.60
99810 - Sales Clerk	12.28
99820 - School Crossing Guard	12.41
99830 - Survey Party Chief	29.09
99831 - Surveying Aide	18.07
99832 - Surveying Technician	24.75
99840 - Vending Machine Attendant	14.98
99841 - Vending Machine Repairer	19.26
99842 - Vending Machine Repairer Helper	14.98

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4552
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: Florida

Area: Florida County of Lake

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.38
01012 - Accounting Clerk II		16.40
01013 - Accounting Clerk III		18.06
01020 - Administrative Assistant		24.02
01035 - Court Reporter		18.51
01041 - Customer Service Representative I		12.26
01042 - Customer Service Representative II		13.79
01043 - Customer Service Representative III		15.04
01051 - Data Entry Operator I		13.60
01052 - Data Entry Operator II		14.84
01060 - Dispatcher Motor Vehicle		15.93
01070 - Document Preparation Clerk		15.43

01090 - Duplicating Machine Operator 15.43
01111 - General Clerk I 12.80
01112 - General Clerk II 13.96
01113 - General Clerk III 15.67
01120 - Housing Referral Assistant 20.63
01141 - Messenger Courier 14.27
01191 - Order Clerk I 14.03
01192 - Order Clerk II 15.30
01261 - Personnel Assistant (Employment) I 15.47
01262 - Personnel Assistant (Employment) II 17.31
01263 - Personnel Assistant (Employment) III 19.30
01270 - Production Control Clerk 20.30
01290 - Rental Clerk 12.86
01300 - Scheduler Maintenance 16.54
01311 - Secretary I 16.54
01312 - Secretary II 18.51
01313 - Secretary III 20.63
01320 - Service Order Dispatcher 14.73
01410 - Supply Technician 24.02
01420 - Survey Worker 16.84
01460 - Switchboard Operator/Receptionist 13.83
01531 - Travel Clerk I 13.55
01532 - Travel Clerk II 14.80
01533 - Travel Clerk III 15.94
01611 - Word Processor I 13.95
01612 - Word Processor II 15.66
01613 - Word Processor III 17.52
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.71
05010 - Automotive Electrician 16.92
05040 - Automotive Glass Installer 15.35
05070 - Automotive Worker 15.35
05110 - Mobile Equipment Servicer 13.23
05130 - Motor Equipment Metal Mechanic 17.52
05160 - Motor Equipment Metal Worker 15.35
05190 - Motor Vehicle Mechanic 17.52
05220 - Motor Vehicle Mechanic Helper 12.17
05250 - Motor Vehicle Upholstery Worker 14.98
05280 - Motor Vehicle Wrecker 15.35
05310 - Painter Automotive 16.45
05340 - Radiator Repair Specialist 15.35
05370 - Tire Repairer 11.54
05400 - Transmission Repair Specialist 17.52
07000 - Food Preparation And Service Occupations
07010 - Baker 13.41
07041 - Cook I 12.89
07042 - Cook II 14.96
07070 - Dishwasher 10.86
07130 - Food Service Worker 11.69
07210 - Meat Cutter 14.98

07260 - Waiter/Waitress	11.36
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.24
09040 - Furniture Handler	10.49
09080 - Furniture Refinisher	16.71
09090 - Furniture Refinisher Helper	12.49
09110 - Furniture Repairer Minor	14.99
09130 - Upholsterer	17.24
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.10
11060 - Elevator Operator	11.10
11090 - Gardener	16.49
11122 - Housekeeping Aide	11.10
11150 - Janitor	11.10
11210 - Laborer Grounds Maintenance	12.47
11240 - Maid or Houseman	11.03
11260 - Pruner	11.08
11270 - Tractor Operator	15.17
11330 - Trail Maintenance Worker	12.47
11360 - Window Cleaner	12.49
12000 - Health Occupations	
12010 - Ambulance Driver	18.99
12011 - Breath Alcohol Technician	19.55
12012 - Certified Occupational Therapist Assistant	29.32
12015 - Certified Physical Therapist Assistant	33.77
12020 - Dental Assistant	18.19
12025 - Dental Hygienist	33.04
12030 - EKG Technician	27.55
12035 - Electroneurodiagnostic Technologist	27.55
12040 - Emergency Medical Technician	18.99
12071 - Licensed Practical Nurse I	17.47
12072 - Licensed Practical Nurse II	19.55
12073 - Licensed Practical Nurse III	21.79
12100 - Medical Assistant	15.89
12130 - Medical Laboratory Technician	23.98
12160 - Medical Record Clerk	17.30
12190 - Medical Record Technician	20.12
12195 - Medical Transcriptionist	14.67
12210 - Nuclear Medicine Technologist	36.08
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	19.12
12236 - Optical Technician	15.53
12250 - Pharmacy Technician	15.54
12280 - Phlebotomist	16.01
12305 - Radiologic Technologist	27.83
12311 - Registered Nurse I	21.26
12312 - Registered Nurse II	26.01

12313 - Registered Nurse II Specialist		26.01
12314 - Registered Nurse III		31.47
12315 - Registered Nurse III Anesthetist		31.47
12316 - Registered Nurse IV		37.72
12317 - Scheduler (Drug and Alcohol Testing)		24.21
12320 - Substance Abuse Treatment Counselor		21.05
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.34
13012 - Exhibits Specialist II		23.96
13013 - Exhibits Specialist III		29.31
13041 - Illustrator I		19.79
13042 - Illustrator II		24.51
13043 - Illustrator III		29.99
13047 - Librarian		26.53
13050 - Library Aide/Clerk		13.68
13054 - Library Information Technology Systems Administrator		22.14
13058 - Library Technician		14.97
13061 - Media Specialist I		16.35
13062 - Media Specialist II		18.30
13063 - Media Specialist III		20.39
13071 - Photographer I		12.81
13072 - Photographer II		15.03
13073 - Photographer III		18.61
13074 - Photographer IV		22.76
13075 - Photographer V		27.54
13090 - Technical Order Library Clerk		17.18
13110 - Video Teleconference Technician		21.36
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.97
14042 - Computer Operator II		18.13
14043 - Computer Operator III		20.57
14044 - Computer Operator IV		22.85
14045 - Computer Operator V		25.31
14071 - Computer Programmer I	(see 1)	19.76
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)	27.04
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.97
14160 - Personal Computer Support Technician		22.85
14170 - System Support Specialist		26.77
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.04
15020 - Aircrew Training Devices Instructor (Rated)		32.71
15030 - Air Crew Training Devices Instructor (Pilot)		39.20
15050 - Computer Based Training Specialist / Instructor		27.04
15060 - Educational Technologist		27.28

15070 - Flight Instructor (Pilot) 39.20
15080 - Graphic Artist 23.39
15085 - Maintenance Test Pilot Fixed Jet/Prop 39.20
15086 - Maintenance Test Pilot Rotary Wing 39.20
15088 - Non-Maintenance Test/Co-Pilot 39.20
15090 - Technical Instructor 20.89
15095 - Technical Instructor/Course Developer 25.55
15110 - Test Proctor 16.86
15120 - Tutor 16.86
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.86
16030 - Counter Attendant 10.86
16040 - Dry Cleaner 13.05
16070 - Finisher Flatwork Machine 10.86
16090 - Presser Hand 10.86
16110 - Presser Machine Drycleaning 10.86
16130 - Presser Machine Shirts 10.86
16160 - Presser Machine Wearing Apparel Laundry 10.86
16190 - Sewing Machine Operator 13.90
16220 - Tailor 14.60
16250 - Washer Machine 11.55
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.15
19040 - Tool And Die Maker 26.66
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.97
21030 - Material Coordinator 20.30
21040 - Material Expediter 20.30
21050 - Material Handling Laborer 13.15
21071 - Order Filler 13.00
21080 - Production Line Worker (Food Processing) 16.97
21110 - Shipping Packer 15.74
21130 - Shipping/Receiving Clerk 15.74
21140 - Store Worker I 11.16
21150 - Stock Clerk 15.98
21210 - Tools And Parts Attendant 16.97
21410 - Warehouse Specialist 16.97
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.03
23019 - Aircraft Logs and Records Technician 22.26
23021 - Aircraft Mechanic I 27.26
23022 - Aircraft Mechanic II 28.92
23023 - Aircraft Mechanic III 30.60
23040 - Aircraft Mechanic Helper 18.94
23050 - Aircraft Painter 26.88
23060 - Aircraft Servicer 22.26
23070 - Aircraft Survival Flight Equipment Technician 26.88
23080 - Aircraft Worker 23.95
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.95

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.26
23110 - Appliance Mechanic 19.04
23120 - Bicycle Repairer 14.34
23125 - Cable Splicer 29.81
23130 - Carpenter Maintenance 19.76
23140 - Carpet Layer 20.82
23160 - Electrician Maintenance 22.05
23181 - Electronics Technician Maintenance I 23.12
23182 - Electronics Technician Maintenance II 25.03
23183 - Electronics Technician Maintenance III 26.67
23260 - Fabric Worker 19.40
23290 - Fire Alarm System Mechanic 20.22
23310 - Fire Extinguisher Repairer 17.95
23311 - Fuel Distribution System Mechanic 21.85
23312 - Fuel Distribution System Operator 16.67
23370 - General Maintenance Worker 16.15
23380 - Ground Support Equipment Mechanic 27.26
23381 - Ground Support Equipment Servicer 22.26
23382 - Ground Support Equipment Worker 23.95
23391 - Gunsmith I 17.95
23392 - Gunsmith II 20.82
23393 - Gunsmith III 23.78
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.19
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.46
23430 - Heavy Equipment Mechanic 22.27
23440 - Heavy Equipment Operator 18.91
23460 - Instrument Mechanic 23.78
23465 - Laboratory/Shelter Mechanic 22.31
23470 - Laborer 13.15
23510 - Locksmith 20.56
23530 - Machinery Maintenance Mechanic 22.56
23550 - Machinist Maintenance 20.30
23580 - Maintenance Trades Helper 13.77
23591 - Metrology Technician I 23.78
23592 - Metrology Technician II 25.21
23593 - Metrology Technician III 26.68
23640 - Millwright 22.53
23710 - Office Appliance Repairer 18.81
23760 - Painter Maintenance 16.36
23790 - Pipefitter Maintenance 20.49
23810 - Plumber Maintenance 19.23
23820 - Pneudraulic Systems Mechanic 23.78
23850 - Rigger 23.95
23870 - Scale Mechanic 20.82
23890 - Sheet-Metal Worker Maintenance 18.59
23910 - Small Engine Mechanic 16.01
23931 - Telecommunications Mechanic I 23.34

23932 - Telecommunications Mechanic II 24.74
23950 - Telephone Lineman 19.10
23960 - Welder Combination Maintenance 19.31
23965 - Well Driller 21.18
23970 - Woodcraft Worker 23.78
23980 - Woodworker 17.95
24000 - Personal Needs Occupations
24550 - Case Manager 14.76
24570 - Child Care Attendant 10.46
24580 - Child Care Center Clerk 13.13
24610 - Chore Aide 10.86
24620 - Family Readiness And Support Services Coordinator 14.76
24630 - Homemaker 14.76
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 26.48
25040 - Sewage Plant Operator 22.81
25070 - Stationary Engineer 26.48
25190 - Ventilation Equipment Tender 18.39
25210 - Water Treatment Plant Operator 22.81
27000 - Protective Service Occupations
27004 - Alarm Monitor 17.90
27007 - Baggage Inspector 11.99
27008 - Corrections Officer 19.31
27010 - Court Security Officer 19.87
27030 - Detection Dog Handler 13.87
27040 - Detention Officer 19.31
27070 - Firefighter 20.95
27101 - Guard I 11.99
27102 - Guard II 13.87
27131 - Police Officer I 24.14
27132 - Police Officer II 26.82
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.95
28042 - Carnival Equipment Repairer 16.25
28043 - Carnival Worker 10.92
28210 - Gate Attendant/Gate Tender 14.85
28310 - Lifeguard 10.84
28350 - Park Attendant (Aide) 16.62
28510 - Recreation Aide/Health Facility Attendant 12.13
28515 - Recreation Specialist 20.59
28630 - Sports Official 13.23
28690 - Swimming Pool Operator 18.86
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 23.95
29020 - Hatch Tender 23.90
29030 - Line Handler 23.90
29041 - Stevedore I 22.26
29042 - Stevedore II 26.03
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 16.94
30022 - Archeological Technician II 19.10
30023 - Archeological Technician III 23.67
30030 - Cartographic Technician 23.67
30040 - Civil Engineering Technician 22.64
30051 - Cryogenic Technician I 25.45
30052 - Cryogenic Technician II 28.11
30061 - Drafter/CAD Operator I 16.94
30062 - Drafter/CAD Operator II 19.10
30063 - Drafter/CAD Operator III 21.30
30064 - Drafter/CAD Operator IV 26.18
30081 - Engineering Technician I 14.89
30082 - Engineering Technician II 16.72
30083 - Engineering Technician III 18.71
30084 - Engineering Technician IV 23.17
30085 - Engineering Technician V 28.34
30086 - Engineering Technician VI 34.29
30090 - Environmental Technician 23.28
30095 - Evidence Control Specialist 22.97
30210 - Laboratory Technician 21.38
30221 - Latent Fingerprint Technician I 23.66
30222 - Latent Fingerprint Technician II 26.13
30240 - Mathematical Technician 23.18
30361 - Paralegal/Legal Assistant I 19.28
30362 - Paralegal/Legal Assistant II 23.23
30363 - Paralegal/Legal Assistant III 28.42
30364 - Paralegal/Legal Assistant IV 34.40
30375 - Petroleum Supply Specialist 28.11
30390 - Photo-Optics Technician 23.67
30395 - Radiation Control Technician 28.11
30461 - Technical Writer I 24.65
30462 - Technical Writer II 30.16
30463 - Technical Writer III 36.49
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 25.45
30502 - Weather Forecaster II 30.95
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 30.67
31020 - Bus Aide 13.27
31030 - Bus Driver 18.76

31043 - Driver Courier	14.63
31260 - Parking and Lot Attendant	9.90
31290 - Shuttle Bus Driver	15.91
31310 - Taxi Driver	12.94
31361 - Truckdriver Light	15.91
31362 - Truckdriver Medium	17.20
31363 - Truckdriver Heavy	20.53
31364 - Truckdriver Tractor-Trailer	20.53
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.82
99050 - Desk Clerk	12.00
99095 - Embalmer	30.26
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	11.22
99252 - Laboratory Animal Caretaker II	11.77
99260 - Marketing Analyst	26.07
99310 - Mortician	30.26
99410 - Pest Controller	16.64
99510 - Photofinishing Worker	13.73
99710 - Recycling Laborer	18.01
99711 - Recycling Specialist	23.14
99730 - Refuse Collector	16.91
99810 - Sales Clerk	12.28
99820 - School Crossing Guard	12.41
99830 - Survey Party Chief	27.84
99831 - Surveying Aide	17.30
99832 - Surveying Technician	23.69
99840 - Vending Machine Attendant	13.62
99841 - Vending Machine Repairer	18.85
99842 - Vending Machine Repairer Helper	13.62

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: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4553
Revision No.: 15
Date Of Last Revision: 04/23/2021

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: Florida

Area: Florida Counties of Orange Osceola Seminole

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.17
01012 - Accounting Clerk II		17.05
01013 - Accounting Clerk III		19.06
01020 - Administrative Assistant		24.48
01035 - Court Reporter		20.91
01041 - Customer Service Representative I		12.87
01042 - Customer Service Representative II		14.04
01043 - Customer Service Representative III		15.77
01051 - Data Entry Operator I		13.60
01052 - Data Entry Operator II		14.84
01060 - Dispatcher Motor Vehicle		17.17
01070 - Document Preparation Clerk		16.56
01090 - Duplicating Machine Operator		16.56
01111 - General Clerk I		13.04
01112 - General Clerk II		14.23

01113 - General Clerk III 15.98
01120 - Housing Referral Assistant 20.63
01141 - Messenger Courier 14.27
01191 - Order Clerk I 14.03
01192 - Order Clerk II 15.30
01261 - Personnel Assistant (Employment) I 15.91
01262 - Personnel Assistant (Employment) II 17.79
01263 - Personnel Assistant (Employment) III 19.83
01270 - Production Control Clerk 20.85
01290 - Rental Clerk 13.74
01300 - Scheduler Maintenance 16.54
01311 - Secretary I 16.54
01312 - Secretary II 18.51
01313 - Secretary III 20.63
01320 - Service Order Dispatcher 14.87
01410 - Supply Technician 24.48
01420 - Survey Worker 16.98
01460 - Switchboard Operator/Receptionist 14.13
01531 - Travel Clerk I 13.55
01532 - Travel Clerk II 14.15
01533 - Travel Clerk III 14.78
01611 - Word Processor I 14.54
01612 - Word Processor II 16.32
01613 - Word Processor III 18.25
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.73
05010 - Automotive Electrician 17.28
05040 - Automotive Glass Installer 16.36
05070 - Automotive Worker 16.36
05110 - Mobile Equipment Servicer 13.79
05130 - Motor Equipment Metal Mechanic 18.27
05160 - Motor Equipment Metal Worker 16.36
05190 - Motor Vehicle Mechanic 18.27
05220 - Motor Vehicle Mechanic Helper 13.10
05250 - Motor Vehicle Upholstery Worker 15.80
05280 - Motor Vehicle Wrecker 16.37
05310 - Painter Automotive 17.92
05340 - Radiator Repair Specialist 16.36
05370 - Tire Repairer 12.63
05400 - Transmission Repair Specialist 18.27
07000 - Food Preparation And Service Occupations
07010 - Baker 14.75
07041 - Cook I 13.51
07042 - Cook II 15.68
07070 - Dishwasher 11.26
07130 - Food Service Worker 11.69
07210 - Meat Cutter 16.48
07260 - Waiter/Waitress 11.36
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 18.35

09040 - Furniture Handler 11.02
09080 - Furniture Refinisher 18.12
09090 - Furniture Refinisher Helper 13.41
09110 - Furniture Repairer Minor 15.76
09130 - Upholsterer 17.89
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.21
11060 - Elevator Operator 12.03
11090 - Gardener 17.80
11122 - Housekeeping Aide 12.03
11150 - Janitor 12.03
11210 - Laborer Grounds Maintenance 13.46
11240 - Maid or Houseman 11.48
11260 - Pruner 11.96
11270 - Tractor Operator 16.37
11330 - Trail Maintenance Worker 13.46
11360 - Window Cleaner 13.54
12000 - Health Occupations
12010 - Ambulance Driver 19.55
12011 - Breath Alcohol Technician 19.97
12012 - Certified Occupational Therapist Assistant 29.86
12015 - Certified Physical Therapist Assistant 34.21
12020 - Dental Assistant 19.13
12025 - Dental Hygienist 36.33
12030 - EKG Technician 28.06
12035 - Electroneurodiagnostic Technologist 28.06
12040 - Emergency Medical Technician 19.55
12071 - Licensed Practical Nurse I 17.86
12072 - Licensed Practical Nurse II 19.97
12073 - Licensed Practical Nurse III 22.26
12100 - Medical Assistant 15.89
12130 - Medical Laboratory Technician 24.88
12160 - Medical Record Clerk 17.99
12190 - Medical Record Technician 19.55
12195 - Medical Transcriptionist 16.53
12210 - Nuclear Medicine Technologist 36.76
12221 - Nursing Assistant I 11.84
12222 - Nursing Assistant II 13.30
12223 - Nursing Assistant III 14.51
12224 - Nursing Assistant IV 16.30
12235 - Optical Dispenser 23.84
12236 - Optical Technician 17.62
12250 - Pharmacy Technician 16.21
12280 - Phlebotomist 16.24
12305 - Radiologic Technologist 27.91
12311 - Registered Nurse I 22.12
12312 - Registered Nurse II 27.06
12313 - Registered Nurse II Specialist 27.06
12314 - Registered Nurse III 32.74
12315 - Registered Nurse III Anesthetist 32.74

12316 - Registered Nurse IV		39.23
12317 - Scheduler (Drug and Alcohol Testing)		24.73
12320 - Substance Abuse Treatment Counselor		21.05
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.37
13012 - Exhibits Specialist II		22.76
13013 - Exhibits Specialist III		27.81
13041 - Illustrator I		21.64
13042 - Illustrator II		25.12
13043 - Illustrator III		31.42
13047 - Librarian		27.87
13050 - Library Aide/Clerk		13.68
13054 - Library Information Technology Systems Administrator		25.12
13058 - Library Technician		16.47
13061 - Media Specialist I		16.50
13062 - Media Specialist II		18.47
13063 - Media Specialist III		20.58
13071 - Photographer I		13.91
13072 - Photographer II		15.91
13073 - Photographer III		19.29
13074 - Photographer IV		23.54
13075 - Photographer V		28.55
13090 - Technical Order Library Clerk		17.18
13110 - Video Teleconference Technician		21.60
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.38
14042 - Computer Operator II		19.58
14043 - Computer Operator III		22.42
14044 - Computer Operator IV		24.72
14045 - Computer Operator V		27.37
14071 - Computer Programmer I	(see 1)	22.24
14072 - Computer Programmer II	(see 1)	27.56
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.38
14160 - Personal Computer Support Technician		24.72
14170 - System Support Specialist		27.37
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.69
15020 - Aircrew Training Devices Instructor (Rated)		39.50
15030 - Air Crew Training Devices Instructor (Pilot)		41.60
15050 - Computer Based Training Specialist / Instructor		30.03
15060 - Educational Technologist		29.00
15070 - Flight Instructor (Pilot)		41.60
15080 - Graphic Artist		23.39
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 20.89
15095 - Technical Instructor/Course Developer 25.55
15110 - Test Proctor 16.86
15120 - Tutor 16.86
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.86
16030 - Counter Attendant 10.86
16040 - Dry Cleaner 13.05
16070 - Finisher Flatwork Machine 10.86
16090 - Presser Hand 10.86
16110 - Presser Machine Drycleaning 10.86
16130 - Presser Machine Shirts 10.86
16160 - Presser Machine Wearing Apparel Laundry 10.86
16190 - Sewing Machine Operator 13.90
16220 - Tailor 14.60
16250 - Washer Machine 11.55
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.77
19040 - Tool And Die Maker 26.18
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.60
21030 - Material Coordinator 20.85
21040 - Material Expediter 20.85
21050 - Material Handling Laborer 13.66
21071 - Order Filler 13.47
21080 - Production Line Worker (Food Processing) 17.60
21110 - Shipping Packer 16.36
21130 - Shipping/Receiving Clerk 16.36
21140 - Store Worker I 11.16
21150 - Stock Clerk 15.98
21210 - Tools And Parts Attendant 17.60
21410 - Warehouse Specialist 17.60
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 40.71
23019 - Aircraft Logs and Records Technician 32.18
23021 - Aircraft Mechanic I 38.40
23022 - Aircraft Mechanic II 40.71
23023 - Aircraft Mechanic III 45.01
23040 - Aircraft Mechanic Helper 27.85
23050 - Aircraft Painter 36.03
23060 - Aircraft Servicer 32.18
23070 - Aircraft Survival Flight Equipment Technician 36.03
23080 - Aircraft Worker 34.45
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 34.45
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 38.40
23110 - Appliance Mechanic 19.12

23120 - Bicycle Repairer 17.95
23125 - Cable Splicer 32.94
23130 - Carpenter Maintenance 20.32
23140 - Carpet Layer 20.82
23160 - Electrician Maintenance 22.05
23181 - Electronics Technician Maintenance I 23.36
23182 - Electronics Technician Maintenance II 25.03
23183 - Electronics Technician Maintenance III 26.67
23260 - Fabric Worker 19.40
23290 - Fire Alarm System Mechanic 20.60
23310 - Fire Extinguisher Repairer 17.95
23311 - Fuel Distribution System Mechanic 25.30
23312 - Fuel Distribution System Operator 20.15
23370 - General Maintenance Worker 17.03
23380 - Ground Support Equipment Mechanic 38.40
23381 - Ground Support Equipment Servicer 32.15
23382 - Ground Support Equipment Worker 34.43
23391 - Gunsmith I 17.95
23392 - Gunsmith II 20.82
23393 - Gunsmith III 23.78
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.58
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.88
23430 - Heavy Equipment Mechanic 22.93
23440 - Heavy Equipment Operator 18.91
23460 - Instrument Mechanic 23.78
23465 - Laboratory/Shelter Mechanic 22.31
23470 - Laborer 13.66
23510 - Locksmith 22.28
23530 - Machinery Maintenance Mechanic 23.52
23550 - Machinist Maintenance 21.36
23580 - Maintenance Trades Helper 14.28
23591 - Metrology Technician I 23.78
23592 - Metrology Technician II 25.21
23593 - Metrology Technician III 26.68
23640 - Millwright 23.78
23710 - Office Appliance Repairer 18.81
23760 - Painter Maintenance 16.79
23790 - Pipefitter Maintenance 20.95
23810 - Plumber Maintenance 19.66
23820 - Pneudraulic Systems Mechanic 23.78
23850 - Rigger 26.72
23870 - Scale Mechanic 20.82
23890 - Sheet-Metal Worker Maintenance 19.80
23910 - Small Engine Mechanic 16.18
23931 - Telecommunications Mechanic I 25.07
23932 - Telecommunications Mechanic II 26.58
23950 - Telephone Lineman 20.19
23960 - Welder Combination Maintenance 20.02

23965 - Well Driller	21.20
23970 - Woodcraft Worker	23.78
23980 - Woodworker	17.95
24000 - Personal Needs Occupations	
24550 - Case Manager	16.60
24570 - Child Care Attendant	11.67
24580 - Child Care Center Clerk	14.56
24610 - Chore Aide	11.64
24620 - Family Readiness And Support Services Coordinator	16.60
24630 - Homemaker	17.53
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.38
25040 - Sewage Plant Operator	23.31
25070 - Stationary Engineer	29.38
25190 - Ventilation Equipment Tender	17.91
25210 - Water Treatment Plant Operator	23.31
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.28
27007 - Baggage Inspector	12.42
27008 - Corrections Officer	20.09
27010 - Court Security Officer	20.47
27030 - Detection Dog Handler	16.11
27040 - Detention Officer	20.09
27070 - Firefighter	21.92
27101 - Guard I	12.42
27102 - Guard II	16.05
27131 - Police Officer I	25.06
27132 - Police Officer II	27.85
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.44
28042 - Carnival Equipment Repairer	16.79
28043 - Carnival Worker	11.28
28210 - Gate Attendant/Gate Tender	15.33
28310 - Lifeguard	11.42
28350 - Park Attendant (Aide)	17.15
28510 - Recreation Aide/Health Facility Attendant	12.51
28515 - Recreation Specialist	21.24
28630 - Sports Official	13.65
28690 - Swimming Pool Operator	19.48
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	30.76
29020 - Hatch Tender	30.76
29030 - Line Handler	30.76
29041 - Stevedore I	28.67
29042 - Stevedore II	32.96
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		17.87
30022 - Archeological Technician II		19.99
30023 - Archeological Technician III		25.89
30030 - Cartographic Technician		25.56
30040 - Civil Engineering Technician		22.64
30051 - Cryogenic Technician I		27.03
30052 - Cryogenic Technician II		29.86
30061 - Drafter/CAD Operator I		17.87
30062 - Drafter/CAD Operator II		19.99
30063 - Drafter/CAD Operator III		22.30
30064 - Drafter/CAD Operator IV		27.43
30081 - Engineering Technician I		15.95
30082 - Engineering Technician II		17.87
30083 - Engineering Technician III		20.85
30084 - Engineering Technician IV		24.77
30085 - Engineering Technician V		30.30
30086 - Engineering Technician VI		36.66
30090 - Environmental Technician		21.56
30095 - Evidence Control Specialist		24.41
30210 - Laboratory Technician		22.66
30221 - Latent Fingerprint Technician I		24.05
30222 - Latent Fingerprint Technician II		26.56
30240 - Mathematical Technician		26.60
30361 - Paralegal/Legal Assistant I		19.34
30362 - Paralegal/Legal Assistant II		23.96
30363 - Paralegal/Legal Assistant III		29.30
30364 - Paralegal/Legal Assistant IV		35.46
30375 - Petroleum Supply Specialist		29.86
30390 - Photo-Optics Technician		24.77
30395 - Radiation Control Technician		29.86
30461 - Technical Writer I		24.78
30462 - Technical Writer II		30.32
30463 - Technical Writer III		36.68
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		27.03
30502 - Weather Forecaster II		32.88
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.30
30621 - Weather Observer Senior	(see 2)	24.77
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		12.23
31030 - Bus Driver		18.96
31043 - Driver Courier		15.81
31260 - Parking and Lot Attendant		10.52
31290 - Shuttle Bus Driver		15.91

31310 - Taxi Driver	12.94
31361 - Truckdriver Light	17.19
31362 - Truckdriver Medium	18.59
31363 - Truckdriver Heavy	21.59
31364 - Truckdriver Tractor-Trailer	21.59
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	11.33
99050 - Desk Clerk	12.38
99095 - Embalmer	32.49
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	11.59
99252 - Laboratory Animal Caretaker II	12.60
99260 - Marketing Analyst	26.10
99310 - Mortician	32.49
99410 - Pest Controller	17.82
99510 - Photofinishing Worker	13.73
99710 - Recycling Laborer	20.93
99711 - Recycling Specialist	25.45
99730 - Refuse Collector	18.60
99810 - Sales Clerk	13.66
99820 - School Crossing Guard	12.41
99830 - Survey Party Chief	26.31
99831 - Surveying Aide	18.06
99832 - Surveying Technician	24.75
99840 - Vending Machine Attendant	14.19
99841 - Vending Machine Repairer	18.16
99842 - Vending Machine Repairer Helper	14.36

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4554
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: Florida

Area: Florida Counties of Orange Osceola Seminole

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.38
01012 - Accounting Clerk II		16.14
01013 - Accounting Clerk III		18.06
01020 - Administrative Assistant		24.02
01035 - Court Reporter		20.91
01041 - Customer Service Representative I		12.26
01042 - Customer Service Representative II		13.79
01043 - Customer Service Representative III		15.04
01051 - Data Entry Operator I		13.60
01052 - Data Entry Operator II		14.84
01060 - Dispatcher Motor Vehicle		17.17
01070 - Document Preparation Clerk		15.43

01090 - Duplicating Machine Operator 15.43
01111 - General Clerk I 12.80
01112 - General Clerk II 13.96
01113 - General Clerk III 15.67
01120 - Housing Referral Assistant 20.63
01141 - Messenger Courier 14.27
01191 - Order Clerk I 14.03
01192 - Order Clerk II 15.30
01261 - Personnel Assistant (Employment) I 15.47
01262 - Personnel Assistant (Employment) II 17.31
01263 - Personnel Assistant (Employment) III 19.30
01270 - Production Control Clerk 20.30
01290 - Rental Clerk 13.74
01300 - Scheduler Maintenance 16.54
01311 - Secretary I 16.54
01312 - Secretary II 18.51
01313 - Secretary III 20.63
01320 - Service Order Dispatcher 14.87
01410 - Supply Technician 24.02
01420 - Survey Worker 16.84
01460 - Switchboard Operator/Receptionist 13.83
01531 - Travel Clerk I 13.55
01532 - Travel Clerk II 14.15
01533 - Travel Clerk III 14.78
01611 - Word Processor I 14.54
01612 - Word Processor II 16.32
01613 - Word Processor III 18.25
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.71
05010 - Automotive Electrician 17.28
05040 - Automotive Glass Installer 16.36
05070 - Automotive Worker 16.36
05110 - Mobile Equipment Servicer 13.56
05130 - Motor Equipment Metal Mechanic 18.18
05160 - Motor Equipment Metal Worker 16.36
05190 - Motor Vehicle Mechanic 18.18
05220 - Motor Vehicle Mechanic Helper 13.10
05250 - Motor Vehicle Upholstery Worker 15.80
05280 - Motor Vehicle Wrecker 16.37
05310 - Painter Automotive 17.92
05340 - Radiator Repair Specialist 16.36
05370 - Tire Repairer 12.63
05400 - Transmission Repair Specialist 18.18
07000 - Food Preparation And Service Occupations
07010 - Baker 13.41
07041 - Cook I 12.89
07042 - Cook II 14.96
07070 - Dishwasher 10.86
07130 - Food Service Worker 11.69
07210 - Meat Cutter 14.98

07260 - Waiter/Waitress	11.36
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.24
09040 - Furniture Handler	10.49
09080 - Furniture Refinisher	16.71
09090 - Furniture Refinisher Helper	12.76
09110 - Furniture Repairer Minor	14.99
09130 - Upholsterer	17.24
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.10
11060 - Elevator Operator	11.10
11090 - Gardener	16.49
11122 - Housekeeping Aide	11.10
11150 - Janitor	11.10
11210 - Laborer Grounds Maintenance	12.47
11240 - Maid or Houseman	11.03
11260 - Pruner	11.08
11270 - Tractor Operator	15.17
11330 - Trail Maintenance Worker	12.47
11360 - Window Cleaner	13.14
12000 - Health Occupations	
12010 - Ambulance Driver	19.55
12011 - Breath Alcohol Technician	19.55
12012 - Certified Occupational Therapist Assistant	29.32
12015 - Certified Physical Therapist Assistant	34.21
12020 - Dental Assistant	18.19
12025 - Dental Hygienist	36.33
12030 - EKG Technician	27.55
12035 - Electroneurodiagnostic Technologist	27.55
12040 - Emergency Medical Technician	19.55
12071 - Licensed Practical Nurse I	17.47
12072 - Licensed Practical Nurse II	19.55
12073 - Licensed Practical Nurse III	21.79
12100 - Medical Assistant	15.89
12130 - Medical Laboratory Technician	22.81
12160 - Medical Record Clerk	17.99
12190 - Medical Record Technician	19.55
12195 - Medical Transcriptionist	16.53
12210 - Nuclear Medicine Technologist	36.08
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	21.67
12236 - Optical Technician	16.81
12250 - Pharmacy Technician	15.85
12280 - Phlebotomist	16.01
12305 - Radiologic Technologist	27.83
12311 - Registered Nurse I	22.12
12312 - Registered Nurse II	27.06

12313 - Registered Nurse II Specialist		27.06
12314 - Registered Nurse III		32.74
12315 - Registered Nurse III Anesthetist		32.74
12316 - Registered Nurse IV		39.23
12317 - Scheduler (Drug and Alcohol Testing)		24.21
12320 - Substance Abuse Treatment Counselor		21.05
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.37
13012 - Exhibits Specialist II		22.76
13013 - Exhibits Specialist III		27.81
13041 - Illustrator I		21.64
13042 - Illustrator II		25.12
13043 - Illustrator III		31.42
13047 - Librarian		27.87
13050 - Library Aide/Clerk		13.68
13054 - Library Information Technology Systems Administrator		25.12
13058 - Library Technician		14.97
13061 - Media Specialist I		16.50
13062 - Media Specialist II		18.47
13063 - Media Specialist III		20.58
13071 - Photographer I		13.91
13072 - Photographer II		15.91
13073 - Photographer III		19.29
13074 - Photographer IV		23.54
13075 - Photographer V		28.55
13090 - Technical Order Library Clerk		17.18
13110 - Video Teleconference Technician		21.60
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.38
14042 - Computer Operator II		19.58
14043 - Computer Operator III		22.42
14044 - Computer Operator IV		24.72
14045 - Computer Operator V		27.37
14071 - Computer Programmer I	(see 1)	22.24
14072 - Computer Programmer II	(see 1)	27.56
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.38
14160 - Personal Computer Support Technician		24.72
14170 - System Support Specialist		27.37
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.67
15020 - Aircrew Training Devices Instructor (Rated)		39.50
15030 - Air Crew Training Devices Instructor (Pilot)		41.13
15050 - Computer Based Training Specialist / Instructor		30.03
15060 - Educational Technologist		29.00

15070 - Flight Instructor (Pilot) 41.13
15080 - Graphic Artist 23.39
15085 - Maintenance Test Pilot Fixed Jet/Prop 39.20
15086 - Maintenance Test Pilot Rotary Wing 39.20
15088 - Non-Maintenance Test/Co-Pilot 39.20
15090 - Technical Instructor 20.89
15095 - Technical Instructor/Course Developer 25.55
15110 - Test Proctor 16.86
15120 - Tutor 16.86
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.86
16030 - Counter Attendant 10.86
16040 - Dry Cleaner 13.05
16070 - Finisher Flatwork Machine 10.86
16090 - Presser Hand 10.86
16110 - Presser Machine Drycleaning 10.86
16130 - Presser Machine Shirts 10.86
16160 - Presser Machine Wearing Apparel Laundry 10.86
16190 - Sewing Machine Operator 13.90
16220 - Tailor 14.60
16250 - Washer Machine 11.55
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.77
19040 - Tool And Die Maker 26.18
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.97
21030 - Material Coordinator 20.30
21040 - Material Expediter 20.30
21050 - Material Handling Laborer 13.15
21071 - Order Filler 13.00
21080 - Production Line Worker (Food Processing) 16.97
21110 - Shipping Packer 15.74
21130 - Shipping/Receiving Clerk 15.74
21140 - Store Worker I 11.16
21150 - Stock Clerk 15.98
21210 - Tools And Parts Attendant 16.97
21410 - Warehouse Specialist 16.97
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 40.63
23019 - Aircraft Logs and Records Technician 32.18
23021 - Aircraft Mechanic I 38.32
23022 - Aircraft Mechanic II 40.63
23023 - Aircraft Mechanic III 45.01
23040 - Aircraft Mechanic Helper 27.85
23050 - Aircraft Painter 35.76
23060 - Aircraft Servicer 32.18
23070 - Aircraft Survival Flight Equipment Technician 35.76
23080 - Aircraft Worker 34.45
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 34.45

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 38.32
23110 - Appliance Mechanic 19.04
23120 - Bicycle Repairer 17.95
23125 - Cable Splicer 32.94
23130 - Carpenter Maintenance 19.76
23140 - Carpet Layer 20.82
23160 - Electrician Maintenance 22.05
23181 - Electronics Technician Maintenance I 23.36
23182 - Electronics Technician Maintenance II 25.03
23183 - Electronics Technician Maintenance III 26.67
23260 - Fabric Worker 19.40
23290 - Fire Alarm System Mechanic 20.60
23310 - Fire Extinguisher Repairer 17.95
23311 - Fuel Distribution System Mechanic 23.00
23312 - Fuel Distribution System Operator 18.32
23370 - General Maintenance Worker 16.15
23380 - Ground Support Equipment Mechanic 38.27
23381 - Ground Support Equipment Servicer 32.15
23382 - Ground Support Equipment Worker 34.43
23391 - Gunsmith I 17.95
23392 - Gunsmith II 20.82
23393 - Gunsmith III 23.78
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.19
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.46
23430 - Heavy Equipment Mechanic 22.27
23440 - Heavy Equipment Operator 18.91
23460 - Instrument Mechanic 23.78
23465 - Laboratory/Shelter Mechanic 22.31
23470 - Laborer 13.15
23510 - Locksmith 20.56
23530 - Machinery Maintenance Mechanic 22.56
23550 - Machinist Maintenance 20.30
23580 - Maintenance Trades Helper 13.77
23591 - Metrology Technician I 23.78
23592 - Metrology Technician II 25.21
23593 - Metrology Technician III 26.68
23640 - Millwright 23.78
23710 - Office Appliance Repairer 18.81
23760 - Painter Maintenance 16.36
23790 - Pipefitter Maintenance 20.49
23810 - Plumber Maintenance 19.23
23820 - Pneudraulic Systems Mechanic 23.78
23850 - Rigger 25.40
23870 - Scale Mechanic 20.82
23890 - Sheet-Metal Worker Maintenance 18.59
23910 - Small Engine Mechanic 16.01
23931 - Telecommunications Mechanic I 23.34

23932 - Telecommunications Mechanic II 24.74
23950 - Telephone Lineman 20.19
23960 - Welder Combination Maintenance 19.31
23965 - Well Driller 21.20
23970 - Woodcraft Worker 23.78
23980 - Woodworker 17.95
24000 - Personal Needs Occupations
24550 - Case Manager 15.43
24570 - Child Care Attendant 11.67
24580 - Child Care Center Clerk 14.56
24610 - Chore Aide 10.86
24620 - Family Readiness And Support Services Coordinator 15.43
24630 - Homemaker 17.53
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 29.38
25040 - Sewage Plant Operator 22.81
25070 - Stationary Engineer 29.38
25190 - Ventilation Equipment Tender 17.91
25210 - Water Treatment Plant Operator 22.81
27000 - Protective Service Occupations
27004 - Alarm Monitor 17.90
27007 - Baggage Inspector 11.95
27008 - Corrections Officer 20.09
27010 - Court Security Officer 20.47
27030 - Detection Dog Handler 16.11
27040 - Detention Officer 20.09
27070 - Firefighter 20.95
27101 - Guard I 11.95
27102 - Guard II 16.05
27131 - Police Officer I 24.14
27132 - Police Officer II 26.82
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.95
28042 - Carnival Equipment Repairer 16.25
28043 - Carnival Worker 10.92
28210 - Gate Attendant/Gate Tender 14.85
28310 - Lifeguard 11.34
28350 - Park Attendant (Aide) 16.62
28510 - Recreation Aide/Health Facility Attendant 12.13
28515 - Recreation Specialist 20.11
28630 - Sports Official 13.23
28690 - Swimming Pool Operator 18.86
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 29.51
29020 - Hatch Tender 29.51
29030 - Line Handler 29.51
29041 - Stevedore I 26.63
29042 - Stevedore II 31.61
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.87
30022 - Archeological Technician II 19.99
30023 - Archeological Technician III 25.89
30030 - Cartographic Technician 25.56
30040 - Civil Engineering Technician 22.64
30051 - Cryogenic Technician I 25.45
30052 - Cryogenic Technician II 28.11
30061 - Drafter/CAD Operator I 17.87
30062 - Drafter/CAD Operator II 19.99
30063 - Drafter/CAD Operator III 22.30
30064 - Drafter/CAD Operator IV 27.43
30081 - Engineering Technician I 15.95
30082 - Engineering Technician II 17.87
30083 - Engineering Technician III 20.85
30084 - Engineering Technician IV 24.77
30085 - Engineering Technician V 30.30
30086 - Engineering Technician VI 36.66
30090 - Environmental Technician 21.56
30095 - Evidence Control Specialist 22.97
30210 - Laboratory Technician 22.66
30221 - Latent Fingerprint Technician I 23.66
30222 - Latent Fingerprint Technician II 26.13
30240 - Mathematical Technician 24.18
30361 - Paralegal/Legal Assistant I 19.34
30362 - Paralegal/Legal Assistant II 23.96
30363 - Paralegal/Legal Assistant III 29.30
30364 - Paralegal/Legal Assistant IV 35.46
30375 - Petroleum Supply Specialist 28.11
30390 - Photo-Optics Technician 24.77
30395 - Radiation Control Technician 28.11
30461 - Technical Writer I 24.78
30462 - Technical Writer II 30.32
30463 - Technical Writer III 36.68
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 25.45
30502 - Weather Forecaster II 30.95
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.30
30621 - Weather Observer Senior (see 2) 24.77
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.23
31030 - Bus Driver 18.96

31043 - Driver Courier	14.63
31260 - Parking and Lot Attendant	9.90
31290 - Shuttle Bus Driver	15.91
31310 - Taxi Driver	12.94
31361 - Truckdriver Light	15.91
31362 - Truckdriver Medium	17.20
31363 - Truckdriver Heavy	20.53
31364 - Truckdriver Tractor-Trailer	20.53
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.82
99050 - Desk Clerk	12.38
99095 - Embalmer	32.49
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	11.59
99252 - Laboratory Animal Caretaker II	12.60
99260 - Marketing Analyst	26.07
99310 - Mortician	32.49
99410 - Pest Controller	16.64
99510 - Photofinishing Worker	13.73
99710 - Recycling Laborer	19.03
99711 - Recycling Specialist	23.14
99730 - Refuse Collector	16.91
99810 - Sales Clerk	13.66
99820 - School Crossing Guard	12.41
99830 - Survey Party Chief	25.18
99831 - Surveying Aide	17.29
99832 - Surveying Technician	23.69
99840 - Vending Machine Attendant	12.90
99841 - Vending Machine Repairer	16.51
99842 - Vending Machine Repairer Helper	13.05

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4555
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: Florida

Area: Florida County of Brevard

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.56
01012 - Accounting Clerk II		16.34
01013 - Accounting Clerk III		18.43
01020 - Administrative Assistant		23.38
01035 - Court Reporter		18.19
01041 - Customer Service Representative I		11.34
01042 - Customer Service Representative II		12.75
01043 - Customer Service Representative III		13.91
01051 - Data Entry Operator I		13.49
01052 - Data Entry Operator II		14.72
01060 - Dispatcher Motor Vehicle		17.03
01070 - Document Preparation Clerk		14.96
01090 - Duplicating Machine Operator		14.96
01111 - General Clerk I		13.01
01112 - General Clerk II		14.19

01113 - General Clerk III 15.93
01120 - Housing Referral Assistant 20.28
01141 - Messenger Courier 14.73
01191 - Order Clerk I 13.43
01192 - Order Clerk II 14.65
01261 - Personnel Assistant (Employment) I 15.63
01262 - Personnel Assistant (Employment) II 17.49
01263 - Personnel Assistant (Employment) III 19.50
01270 - Production Control Clerk 21.82
01290 - Rental Clerk 13.59
01300 - Scheduler Maintenance 16.25
01311 - Secretary I 16.25
01312 - Secretary II 18.19
01313 - Secretary III 20.28
01320 - Service Order Dispatcher 15.22
01410 - Supply Technician 23.38
01420 - Survey Worker 16.31
01460 - Switchboard Operator/Receptionist 13.91
01531 - Travel Clerk I 14.00
01532 - Travel Clerk II 15.11
01533 - Travel Clerk III 16.19
01611 - Word Processor I 14.48
01612 - Word Processor II 16.25
01613 - Word Processor III 18.19
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.50
05010 - Automotive Electrician 18.15
05040 - Automotive Glass Installer 17.17
05070 - Automotive Worker 17.17
05110 - Mobile Equipment Servicer 15.50
05130 - Motor Equipment Metal Mechanic 18.88
05160 - Motor Equipment Metal Worker 17.17
05190 - Motor Vehicle Mechanic 18.80
05220 - Motor Vehicle Mechanic Helper 14.58
05250 - Motor Vehicle Upholstery Worker 16.58
05280 - Motor Vehicle Wrecker 17.17
05310 - Painter Automotive 18.04
05340 - Radiator Repair Specialist 17.17
05370 - Tire Repairer 14.17
05400 - Transmission Repair Specialist 18.88
07000 - Food Preparation And Service Occupations
07010 - Baker 12.08
07041 - Cook I 12.47
07042 - Cook II 14.35
07070 - Dishwasher 9.86
07130 - Food Service Worker 11.01
07210 - Meat Cutter 16.60
07260 - Waiter/Waitress 10.76
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 18.85

09040 - Furniture Handler 13.01
09080 - Furniture Refinisher 18.39
09090 - Furniture Refinisher Helper 13.94
09110 - Furniture Repairer Minor 16.18
09130 - Upholsterer 18.39
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.33
11060 - Elevator Operator 11.47
11090 - Gardener 16.63
11122 - Housekeeping Aide 11.47
11150 - Janitor 11.47
11210 - Laborer Grounds Maintenance 13.00
11240 - Maid or Houseman 10.51
11260 - Pruner 11.84
11270 - Tractor Operator 15.43
11330 - Trail Maintenance Worker 13.00
11360 - Window Cleaner 12.61
12000 - Health Occupations
12010 - Ambulance Driver 22.72
12011 - Breath Alcohol Technician 19.04
12012 - Certified Occupational Therapist Assistant 35.44
12015 - Certified Physical Therapist Assistant 32.31
12020 - Dental Assistant 17.59
12025 - Dental Hygienist 34.50
12030 - EKG Technician 20.02
12035 - Electroneurodiagnostic Technologist 20.02
12040 - Emergency Medical Technician 22.72
12071 - Licensed Practical Nurse I 17.01
12072 - Licensed Practical Nurse II 19.04
12073 - Licensed Practical Nurse III 21.22
12100 - Medical Assistant 14.77
12130 - Medical Laboratory Technician 24.85
12160 - Medical Record Clerk 15.86
12190 - Medical Record Technician 17.74
12195 - Medical Transcriptionist 16.42
12210 - Nuclear Medicine Technologist 35.06
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 23.54
12236 - Optical Technician 16.92
12250 - Pharmacy Technician 15.09
12280 - Phlebotomist 15.14
12305 - Radiologic Technologist 27.80
12311 - Registered Nurse I 22.67
12312 - Registered Nurse II 27.73
12313 - Registered Nurse II Specialist 27.73
12314 - Registered Nurse III 33.55
12315 - Registered Nurse III Anesthetist 33.55

12316 - Registered Nurse IV		40.22
12317 - Scheduler (Drug and Alcohol Testing)		27.59
12320 - Substance Abuse Treatment Counselor		19.59
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.52
13012 - Exhibits Specialist II		20.85
13013 - Exhibits Specialist III		25.27
13041 - Illustrator I		16.67
13042 - Illustrator II		20.65
13043 - Illustrator III		25.27
13047 - Librarian		22.87
13050 - Library Aide/Clerk		13.23
13054 - Library Information Technology Systems Administrator		20.85
13058 - Library Technician		17.58
13061 - Media Specialist I		15.05
13062 - Media Specialist II		16.67
13063 - Media Specialist III		18.59
13071 - Photographer I		16.54
13072 - Photographer II		18.51
13073 - Photographer III		22.92
13074 - Photographer IV		28.05
13075 - Photographer V		33.02
13090 - Technical Order Library Clerk		16.62
13110 - Video Teleconference Technician		15.74
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.35
14042 - Computer Operator II		18.30
14043 - Computer Operator III		20.40
14044 - Computer Operator IV		22.66
14045 - Computer Operator V		25.10
14071 - Computer Programmer I	(see 1)	23.18
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.35
14160 - Personal Computer Support Technician		22.66
14170 - System Support Specialist		26.75
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.98
15020 - Aircrew Training Devices Instructor (Rated)		33.63
15030 - Air Crew Training Devices Instructor (Pilot)		40.23
15050 - Computer Based Training Specialist / Instructor		29.98
15060 - Educational Technologist		29.54
15070 - Flight Instructor (Pilot)		40.23
15080 - Graphic Artist		20.58
15085 - Maintenance Test Pilot Fixed Jet/Prop		40.23

15086 - Maintenance Test Pilot Rotary Wing 40.23
15088 - Non-Maintenance Test/Co-Pilot 40.23
15090 - Technical Instructor 23.85
15095 - Technical Instructor/Course Developer 29.16
15110 - Test Proctor 19.25
15120 - Tutor 19.25
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.92
16030 - Counter Attendant 9.92
16040 - Dry Cleaner 12.13
16070 - Finisher Flatwork Machine 9.92
16090 - Presser Hand 9.92
16110 - Presser Machine Drycleaning 9.92
16130 - Presser Machine Shirts 9.92
16160 - Presser Machine Wearing Apparel Laundry 9.92
16190 - Sewing Machine Operator 12.92
16220 - Tailor 13.75
16250 - Washer Machine 10.53
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.58
19040 - Tool And Die Maker 27.89
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.05
21030 - Material Coordinator 21.82
21040 - Material Expediter 21.82
21050 - Material Handling Laborer 12.25
21071 - Order Filler 12.32
21080 - Production Line Worker (Food Processing) 16.05
21110 - Shipping Packer 14.56
21130 - Shipping/Receiving Clerk 14.56
21140 - Store Worker I 13.48
21150 - Stock Clerk 18.03
21210 - Tools And Parts Attendant 16.05
21410 - Warehouse Specialist 16.05
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.88
23019 - Aircraft Logs and Records Technician 23.44
23021 - Aircraft Mechanic I 28.27
23022 - Aircraft Mechanic II 29.88
23023 - Aircraft Mechanic III 31.48
23040 - Aircraft Mechanic Helper 20.19
23050 - Aircraft Painter 26.63
23060 - Aircraft Servicer 23.44
23070 - Aircraft Survival Flight Equipment Technician 26.63
23080 - Aircraft Worker 25.04
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.04
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.27
23110 - Appliance Mechanic 20.29

23120 - Bicycle Repairer 16.57
23125 - Cable Splicer 29.99
23130 - Carpenter Maintenance 18.77
23140 - Carpet Layer 19.07
23160 - Electrician Maintenance 26.74
23181 - Electronics Technician Maintenance I 26.04
23182 - Electronics Technician Maintenance II 27.70
23183 - Electronics Technician Maintenance III 29.40
23260 - Fabric Worker 17.85
23290 - Fire Alarm System Mechanic 19.24
23310 - Fire Extinguisher Repairer 16.57
23311 - Fuel Distribution System Mechanic 20.79
23312 - Fuel Distribution System Operator 16.75
23370 - General Maintenance Worker 17.61
23380 - Ground Support Equipment Mechanic 28.27
23381 - Ground Support Equipment Servicer 23.44
23382 - Ground Support Equipment Worker 25.04
23391 - Gunsmith I 17.56
23392 - Gunsmith II 20.20
23393 - Gunsmith III 22.75
23410 - Heating Ventilation And Air-Conditioning Mechanic 19.59
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 20.71
23430 - Heavy Equipment Mechanic 25.53
23440 - Heavy Equipment Operator 17.90
23460 - Instrument Mechanic 21.53
23465 - Laboratory/Shelter Mechanic 20.29
23470 - Laborer 12.25
23510 - Locksmith 20.29
23530 - Machinery Maintenance Mechanic 23.76
23550 - Machinist Maintenance 20.27
23580 - Maintenance Trades Helper 15.08
23591 - Metrology Technician I 21.53
23592 - Metrology Technician II 22.76
23593 - Metrology Technician III 23.98
23640 - Millwright 21.53
23710 - Office Appliance Repairer 18.22
23760 - Painter Maintenance 17.34
23790 - Pipefitter Maintenance 24.60
23810 - Plumber Maintenance 23.18
23820 - Pneudraulic Systems Mechanic 21.53
23850 - Rigger 21.53
23870 - Scale Mechanic 19.07
23890 - Sheet-Metal Worker Maintenance 22.02
23910 - Small Engine Mechanic 17.41
23931 - Telecommunications Mechanic I 24.15
23932 - Telecommunications Mechanic II 25.23
23950 - Telephone Lineman 21.31
23960 - Welder Combination Maintenance 18.80

23965 - Well Driller	20.92
23970 - Woodcraft Worker	21.53
23980 - Woodworker	16.57
24000 - Personal Needs Occupations	
24550 - Case Manager	17.42
24570 - Child Care Attendant	11.28
24580 - Child Care Center Clerk	14.07
24610 - Chore Aide	10.96
24620 - Family Readiness And Support Services Coordinator	17.42
24630 - Homemaker	17.42
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.53
25040 - Sewage Plant Operator	19.99
25070 - Stationary Engineer	21.53
25190 - Ventilation Equipment Tender	15.37
25210 - Water Treatment Plant Operator	19.99
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.15
27007 - Baggage Inspector	13.66
27008 - Corrections Officer	20.24
27010 - Court Security Officer	20.58
27030 - Detection Dog Handler	17.09
27040 - Detention Officer	20.24
27070 - Firefighter	21.14
27101 - Guard I	13.66
27102 - Guard II	17.09
27131 - Police Officer I	20.50
27132 - Police Officer II	22.78
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.12
28042 - Carnival Equipment Repairer	13.99
28043 - Carnival Worker	9.93
28210 - Gate Attendant/Gate Tender	16.24
28310 - Lifeguard	12.08
28350 - Park Attendant (Aide)	18.17
28510 - Recreation Aide/Health Facility Attendant	13.26
28515 - Recreation Specialist	22.50
28630 - Sports Official	14.47
28690 - Swimming Pool Operator	16.11
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	26.22
29020 - Hatch Tender	26.22
29030 - Line Handler	26.22
29041 - Stevedore I	24.92
29042 - Stevedore II	29.40
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 16.17
30022 - Archeological Technician II 18.10
30023 - Archeological Technician III 22.42
30030 - Cartographic Technician 22.42
30040 - Civil Engineering Technician 26.73
30051 - Cryogenic Technician I 25.61
30052 - Cryogenic Technician II 28.29
30061 - Drafter/CAD Operator I 16.17
30062 - Drafter/CAD Operator II 18.10
30063 - Drafter/CAD Operator III 20.18
30064 - Drafter/CAD Operator IV 24.83
30081 - Engineering Technician I 15.41
30082 - Engineering Technician II 17.30
30083 - Engineering Technician III 19.35
30084 - Engineering Technician IV 23.98
30085 - Engineering Technician V 29.33
30086 - Engineering Technician VI 35.49
30090 - Environmental Technician 22.42
30095 - Evidence Control Specialist 23.12
30210 - Laboratory Technician 22.77
30221 - Latent Fingerprint Technician I 25.61
30222 - Latent Fingerprint Technician II 28.29
30240 - Mathematical Technician 22.42
30361 - Paralegal/Legal Assistant I 19.40
30362 - Paralegal/Legal Assistant II 24.03
30363 - Paralegal/Legal Assistant III 29.40
30364 - Paralegal/Legal Assistant IV 35.56
30375 - Petroleum Supply Specialist 28.29
30390 - Photo-Optics Technician 22.42
30395 - Radiation Control Technician 28.29
30461 - Technical Writer I 23.53
30462 - Technical Writer II 28.79
30463 - Technical Writer III 34.83
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 25.61
30502 - Weather Forecaster II 31.15
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.18
30621 - Weather Observer Senior (see 2) 22.42
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.73
31030 - Bus Driver 17.53
31043 - Driver Courier 15.56
31260 - Parking and Lot Attendant 11.35
31290 - Shuttle Bus Driver 14.96

31310 - Taxi Driver	13.83
31361 - Truckdriver Light	14.96
31362 - Truckdriver Medium	16.11
31363 - Truckdriver Heavy	18.73
31364 - Truckdriver Tractor-Trailer	18.73
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.14
99050 - Desk Clerk	10.95
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.98
99252 - Laboratory Animal Caretaker II	15.07
99260 - Marketing Analyst	28.42
99310 - Mortician	25.35
99410 - Pest Controller	17.18
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	18.37
99711 - Recycling Specialist	21.80
99730 - Refuse Collector	16.72
99810 - Sales Clerk	11.66
99820 - School Crossing Guard	11.08
99830 - Survey Party Chief	22.22
99831 - Surveying Aide	14.72
99832 - Surveying Technician	20.20
99840 - Vending Machine Attendant	19.61
99841 - Vending Machine Repairer	24.33
99842 - Vending Machine Repairer Helper	19.61

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4556
Revision No.: 11
Date Of Last Revision: 06/18/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Florida

Area: Florida County of Brevard

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.56
01012 - Accounting Clerk II		16.34
01013 - Accounting Clerk III		18.43
01020 - Administrative Assistant		23.38
01035 - Court Reporter		18.19
01041 - Customer Service Representative I		11.34
01042 - Customer Service Representative II		12.75
01043 - Customer Service Representative III		13.91
01051 - Data Entry Operator I		13.49
01052 - Data Entry Operator II		14.72
01060 - Dispatcher Motor Vehicle		17.03
01070 - Document Preparation Clerk		14.96

01090 - Duplicating Machine Operator 14.96
01111 - General Clerk I 13.01
01112 - General Clerk II 14.19
01113 - General Clerk III 15.93
01120 - Housing Referral Assistant 20.28
01141 - Messenger Courier 14.73
01191 - Order Clerk I 13.43
01192 - Order Clerk II 14.65
01261 - Personnel Assistant (Employment) I 15.63
01262 - Personnel Assistant (Employment) II 17.49
01263 - Personnel Assistant (Employment) III 19.50
01270 - Production Control Clerk 21.82
01290 - Rental Clerk 13.59
01300 - Scheduler Maintenance 16.25
01311 - Secretary I 16.25
01312 - Secretary II 18.19
01313 - Secretary III 20.28
01320 - Service Order Dispatcher 15.22
01410 - Supply Technician 23.38
01420 - Survey Worker 16.31
01460 - Switchboard Operator/Receptionist 13.91
01531 - Travel Clerk I 14.00
01532 - Travel Clerk II 15.11
01533 - Travel Clerk III 16.19
01611 - Word Processor I 14.48
01612 - Word Processor II 16.25
01613 - Word Processor III 18.19
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.50
05010 - Automotive Electrician 18.15
05040 - Automotive Glass Installer 17.17
05070 - Automotive Worker 17.17
05110 - Mobile Equipment Servicer 15.50
05130 - Motor Equipment Metal Mechanic 18.88
05160 - Motor Equipment Metal Worker 17.17
05190 - Motor Vehicle Mechanic 18.80
05220 - Motor Vehicle Mechanic Helper 14.58
05250 - Motor Vehicle Upholstery Worker 16.58
05280 - Motor Vehicle Wrecker 17.17
05310 - Painter Automotive 18.04
05340 - Radiator Repair Specialist 17.17
05370 - Tire Repairer 14.17
05400 - Transmission Repair Specialist 18.88
07000 - Food Preparation And Service Occupations
07010 - Baker 12.08
07041 - Cook I 12.47
07042 - Cook II 14.35
07070 - Dishwasher 9.86
07130 - Food Service Worker 11.01
07210 - Meat Cutter 16.60

07260 - Waiter/Waitress	10.76
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.85
09040 - Furniture Handler	13.01
09080 - Furniture Refinisher	18.39
09090 - Furniture Refinisher Helper	13.94
09110 - Furniture Repairer Minor	16.18
09130 - Upholsterer	18.39
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.33
11060 - Elevator Operator	11.47
11090 - Gardener	16.63
11122 - Housekeeping Aide	11.47
11150 - Janitor	11.47
11210 - Laborer Grounds Maintenance	13.00
11240 - Maid or Houseman	10.51
11260 - Pruner	11.84
11270 - Tractor Operator	15.43
11330 - Trail Maintenance Worker	13.00
11360 - Window Cleaner	12.61
12000 - Health Occupations	
12010 - Ambulance Driver	22.72
12011 - Breath Alcohol Technician	19.04
12012 - Certified Occupational Therapist Assistant	35.44
12015 - Certified Physical Therapist Assistant	32.31
12020 - Dental Assistant	17.59
12025 - Dental Hygienist	34.50
12030 - EKG Technician	20.02
12035 - Electroneurodiagnostic Technologist	20.02
12040 - Emergency Medical Technician	22.72
12071 - Licensed Practical Nurse I	17.01
12072 - Licensed Practical Nurse II	19.04
12073 - Licensed Practical Nurse III	21.22
12100 - Medical Assistant	14.77
12130 - Medical Laboratory Technician	24.85
12160 - Medical Record Clerk	15.86
12190 - Medical Record Technician	17.74
12195 - Medical Transcriptionist	16.42
12210 - Nuclear Medicine Technologist	35.06
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	23.54
12236 - Optical Technician	16.92
12250 - Pharmacy Technician	15.09
12280 - Phlebotomist	15.14
12305 - Radiologic Technologist	27.80
12311 - Registered Nurse I	22.67
12312 - Registered Nurse II	27.73

12313 - Registered Nurse II Specialist		27.73
12314 - Registered Nurse III		33.55
12315 - Registered Nurse III Anesthetist		33.55
12316 - Registered Nurse IV		40.22
12317 - Scheduler (Drug and Alcohol Testing)		27.59
12320 - Substance Abuse Treatment Counselor		19.59
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.52
13012 - Exhibits Specialist II		20.85
13013 - Exhibits Specialist III		25.27
13041 - Illustrator I		16.67
13042 - Illustrator II		20.65
13043 - Illustrator III		25.27
13047 - Librarian		22.87
13050 - Library Aide/Clerk		13.23
13054 - Library Information Technology Systems Administrator		20.85
13058 - Library Technician		17.58
13061 - Media Specialist I		15.05
13062 - Media Specialist II		16.67
13063 - Media Specialist III		18.59
13071 - Photographer I		16.54
13072 - Photographer II		18.51
13073 - Photographer III		22.92
13074 - Photographer IV		28.05
13075 - Photographer V		33.02
13090 - Technical Order Library Clerk		16.62
13110 - Video Teleconference Technician		15.74
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.35
14042 - Computer Operator II		18.30
14043 - Computer Operator III		20.40
14044 - Computer Operator IV		22.66
14045 - Computer Operator V		25.10
14071 - Computer Programmer I	(see 1)	23.18
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.35
14160 - Personal Computer Support Technician		22.66
14170 - System Support Specialist		26.75
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.98
15020 - Aircrew Training Devices Instructor (Rated)		33.63
15030 - Air Crew Training Devices Instructor (Pilot)		40.23
15050 - Computer Based Training Specialist / Instructor		29.98
15060 - Educational Technologist		29.54

15070 - Flight Instructor (Pilot) 40.23
15080 - Graphic Artist 20.58
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.23
15086 - Maintenance Test Pilot Rotary Wing 40.23
15088 - Non-Maintenance Test/Co-Pilot 40.23
15090 - Technical Instructor 23.85
15095 - Technical Instructor/Course Developer 29.16
15110 - Test Proctor 19.25
15120 - Tutor 19.25
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.92
16030 - Counter Attendant 9.92
16040 - Dry Cleaner 12.13
16070 - Finisher Flatwork Machine 9.92
16090 - Presser Hand 9.92
16110 - Presser Machine Drycleaning 9.92
16130 - Presser Machine Shirts 9.92
16160 - Presser Machine Wearing Apparel Laundry 9.92
16190 - Sewing Machine Operator 12.92
16220 - Tailor 13.75
16250 - Washer Machine 10.53
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.58
19040 - Tool And Die Maker 27.89
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.05
21030 - Material Coordinator 21.82
21040 - Material Expediter 21.82
21050 - Material Handling Laborer 12.25
21071 - Order Filler 12.32
21080 - Production Line Worker (Food Processing) 16.05
21110 - Shipping Packer 14.56
21130 - Shipping/Receiving Clerk 14.56
21140 - Store Worker I 13.48
21150 - Stock Clerk 18.03
21210 - Tools And Parts Attendant 16.05
21410 - Warehouse Specialist 16.05
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.88
23019 - Aircraft Logs and Records Technician 23.44
23021 - Aircraft Mechanic I 28.27
23022 - Aircraft Mechanic II 29.88
23023 - Aircraft Mechanic III 31.48
23040 - Aircraft Mechanic Helper 20.19
23050 - Aircraft Painter 26.63
23060 - Aircraft Servicer 23.44
23070 - Aircraft Survival Flight Equipment Technician 26.63
23080 - Aircraft Worker 25.04
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.04

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.27
23110 - Appliance Mechanic 20.29
23120 - Bicycle Repairer 16.57
23125 - Cable Splicer 29.99
23130 - Carpenter Maintenance 18.77
23140 - Carpet Layer 19.07
23160 - Electrician Maintenance 26.74
23181 - Electronics Technician Maintenance I 26.04
23182 - Electronics Technician Maintenance II 27.70
23183 - Electronics Technician Maintenance III 29.40
23260 - Fabric Worker 17.85
23290 - Fire Alarm System Mechanic 19.24
23310 - Fire Extinguisher Repairer 16.57
23311 - Fuel Distribution System Mechanic 20.79
23312 - Fuel Distribution System Operator 16.75
23370 - General Maintenance Worker 17.61
23380 - Ground Support Equipment Mechanic 28.27
23381 - Ground Support Equipment Servicer 23.44
23382 - Ground Support Equipment Worker 25.04
23391 - Gunsmith I 17.56
23392 - Gunsmith II 20.20
23393 - Gunsmith III 22.75
23410 - Heating Ventilation And Air-Conditioning Mechanic 19.59
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 20.71
23430 - Heavy Equipment Mechanic 25.53
23440 - Heavy Equipment Operator 17.90
23460 - Instrument Mechanic 21.53
23465 - Laboratory/Shelter Mechanic 20.29
23470 - Laborer 12.25
23510 - Locksmith 20.29
23530 - Machinery Maintenance Mechanic 23.76
23550 - Machinist Maintenance 20.27
23580 - Maintenance Trades Helper 15.08
23591 - Metrology Technician I 21.53
23592 - Metrology Technician II 22.76
23593 - Metrology Technician III 23.98
23640 - Millwright 21.53
23710 - Office Appliance Repairer 18.22
23760 - Painter Maintenance 17.34
23790 - Pipefitter Maintenance 24.60
23810 - Plumber Maintenance 23.18
23820 - Pneudraulic Systems Mechanic 21.53
23850 - Rigger 21.53
23870 - Scale Mechanic 19.07
23890 - Sheet-Metal Worker Maintenance 22.02
23910 - Small Engine Mechanic 17.41
23931 - Telecommunications Mechanic I 24.15

23932 - Telecommunications Mechanic II 25.23
23950 - Telephone Lineman 21.31
23960 - Welder Combination Maintenance 18.80
23965 - Well Driller 20.92
23970 - Woodcraft Worker 21.53
23980 - Woodworker 16.57
24000 - Personal Needs Occupations
24550 - Case Manager 17.42
24570 - Child Care Attendant 11.28
24580 - Child Care Center Clerk 14.07
24610 - Chore Aide 10.96
24620 - Family Readiness And Support Services Coordinator 17.42
24630 - Homemaker 17.42
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 21.53
25040 - Sewage Plant Operator 19.99
25070 - Stationary Engineer 21.53
25190 - Ventilation Equipment Tender 15.37
25210 - Water Treatment Plant Operator 19.99
27000 - Protective Service Occupations
27004 - Alarm Monitor 18.15
27007 - Baggage Inspector 13.66
27008 - Corrections Officer 20.24
27010 - Court Security Officer 20.58
27030 - Detection Dog Handler 17.09
27040 - Detention Officer 20.24
27070 - Firefighter 21.14
27101 - Guard I 13.66
27102 - Guard II 17.09
27131 - Police Officer I 20.50
27132 - Police Officer II 22.78
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.12
28042 - Carnival Equipment Repairer 13.99
28043 - Carnival Worker 9.93
28210 - Gate Attendant/Gate Tender 16.24
28310 - Lifeguard 12.08
28350 - Park Attendant (Aide) 18.17
28510 - Recreation Aide/Health Facility Attendant 13.26
28515 - Recreation Specialist 22.50
28630 - Sports Official 14.47
28690 - Swimming Pool Operator 16.11
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 26.22
29020 - Hatch Tender 26.22
29030 - Line Handler 26.22
29041 - Stevedore I 24.92
29042 - Stevedore II 29.40
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 16.17
30022 - Archeological Technician II 18.10
30023 - Archeological Technician III 22.42
30030 - Cartographic Technician 22.42
30040 - Civil Engineering Technician 26.73
30051 - Cryogenic Technician I 25.61
30052 - Cryogenic Technician II 28.29
30061 - Drafter/CAD Operator I 16.17
30062 - Drafter/CAD Operator II 18.10
30063 - Drafter/CAD Operator III 20.18
30064 - Drafter/CAD Operator IV 24.83
30081 - Engineering Technician I 15.41
30082 - Engineering Technician II 17.30
30083 - Engineering Technician III 19.35
30084 - Engineering Technician IV 23.98
30085 - Engineering Technician V 29.33
30086 - Engineering Technician VI 35.49
30090 - Environmental Technician 22.42
30095 - Evidence Control Specialist 23.12
30210 - Laboratory Technician 22.77
30221 - Latent Fingerprint Technician I 25.61
30222 - Latent Fingerprint Technician II 28.29
30240 - Mathematical Technician 22.42
30361 - Paralegal/Legal Assistant I 19.40
30362 - Paralegal/Legal Assistant II 24.03
30363 - Paralegal/Legal Assistant III 29.40
30364 - Paralegal/Legal Assistant IV 35.56
30375 - Petroleum Supply Specialist 28.29
30390 - Photo-Optics Technician 22.42
30395 - Radiation Control Technician 28.29
30461 - Technical Writer I 23.53
30462 - Technical Writer II 28.79
30463 - Technical Writer III 34.83
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 25.61
30502 - Weather Forecaster II 31.15
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.18
30621 - Weather Observer Senior (see 2) 22.42
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.73
31030 - Bus Driver 17.53

31043 - Driver Courier	15.56
31260 - Parking and Lot Attendant	11.35
31290 - Shuttle Bus Driver	14.96
31310 - Taxi Driver	13.83
31361 - Truckdriver Light	14.96
31362 - Truckdriver Medium	16.11
31363 - Truckdriver Heavy	18.73
31364 - Truckdriver Tractor-Trailer	18.73
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.14
99050 - Desk Clerk	10.95
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.98
99252 - Laboratory Animal Caretaker II	15.07
99260 - Marketing Analyst	28.42
99310 - Mortician	25.35
99410 - Pest Controller	17.18
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	18.37
99711 - Recycling Specialist	21.80
99730 - Refuse Collector	16.72
99810 - Sales Clerk	11.66
99820 - School Crossing Guard	11.08
99830 - Survey Party Chief	22.22
99831 - Surveying Aide	14.72
99832 - Surveying Technician	20.20
99840 - Vending Machine Attendant	19.61
99841 - Vending Machine Repairer	24.33
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 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.: 2015-4559
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: Florida

Area: Florida Counties of Bay Gulf

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		16.46
01013 - Accounting Clerk III		18.40
01020 - Administrative Assistant		20.69
01035 - Court Reporter		17.78
01041 - Customer Service Representative I		12.86
01042 - Customer Service Representative II		14.03
01043 - Customer Service Representative III		15.76
01051 - Data Entry Operator I		13.68
01052 - Data Entry Operator II		14.93
01060 - Dispatcher Motor Vehicle		18.29
01070 - Document Preparation Clerk		14.16
01090 - Duplicating Machine Operator		14.16
01111 - General Clerk I		13.29
01112 - General Clerk II		14.50

01113 - General Clerk III 16.28
01120 - Housing Referral Assistant 19.82
01141 - Messenger Courier 12.98
01191 - Order Clerk I 14.28
01192 - Order Clerk II 15.59
01261 - Personnel Assistant (Employment) I 15.94
01262 - Personnel Assistant (Employment) II 17.84
01263 - Personnel Assistant (Employment) III 19.88
01270 - Production Control Clerk 25.61
01290 - Rental Clerk 15.60
01300 - Scheduler Maintenance 15.89
01311 - Secretary I 15.89
01312 - Secretary II 17.78
01313 - Secretary III 19.82
01320 - Service Order Dispatcher 16.36
01410 - Supply Technician 20.69
01420 - Survey Worker 15.69
01460 - Switchboard Operator/Receptionist 13.38
01531 - Travel Clerk I 12.68
01532 - Travel Clerk II 13.39
01533 - Travel Clerk III 14.08
01611 - Word Processor I 14.16
01612 - Word Processor II 15.89
01613 - Word Processor III 17.78
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.15
05010 - Automotive Electrician 22.30
05040 - Automotive Glass Installer 21.02
05070 - Automotive Worker 21.02
05110 - Mobile Equipment Servicer 18.37
05130 - Motor Equipment Metal Mechanic 23.71
05160 - Motor Equipment Metal Worker 21.02
05190 - Motor Vehicle Mechanic 23.71
05220 - Motor Vehicle Mechanic Helper 17.02
05250 - Motor Vehicle Upholstery Worker 19.69
05280 - Motor Vehicle Wrecker 21.02
05310 - Painter Automotive 22.30
05340 - Radiator Repair Specialist 21.02
05370 - Tire Repairer 18.36
05400 - Transmission Repair Specialist 23.71
07000 - Food Preparation And Service Occupations
07010 - Baker 12.74
07041 - Cook I 11.69
07042 - Cook II 13.37
07070 - Dishwasher 10.55
07130 - Food Service Worker 11.91
07210 - Meat Cutter 16.65
07260 - Waiter/Waitress 9.65
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 18.81

09040 - Furniture Handler 12.50
09080 - Furniture Refinisher 18.81
09090 - Furniture Refinisher Helper 14.35
09110 - Furniture Repairer Minor 16.60
09130 - Upholsterer 18.81
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.09
11060 - Elevator Operator 12.09
11090 - Gardener 17.93
11122 - Housekeeping Aide 12.97
11150 - Janitor 12.97
11210 - Laborer Grounds Maintenance 13.83
11240 - Maid or Houseman 12.54
11260 - Pruner 12.61
11270 - Tractor Operator 16.61
11330 - Trail Maintenance Worker 13.83
11360 - Window Cleaner 14.23
12000 - Health Occupations
12010 - Ambulance Driver 16.77
12011 - Breath Alcohol Technician 18.71
12012 - Certified Occupational Therapist Assistant 25.67
12015 - Certified Physical Therapist Assistant 29.15
12020 - Dental Assistant 16.45
12025 - Dental Hygienist 34.30
12030 - EKG Technician 27.58
12035 - Electroneurodiagnostic Technologist 27.58
12040 - Emergency Medical Technician 16.77
12071 - Licensed Practical Nurse I 16.73
12072 - Licensed Practical Nurse II 18.71
12073 - Licensed Practical Nurse III 20.85
12100 - Medical Assistant 14.71
12130 - Medical Laboratory Technician 25.67
12160 - Medical Record Clerk 14.41
12190 - Medical Record Technician 16.13
12195 - Medical Transcriptionist 16.73
12210 - Nuclear Medicine Technologist 41.12
12221 - Nursing Assistant I 11.76
12222 - Nursing Assistant II 13.21
12223 - Nursing Assistant III 14.42
12224 - Nursing Assistant IV 16.19
12235 - Optical Dispenser 19.00
12236 - Optical Technician 16.73
12250 - Pharmacy Technician 15.95
12280 - Phlebotomist 16.31
12305 - Radiologic Technologist 24.72
12311 - Registered Nurse I 23.65
12312 - Registered Nurse II 28.94
12313 - Registered Nurse II Specialist 28.94
12314 - Registered Nurse III 35.01
12315 - Registered Nurse III Anesthetist 35.01

12316 - Registered Nurse IV		41.97
12317 - Scheduler (Drug and Alcohol Testing)		23.17
12320 - Substance Abuse Treatment Counselor		20.48
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.77
13012 - Exhibits Specialist II		23.25
13013 - Exhibits Specialist III		28.44
13041 - Illustrator I		18.77
13042 - Illustrator II		23.25
13043 - Illustrator III		28.44
13047 - Librarian		25.75
13050 - Library Aide/Clerk		14.94
13054 - Library Information Technology Systems Administrator		23.25
13058 - Library Technician		18.77
13061 - Media Specialist I		16.78
13062 - Media Specialist II		18.77
13063 - Media Specialist III		20.92
13071 - Photographer I		16.56
13072 - Photographer II		18.51
13073 - Photographer III		22.95
13074 - Photographer IV		28.06
13075 - Photographer V		33.95
13090 - Technical Order Library Clerk		18.77
13110 - Video Teleconference Technician		16.78
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.06
14042 - Computer Operator II		19.09
14043 - Computer Operator III		21.69
14044 - Computer Operator IV		24.16
14045 - Computer Operator V		26.47
14071 - Computer Programmer I	(see 1)	24.10
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.06
14160 - Personal Computer Support Technician		24.16
14170 - System Support Specialist		26.76
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.89
15020 - Aircrew Training Devices Instructor (Rated)		36.17
15030 - Air Crew Training Devices Instructor (Pilot)		43.34
15050 - Computer Based Training Specialist / Instructor		29.89
15060 - Educational Technologist		32.74
15070 - Flight Instructor (Pilot)		43.34
15080 - Graphic Artist		22.39
15085 - Maintenance Test Pilot Fixed Jet/Prop		43.34

15086 - Maintenance Test Pilot Rotary Wing 43.34
15088 - Non-Maintenance Test/Co-Pilot 43.34
15090 - Technical Instructor 20.44
15095 - Technical Instructor/Course Developer 25.00
15110 - Test Proctor 16.50
15120 - Tutor 16.50
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.56
16030 - Counter Attendant 10.56
16040 - Dry Cleaner 12.17
16070 - Finisher Flatwork Machine 10.56
16090 - Presser Hand 10.56
16110 - Presser Machine Drycleaning 10.56
16130 - Presser Machine Shirts 10.56
16160 - Presser Machine Wearing Apparel Laundry 10.56
16190 - Sewing Machine Operator 12.73
16220 - Tailor 13.25
16250 - Washer Machine 11.10
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.04
19040 - Tool And Die Maker 24.99
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 14.74
21030 - Material Coordinator 25.61
21040 - Material Expediter 25.61
21050 - Material Handling Laborer 13.62
21071 - Order Filler 13.38
21080 - Production Line Worker (Food Processing) 14.74
21110 - Shipping Packer 17.00
21130 - Shipping/Receiving Clerk 17.00
21140 - Store Worker I 12.28
21150 - Stock Clerk 16.63
21210 - Tools And Parts Attendant 14.74
21410 - Warehouse Specialist 14.74
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.14
23019 - Aircraft Logs and Records Technician 21.19
23021 - Aircraft Mechanic I 24.89
23022 - Aircraft Mechanic II 26.14
23023 - Aircraft Mechanic III 27.45
23040 - Aircraft Mechanic Helper 18.59
23050 - Aircraft Painter 23.09
23060 - Aircraft Servicer 21.19
23070 - Aircraft Survival Flight Equipment Technician 23.09
23080 - Aircraft Worker 22.39
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.39
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.89
23110 - Appliance Mechanic 18.63

23120 - Bicycle Repairer	16.50
23125 - Cable Splicer	21.68
23130 - Carpenter Maintenance	20.20
23140 - Carpet Layer	17.55
23160 - Electrician Maintenance	21.84
23181 - Electronics Technician Maintenance I	25.23
23182 - Electronics Technician Maintenance II	26.80
23183 - Electronics Technician Maintenance III	28.48
23260 - Fabric Worker	17.58
23290 - Fire Alarm System Mechanic	21.30
23310 - Fire Extinguisher Repairer	16.50
23311 - Fuel Distribution System Mechanic	19.80
23312 - Fuel Distribution System Operator	15.89
23370 - General Maintenance Worker	16.85
23380 - Ground Support Equipment Mechanic	24.89
23381 - Ground Support Equipment Servicer	21.19
23382 - Ground Support Equipment Worker	22.39
23391 - Gunsmith I	16.50
23392 - Gunsmith II	18.88
23393 - Gunsmith III	21.30
23410 - Heating Ventilation And Air-Conditioning Mechanic	20.59
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	21.61
23430 - Heavy Equipment Mechanic	22.82
23440 - Heavy Equipment Operator	19.31
23460 - Instrument Mechanic	21.30
23465 - Laboratory/Shelter Mechanic	20.04
23470 - Laborer	13.62
23510 - Locksmith	20.04
23530 - Machinery Maintenance Mechanic	25.56
23550 - Machinist Maintenance	23.08
23580 - Maintenance Trades Helper	13.99
23591 - Metrology Technician I	21.30
23592 - Metrology Technician II	22.52
23593 - Metrology Technician III	23.74
23640 - Millwright	21.30
23710 - Office Appliance Repairer	19.91
23760 - Painter Maintenance	17.79
23790 - Pipefitter Maintenance	21.25
23810 - Plumber Maintenance	19.99
23820 - Pneudraulic Systems Mechanic	21.30
23850 - Rigger	21.30
23870 - Scale Mechanic	18.88
23890 - Sheet-Metal Worker Maintenance	20.19
23910 - Small Engine Mechanic	18.88
23931 - Telecommunications Mechanic I	26.00
23932 - Telecommunications Mechanic II	27.35
23950 - Telephone Lineman	19.62
23960 - Welder Combination Maintenance	19.73

23965 - Well Driller	21.30
23970 - Woodcraft Worker	21.30
23980 - Woodworker	16.50
24000 - Personal Needs Occupations	
24550 - Case Manager	14.92
24570 - Child Care Attendant	10.89
24580 - Child Care Center Clerk	13.57
24610 - Chore Aide	11.49
24620 - Family Readiness And Support Services Coordinator	14.92
24630 - Homemaker	14.92
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.58
25040 - Sewage Plant Operator	19.72
25070 - Stationary Engineer	21.58
25190 - Ventilation Equipment Tender	15.05
25210 - Water Treatment Plant Operator	19.72
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.33
27007 - Baggage Inspector	12.02
27008 - Corrections Officer	18.17
27010 - Court Security Officer	16.93
27030 - Detection Dog Handler	13.45
27040 - Detention Officer	18.17
27070 - Firefighter	15.65
27101 - Guard I	12.02
27102 - Guard II	13.45
27131 - Police Officer I	20.32
27132 - Police Officer II	22.58
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.19
28042 - Carnival Equipment Repairer	16.39
28043 - Carnival Worker	11.53
28210 - Gate Attendant/Gate Tender	18.88
28310 - Lifeguard	13.01
28350 - Park Attendant (Aide)	21.11
28510 - Recreation Aide/Health Facility Attendant	15.40
28515 - Recreation Specialist	22.66
28630 - Sports Official	16.81
28690 - Swimming Pool Operator	19.51
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.60
29020 - Hatch Tender	25.60
29030 - Line Handler	25.60
29041 - Stevedore I	23.99
29042 - Stevedore II	27.17
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.29
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.78
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.59

30021 - Archeological Technician I 16.53
30022 - Archeological Technician II 18.49
30023 - Archeological Technician III 22.91
30030 - Cartographic Technician 22.91
30040 - Civil Engineering Technician 25.82
30051 - Cryogenic Technician I 25.08
30052 - Cryogenic Technician II 27.70
30061 - Drafter/CAD Operator I 16.53
30062 - Drafter/CAD Operator II 18.49
30063 - Drafter/CAD Operator III 20.63
30064 - Drafter/CAD Operator IV 25.37
30081 - Engineering Technician I 15.83
30082 - Engineering Technician II 17.78
30083 - Engineering Technician III 19.88
30084 - Engineering Technician IV 24.63
30085 - Engineering Technician V 30.13
30086 - Engineering Technician VI 36.46
30090 - Environmental Technician 22.91
30095 - Evidence Control Specialist 22.65
30210 - Laboratory Technician 20.63
30221 - Latent Fingerprint Technician I 25.08
30222 - Latent Fingerprint Technician II 27.70
30240 - Mathematical Technician 22.91
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 27.70
30390 - Photo-Optics Technician 21.37
30395 - Radiation Control Technician 27.70
30461 - Technical Writer I 22.65
30462 - Technical Writer II 27.70
30463 - Technical Writer III 33.53
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 25.08
30502 - Weather Forecaster II 30.51
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.63
30621 - Weather Observer Senior (see 2) 22.91
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.98
31020 - Bus Aide 13.92
31030 - Bus Driver 19.68
31043 - Driver Courier 15.08
31260 - Parking and Lot Attendant 12.68
31290 - Shuttle Bus Driver 16.27

31310 - Taxi Driver	13.42
31361 - Truckdriver Light	16.27
31362 - Truckdriver Medium	17.44
31363 - Truckdriver Heavy	21.01
31364 - Truckdriver Tractor-Trailer	21.01
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	11.10
99050 - Desk Clerk	12.96
99095 - Embalmer	25.60
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	18.04
99252 - Laboratory Animal Caretaker II	19.47
99260 - Marketing Analyst	27.16
99310 - Mortician	25.60
99410 - Pest Controller	16.37
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	18.47
99711 - Recycling Specialist	21.77
99730 - Refuse Collector	16.52
99810 - Sales Clerk	13.98
99820 - School Crossing Guard	13.17
99830 - Survey Party Chief	22.32
99831 - Surveying Aide	13.37
99832 - Surveying Technician	20.30
99840 - Vending Machine Attendant	18.04
99841 - Vending Machine Repairer	22.28
99842 - Vending Machine Repairer Helper	18.04

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 7 years and 4 weeks after 11 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4560
Revision No.: 14
Date Of Last Revision: 06/18/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Florida

Area: Florida Counties of Bay Gulf

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.45
01012 - Accounting Clerk II		16.22
01013 - Accounting Clerk III		18.15
01020 - Administrative Assistant		20.69
01035 - Court Reporter		17.78
01041 - Customer Service Representative I		11.69
01042 - Customer Service Representative II		13.14
01043 - Customer Service Representative III		14.34
01051 - Data Entry Operator I		13.43
01052 - Data Entry Operator II		14.65
01060 - Dispatcher Motor Vehicle		18.10
01070 - Document Preparation Clerk		14.16

01090 - Duplicating Machine Operator 14.16
01111 - General Clerk I 13.29
01112 - General Clerk II 14.50
01113 - General Clerk III 16.28
01120 - Housing Referral Assistant 19.82
01141 - Messenger Courier 12.98
01191 - Order Clerk I 14.28
01192 - Order Clerk II 15.59
01261 - Personnel Assistant (Employment) I 15.94
01262 - Personnel Assistant (Employment) II 17.84
01263 - Personnel Assistant (Employment) III 19.88
01270 - Production Control Clerk 25.61
01290 - Rental Clerk 14.18
01300 - Scheduler Maintenance 15.89
01311 - Secretary I 15.89
01312 - Secretary II 17.78
01313 - Secretary III 19.82
01320 - Service Order Dispatcher 16.17
01410 - Supply Technician 20.69
01420 - Survey Worker 15.69
01460 - Switchboard Operator/Receptionist 13.38
01531 - Travel Clerk I 12.68
01532 - Travel Clerk II 13.39
01533 - Travel Clerk III 14.08
01611 - Word Processor I 14.16
01612 - Word Processor II 15.89
01613 - Word Processor III 17.78
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.27
05010 - Automotive Electrician 20.53
05040 - Automotive Glass Installer 19.34
05070 - Automotive Worker 19.34
05110 - Mobile Equipment Servicer 16.91
05130 - Motor Equipment Metal Mechanic 21.82
05160 - Motor Equipment Metal Worker 19.34
05190 - Motor Vehicle Mechanic 21.82
05220 - Motor Vehicle Mechanic Helper 15.66
05250 - Motor Vehicle Upholstery Worker 18.12
05280 - Motor Vehicle Wrecker 19.34
05310 - Painter Automotive 20.53
05340 - Radiator Repair Specialist 19.34
05370 - Tire Repairer 16.69
05400 - Transmission Repair Specialist 21.82
07000 - Food Preparation And Service Occupations
07010 - Baker 12.74
07041 - Cook I 11.69
07042 - Cook II 13.37
07070 - Dishwasher 10.32
07130 - Food Service Worker 11.37
07210 - Meat Cutter 15.14

07260 - Waiter/Waitress	9.65
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.81
09040 - Furniture Handler	12.50
09080 - Furniture Refinisher	18.81
09090 - Furniture Refinisher Helper	14.35
09110 - Furniture Repairer Minor	16.60
09130 - Upholsterer	18.81
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.74
11060 - Elevator Operator	11.74
11090 - Gardener	16.95
11122 - Housekeeping Aide	11.79
11150 - Janitor	11.79
11210 - Laborer Grounds Maintenance	13.12
11240 - Maid or Houseman	11.67
11260 - Pruner	11.96
11270 - Tractor Operator	15.71
11330 - Trail Maintenance Worker	13.12
11360 - Window Cleaner	12.94
12000 - Health Occupations	
12010 - Ambulance Driver	16.77
12011 - Breath Alcohol Technician	18.20
12012 - Certified Occupational Therapist Assistant	25.31
12015 - Certified Physical Therapist Assistant	26.50
12020 - Dental Assistant	16.45
12025 - Dental Hygienist	31.18
12030 - EKG Technician	27.58
12035 - Electroneurodiagnostic Technologist	27.58
12040 - Emergency Medical Technician	16.77
12071 - Licensed Practical Nurse I	16.26
12072 - Licensed Practical Nurse II	18.20
12073 - Licensed Practical Nurse III	20.29
12100 - Medical Assistant	14.43
12130 - Medical Laboratory Technician	23.34
12160 - Medical Record Clerk	14.41
12190 - Medical Record Technician	16.13
12195 - Medical Transcriptionist	16.26
12210 - Nuclear Medicine Technologist	39.99
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	18.20
12236 - Optical Technician	16.26
12250 - Pharmacy Technician	15.02
12280 - Phlebotomist	16.31
12305 - Radiologic Technologist	24.72
12311 - Registered Nurse I	23.65
12312 - Registered Nurse II	28.94

12313 - Registered Nurse II Specialist		28.94
12314 - Registered Nurse III		35.01
12315 - Registered Nurse III Anesthetist		35.01
12316 - Registered Nurse IV		41.97
12317 - Scheduler (Drug and Alcohol Testing)		22.54
12320 - Substance Abuse Treatment Counselor		20.48
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.14
13012 - Exhibits Specialist II		22.46
13013 - Exhibits Specialist III		27.48
13041 - Illustrator I		18.14
13042 - Illustrator II		22.46
13043 - Illustrator III		27.48
13047 - Librarian		24.88
13050 - Library Aide/Clerk		14.28
13054 - Library Information Technology Systems Administrator		22.46
13058 - Library Technician		18.14
13061 - Media Specialist I		16.21
13062 - Media Specialist II		18.14
13063 - Media Specialist III		20.22
13071 - Photographer I		15.05
13072 - Photographer II		16.83
13073 - Photographer III		20.86
13074 - Photographer IV		25.51
13075 - Photographer V		30.86
13090 - Technical Order Library Clerk		17.94
13110 - Video Teleconference Technician		16.21
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.60
14042 - Computer Operator II		17.35
14043 - Computer Operator III		19.72
14044 - Computer Operator IV		22.88
14045 - Computer Operator V		24.06
14071 - Computer Programmer I	(see 1)	24.10
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.60
14160 - Personal Computer Support Technician		22.88
14170 - System Support Specialist		25.29
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.64
15020 - Aircrew Training Devices Instructor (Rated)		35.85
15030 - Air Crew Training Devices Instructor (Pilot)		42.97
15050 - Computer Based Training Specialist / Instructor		29.64
15060 - Educational Technologist		29.76

15070 - Flight Instructor (Pilot) 42.97
15080 - Graphic Artist 22.39
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 19.14
15095 - Technical Instructor/Course Developer 23.42
15110 - Test Proctor 15.46
15120 - Tutor 15.46
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.56
16030 - Counter Attendant 10.56
16040 - Dry Cleaner 12.17
16070 - Finisher Flatwork Machine 10.56
16090 - Presser Hand 10.56
16110 - Presser Machine Drycleaning 10.56
16130 - Presser Machine Shirts 10.56
16160 - Presser Machine Wearing Apparel Laundry 10.56
16190 - Sewing Machine Operator 12.73
16220 - Tailor 13.25
16250 - Washer Machine 11.10
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 18.81
19040 - Tool And Die Maker 23.45
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 14.19
21030 - Material Coordinator 25.61
21040 - Material Expediter 25.61
21050 - Material Handling Laborer 12.45
21071 - Order Filler 12.16
21080 - Production Line Worker (Food Processing) 14.19
21110 - Shipping Packer 17.00
21130 - Shipping/Receiving Clerk 17.00
21140 - Store Worker I 12.15
21150 - Stock Clerk 16.46
21210 - Tools And Parts Attendant 14.19
21410 - Warehouse Specialist 14.19
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.76
23019 - Aircraft Logs and Records Technician 19.26
23021 - Aircraft Mechanic I 22.63
23022 - Aircraft Mechanic II 23.76
23023 - Aircraft Mechanic III 24.95
23040 - Aircraft Mechanic Helper 16.90
23050 - Aircraft Painter 20.99
23060 - Aircraft Servicer 19.26
23070 - Aircraft Survival Flight Equipment Technician 20.99
23080 - Aircraft Worker 20.35
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.35

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.63
23110 - Appliance Mechanic 16.94
23120 - Bicycle Repairer 15.49
23125 - Cable Splicer 21.68
23130 - Carpenter Maintenance 20.20
23140 - Carpet Layer 17.55
23160 - Electrician Maintenance 21.84
23181 - Electronics Technician Maintenance I 25.23
23182 - Electronics Technician Maintenance II 26.80
23183 - Electronics Technician Maintenance III 28.48
23260 - Fabric Worker 16.60
23290 - Fire Alarm System Mechanic 20.00
23310 - Fire Extinguisher Repairer 15.49
23311 - Fuel Distribution System Mechanic 19.80
23312 - Fuel Distribution System Operator 15.89
23370 - General Maintenance Worker 16.85
23380 - Ground Support Equipment Mechanic 22.63
23381 - Ground Support Equipment Servicer 19.26
23382 - Ground Support Equipment Worker 20.35
23391 - Gunsmith I 15.49
23392 - Gunsmith II 17.72
23393 - Gunsmith III 20.00
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.59
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.61
23430 - Heavy Equipment Mechanic 22.34
23440 - Heavy Equipment Operator 19.31
23460 - Instrument Mechanic 20.00
23465 - Laboratory/Shelter Mechanic 18.81
23470 - Laborer 12.45
23510 - Locksmith 18.81
23530 - Machinery Maintenance Mechanic 24.65
23550 - Machinist Maintenance 23.08
23580 - Maintenance Trades Helper 13.99
23591 - Metrology Technician I 20.00
23592 - Metrology Technician II 21.14
23593 - Metrology Technician III 22.29
23640 - Millwright 20.81
23710 - Office Appliance Repairer 18.93
23760 - Painter Maintenance 17.79
23790 - Pipefitter Maintenance 21.25
23810 - Plumber Maintenance 19.99
23820 - Pneudraulic Systems Mechanic 20.00
23850 - Rigger 20.00
23870 - Scale Mechanic 17.72
23890 - Sheet-Metal Worker Maintenance 19.80
23910 - Small Engine Mechanic 17.72
23931 - Telecommunications Mechanic I 26.00

23932 - Telecommunications Mechanic II 27.35
23950 - Telephone Lineman 17.84
23960 - Welder Combination Maintenance 17.94
23965 - Well Driller 20.00
23970 - Woodcraft Worker 20.00
23980 - Woodworker 15.49
24000 - Personal Needs Occupations
24550 - Case Manager 13.57
24570 - Child Care Attendant 9.92
24580 - Child Care Center Clerk 13.51
24610 - Chore Aide 10.91
24620 - Family Readiness And Support Services Coordinator 13.57
24630 - Homemaker 13.97
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 21.58
25040 - Sewage Plant Operator 18.63
25070 - Stationary Engineer 21.58
25190 - Ventilation Equipment Tender 14.65
25210 - Water Treatment Plant Operator 18.63
27000 - Protective Service Occupations
27004 - Alarm Monitor 15.33
27007 - Baggage Inspector 12.02
27008 - Corrections Officer 18.17
27010 - Court Security Officer 16.93
27030 - Detection Dog Handler 13.45
27040 - Detention Officer 18.17
27070 - Firefighter 15.56
27101 - Guard I 12.02
27102 - Guard II 13.45
27131 - Police Officer I 20.32
27132 - Police Officer II 22.58
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.81
28042 - Carnival Equipment Repairer 14.90
28043 - Carnival Worker 10.48
28210 - Gate Attendant/Gate Tender 17.26
28310 - Lifeguard 13.01
28350 - Park Attendant (Aide) 19.32
28510 - Recreation Aide/Health Facility Attendant 14.10
28515 - Recreation Specialist 20.60
28630 - Sports Official 15.38
28690 - Swimming Pool Operator 17.74
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 25.60
29020 - Hatch Tender 25.60
29030 - Line Handler 25.60
29041 - Stevedore I 23.99
29042 - Stevedore II 27.17
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 16.53
30022 - Archeological Technician II 18.49
30023 - Archeological Technician III 22.91
30030 - Cartographic Technician 22.91
30040 - Civil Engineering Technician 25.82
30051 - Cryogenic Technician I 25.08
30052 - Cryogenic Technician II 27.70
30061 - Drafter/CAD Operator I 16.53
30062 - Drafter/CAD Operator II 18.49
30063 - Drafter/CAD Operator III 20.63
30064 - Drafter/CAD Operator IV 25.37
30081 - Engineering Technician I 15.73
30082 - Engineering Technician II 17.67
30083 - Engineering Technician III 19.78
30084 - Engineering Technician IV 24.51
30085 - Engineering Technician V 29.98
30086 - Engineering Technician VI 36.27
30090 - Environmental Technician 22.91
30095 - Evidence Control Specialist 22.65
30210 - Laboratory Technician 20.63
30221 - Latent Fingerprint Technician I 25.08
30222 - Latent Fingerprint Technician II 27.70
30240 - Mathematical Technician 22.91
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 27.70
30390 - Photo-Optics Technician 20.83
30395 - Radiation Control Technician 27.70
30461 - Technical Writer I 22.65
30462 - Technical Writer II 27.70
30463 - Technical Writer III 33.53
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 25.08
30502 - Weather Forecaster II 30.51
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.63
30621 - Weather Observer Senior (see 2) 22.91
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 13.92
31030 - Bus Driver 19.34

31043 - Driver Courier	15.08
31260 - Parking and Lot Attendant	12.68
31290 - Shuttle Bus Driver	16.27
31310 - Taxi Driver	12.20
31361 - Truckdriver Light	16.27
31362 - Truckdriver Medium	17.44
31363 - Truckdriver Heavy	20.64
31364 - Truckdriver Tractor-Trailer	20.64
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.09
99050 - Desk Clerk	12.27
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	16.54
99252 - Laboratory Animal Caretaker II	17.82
99260 - Marketing Analyst	27.16
99310 - Mortician	25.35
99410 - Pest Controller	15.57
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	18.47
99711 - Recycling Specialist	21.77
99730 - Refuse Collector	16.52
99810 - Sales Clerk	13.02
99820 - School Crossing Guard	13.17
99830 - Survey Party Chief	21.98
99831 - Surveying Aide	13.17
99832 - Surveying Technician	19.99
99840 - Vending Machine Attendant	17.86
99841 - Vending Machine Repairer	22.05
99842 - Vending Machine Repairer Helper	17.86

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: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 7 years and 4 weeks after 11 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4561
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: Florida

Area: Florida Counties of Escambia Santa Rosa

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.12
01012 - Accounting Clerk II		15.84
01013 - Accounting Clerk III		17.72
01020 - Administrative Assistant		19.65
01035 - Court Reporter		17.18
01041 - Customer Service Representative I		10.93
01042 - Customer Service Representative II		12.28
01043 - Customer Service Representative III		13.40
01051 - Data Entry Operator I		14.40
01052 - Data Entry Operator II		15.71
01060 - Dispatcher Motor Vehicle		19.69
01070 - Document Preparation Clerk		14.48
01090 - Duplicating Machine Operator		14.48
01111 - General Clerk I		12.96
01112 - General Clerk II		14.14

01113 - General Clerk III 15.88
01120 - Housing Referral Assistant 18.84
01141 - Messenger Courier 11.49
01191 - Order Clerk I 15.21
01192 - Order Clerk II 16.59
01261 - Personnel Assistant (Employment) I 16.52
01262 - Personnel Assistant (Employment) II 18.49
01263 - Personnel Assistant (Employment) III 20.61
01270 - Production Control Clerk 23.84
01290 - Rental Clerk 13.09
01300 - Scheduler Maintenance 15.10
01311 - Secretary I 15.10
01312 - Secretary II 16.90
01313 - Secretary III 18.84
01320 - Service Order Dispatcher 17.60
01410 - Supply Technician 19.65
01420 - Survey Worker 15.42
01460 - Switchboard Operator/Receptionist 13.81
01531 - Travel Clerk I 15.13
01532 - Travel Clerk II 16.16
01533 - Travel Clerk III 17.16
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 21.94
05010 - Automotive Electrician 20.25
05040 - Automotive Glass Installer 19.43
05070 - Automotive Worker 18.80
05110 - Mobile Equipment Servicer 17.06
05130 - Motor Equipment Metal Mechanic 21.33
05160 - Motor Equipment Metal Worker 18.80
05190 - Motor Vehicle Mechanic 21.33
05220 - Motor Vehicle Mechanic Helper 15.93
05250 - Motor Vehicle Upholstery Worker 18.16
05280 - Motor Vehicle Wrecker 18.80
05310 - Painter Automotive 20.25
05340 - Radiator Repair Specialist 18.80
05370 - Tire Repairer 13.79
05400 - Transmission Repair Specialist 21.33
07000 - Food Preparation And Service Occupations
07010 - Baker 12.89
07041 - Cook I 12.74
07042 - Cook II 14.93
07070 - Dishwasher 10.00
07130 - Food Service Worker 11.41
07210 - Meat Cutter 19.05
07260 - Waiter/Waitress 10.07
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 20.02

09040 - Furniture Handler 12.78
09080 - Furniture Refinisher 20.02
09090 - Furniture Refinisher Helper 14.56
09110 - Furniture Repairer Minor 17.28
09130 - Upholsterer 20.02
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.21
11060 - Elevator Operator 11.35
11090 - Gardener 16.31
11122 - Housekeeping Aide 10.32
11150 - Janitor 10.32
11210 - Laborer Grounds Maintenance 12.13
11240 - Maid or Houseman 10.08
11260 - Pruner 10.69
11270 - Tractor Operator 14.90
11330 - Trail Maintenance Worker 12.13
11360 - Window Cleaner 11.70
12000 - Health Occupations
12010 - Ambulance Driver 15.79
12011 - Breath Alcohol Technician 17.83
12012 - Certified Occupational Therapist Assistant 28.16
12015 - Certified Physical Therapist Assistant 27.74
12020 - Dental Assistant 18.36
12025 - Dental Hygienist 29.32
12030 - EKG Technician 26.00
12035 - Electroneurodiagnostic Technologist 26.00
12040 - Emergency Medical Technician 15.79
12071 - Licensed Practical Nurse I 17.06
12072 - Licensed Practical Nurse II 19.09
12073 - Licensed Practical Nurse III 21.28
12100 - Medical Assistant 15.14
12130 - Medical Laboratory Technician 24.61
12160 - Medical Record Clerk 16.37
12190 - Medical Record Technician 18.32
12195 - Medical Transcriptionist 17.71
12210 - Nuclear Medicine Technologist 38.80
12221 - Nursing Assistant I 11.79
12222 - Nursing Assistant II 13.26
12223 - Nursing Assistant III 14.46
12224 - Nursing Assistant IV 16.23
12235 - Optical Dispenser 18.58
12236 - Optical Technician 19.24
12250 - Pharmacy Technician 16.44
12280 - Phlebotomist 15.59
12305 - Radiologic Technologist 26.93
12311 - Registered Nurse I 23.76
12312 - Registered Nurse II 29.07
12313 - Registered Nurse II Specialist 29.07
12314 - Registered Nurse III 35.17
12315 - Registered Nurse III Anesthetist 35.18

12316 - Registered Nurse IV		42.15
12317 - Scheduler (Drug and Alcohol Testing)		23.64
12320 - Substance Abuse Treatment Counselor		22.25
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.75
13012 - Exhibits Specialist II		25.72
13013 - Exhibits Specialist III		31.46
13041 - Illustrator I		20.75
13042 - Illustrator II		25.72
13043 - Illustrator III		31.46
13047 - Librarian		28.47
13050 - Library Aide/Clerk		11.39
13054 - Library Information Technology Systems Administrator		25.72
13058 - Library Technician		19.86
13061 - Media Specialist I		17.99
13062 - Media Specialist II		19.95
13063 - Media Specialist III		22.15
13071 - Photographer I		16.28
13072 - Photographer II		19.26
13073 - Photographer III		23.46
13074 - Photographer IV		27.60
13075 - Photographer V		33.38
13090 - Technical Order Library Clerk		15.74
13110 - Video Teleconference Technician		17.34
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.33
14042 - Computer Operator II		16.03
14043 - Computer Operator III		17.88
14044 - Computer Operator IV		19.86
14045 - Computer Operator V		21.99
14071 - Computer Programmer I	(see 1)	19.81
14072 - Computer Programmer II	(see 1)	24.56
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.33
14160 - Personal Computer Support Technician		19.86
14170 - System Support Specialist		25.07
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.64
15020 - Aircrew Training Devices Instructor (Rated)		34.65
15030 - Air Crew Training Devices Instructor (Pilot)		40.20
15050 - Computer Based Training Specialist / Instructor		28.64
15060 - Educational Technologist		29.44
15070 - Flight Instructor (Pilot)		40.20
15080 - Graphic Artist		22.25
15085 - Maintenance Test Pilot Fixed Jet/Prop		40.20

15086 - Maintenance Test Pilot Rotary Wing 40.20
15088 - Non-Maintenance Test/Co-Pilot 40.20
15090 - Technical Instructor 20.31
15095 - Technical Instructor/Course Developer 24.85
15110 - Test Proctor 16.03
15120 - Tutor 16.03
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.32
16030 - Counter Attendant 10.32
16040 - Dry Cleaner 12.24
16070 - Finisher Flatwork Machine 10.32
16090 - Presser Hand 10.32
16110 - Presser Machine Drycleaning 10.32
16130 - Presser Machine Shirts 10.32
16160 - Presser Machine Wearing Apparel Laundry 10.32
16190 - Sewing Machine Operator 13.13
16220 - Tailor 13.99
16250 - Washer Machine 10.82
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.02
19040 - Tool And Die Maker 24.72
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.18
21030 - Material Coordinator 23.84
21040 - Material Expediter 23.84
21050 - Material Handling Laborer 13.35
21071 - Order Filler 12.17
21080 - Production Line Worker (Food Processing) 18.18
21110 - Shipping Packer 17.13
21130 - Shipping/Receiving Clerk 17.13
21140 - Store Worker I 12.28
21150 - Stock Clerk 18.03
21210 - Tools And Parts Attendant 18.18
21410 - Warehouse Specialist 18.18
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 35.11
23019 - Aircraft Logs and Records Technician 27.15
23021 - Aircraft Mechanic I 33.37
23022 - Aircraft Mechanic II 35.11
23023 - Aircraft Mechanic III 36.86
23040 - Aircraft Mechanic Helper 22.87
23050 - Aircraft Painter 29.63
23060 - Aircraft Servicer 27.15
23070 - Aircraft Survival Flight Equipment Technician 29.63
23080 - Aircraft Worker 29.26
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 29.26
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 33.37
23110 - Appliance Mechanic 19.99

23120 - Bicycle Repairer 15.93
23125 - Cable Splicer 28.36
23130 - Carpenter Maintenance 19.27
23140 - Carpet Layer 18.54
23160 - Electrician Maintenance 19.39
23181 - Electronics Technician Maintenance I 25.32
23182 - Electronics Technician Maintenance II 27.15
23183 - Electronics Technician Maintenance III 28.96
23260 - Fabric Worker 17.28
23290 - Fire Alarm System Mechanic 18.73
23310 - Fire Extinguisher Repairer 15.93
23311 - Fuel Distribution System Mechanic 21.32
23312 - Fuel Distribution System Operator 15.90
23370 - General Maintenance Worker 16.85
23380 - Ground Support Equipment Mechanic 33.37
23381 - Ground Support Equipment Servicer 27.15
23382 - Ground Support Equipment Worker 29.26
23391 - Gunsmith I 15.93
23392 - Gunsmith II 18.66
23393 - Gunsmith III 21.36
23410 - Heating Ventilation And Air-Conditioning Mechanic 18.73
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 19.67
23430 - Heavy Equipment Mechanic 20.68
23440 - Heavy Equipment Operator 18.73
23460 - Instrument Mechanic 21.36
23465 - Laboratory/Shelter Mechanic 20.02
23470 - Laborer 13.35
23510 - Locksmith 18.78
23530 - Machinery Maintenance Mechanic 28.10
23550 - Machinist Maintenance 22.66
23580 - Maintenance Trades Helper 13.99
23591 - Metrology Technician I 21.36
23592 - Metrology Technician II 22.47
23593 - Metrology Technician III 23.60
23640 - Millwright 21.36
23710 - Office Appliance Repairer 19.11
23760 - Painter Maintenance 19.61
23790 - Pipefitter Maintenance 21.34
23810 - Plumber Maintenance 20.01
23820 - Pneudraulic Systems Mechanic 21.36
23850 - Rigger 21.36
23870 - Scale Mechanic 18.66
23890 - Sheet-Metal Worker Maintenance 20.52
23910 - Small Engine Mechanic 18.54
23931 - Telecommunications Mechanic I 26.90
23932 - Telecommunications Mechanic II 28.31
23950 - Telephone Lineman 19.56
23960 - Welder Combination Maintenance 19.89

23965 - Well Driller	21.36
23970 - Woodcraft Worker	21.36
23980 - Woodworker	15.93
24000 - Personal Needs Occupations	
24550 - Case Manager	15.49
24570 - Child Care Attendant	10.15
24580 - Child Care Center Clerk	12.66
24610 - Chore Aide	11.34
24620 - Family Readiness And Support Services Coordinator	15.49
24630 - Homemaker	15.49
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.50
25040 - Sewage Plant Operator	20.36
25070 - Stationary Engineer	23.50
25190 - Ventilation Equipment Tender	16.02
25210 - Water Treatment Plant Operator	20.36
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.93
27007 - Baggage Inspector	12.66
27008 - Corrections Officer	18.33
27010 - Court Security Officer	18.33
27030 - Detection Dog Handler	14.17
27040 - Detention Officer	18.33
27070 - Firefighter	17.75
27101 - Guard I	12.66
27102 - Guard II	14.17
27131 - Police Officer I	19.92
27132 - Police Officer II	22.14
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.11
28042 - Carnival Equipment Repairer	14.35
28043 - Carnival Worker	9.44
28210 - Gate Attendant/Gate Tender	15.92
28310 - Lifeguard	14.92
28350 - Park Attendant (Aide)	17.81
28510 - Recreation Aide/Health Facility Attendant	13.83
28515 - Recreation Specialist	22.06
28630 - Sports Official	14.18
28690 - Swimming Pool Operator	16.81
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.54
29020 - Hatch Tender	22.54
29030 - Line Handler	22.54
29041 - Stevedore I	20.87
29042 - Stevedore II	24.18
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		16.72
30022 - Archeological Technician II		18.70
30023 - Archeological Technician III		22.15
30030 - Cartographic Technician		23.18
30040 - Civil Engineering Technician		24.84
30051 - Cryogenic Technician I		24.54
30052 - Cryogenic Technician II		27.10
30061 - Drafter/CAD Operator I		16.72
30062 - Drafter/CAD Operator II		18.70
30063 - Drafter/CAD Operator III		20.86
30064 - Drafter/CAD Operator IV		25.38
30081 - Engineering Technician I		14.58
30082 - Engineering Technician II		16.37
30083 - Engineering Technician III		18.32
30084 - Engineering Technician IV		22.69
30085 - Engineering Technician V		27.76
30086 - Engineering Technician VI		33.58
30090 - Environmental Technician		21.83
30095 - Evidence Control Specialist		22.15
30210 - Laboratory Technician		21.04
30221 - Latent Fingerprint Technician I		25.08
30222 - Latent Fingerprint Technician II		27.70
30240 - Mathematical Technician		23.18
30361 - Paralegal/Legal Assistant I		18.78
30362 - Paralegal/Legal Assistant II		23.27
30363 - Paralegal/Legal Assistant III		28.47
30364 - Paralegal/Legal Assistant IV		34.43
30375 - Petroleum Supply Specialist		27.10
30390 - Photo-Optics Technician		23.18
30395 - Radiation Control Technician		27.10
30461 - Technical Writer I		23.33
30462 - Technical Writer II		28.53
30463 - Technical Writer III		34.52
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		25.38
30502 - Weather Forecaster II		30.87
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	20.86
30621 - Weather Observer Senior	(see 2)	23.18
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		13.34
31030 - Bus Driver		19.51
31043 - Driver Courier		12.63
31260 - Parking and Lot Attendant		11.64
31290 - Shuttle Bus Driver		13.82

31310 - Taxi Driver	13.11
31361 - Truckdriver Light	13.82
31362 - Truckdriver Medium	14.99
31363 - Truckdriver Heavy	17.37
31364 - Truckdriver Tractor-Trailer	17.37
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.10
99050 - Desk Clerk	10.37
99095 - Embalmer	29.92
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.35
99252 - Laboratory Animal Caretaker II	13.52
99260 - Marketing Analyst	24.70
99310 - Mortician	29.92
99410 - Pest Controller	18.59
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	18.36
99711 - Recycling Specialist	22.24
99730 - Refuse Collector	16.24
99810 - Sales Clerk	12.37
99820 - School Crossing Guard	14.29
99830 - Survey Party Chief	18.77
99831 - Surveying Aide	10.20
99832 - Surveying Technician	17.07
99840 - Vending Machine Attendant	15.04
99841 - Vending Machine Repairer	18.14
99842 - Vending Machine Repairer Helper	15.04

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 7 years and 4 weeks after 11 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4563
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: Florida

Area: Florida Counties of Martin St Lucie

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.62
01012 - Accounting Clerk II		17.54
01013 - Accounting Clerk III		19.62
01020 - Administrative Assistant		23.67
01035 - Court Reporter		18.82
01041 - Customer Service Representative I		11.79
01042 - Customer Service Representative II		13.25
01043 - Customer Service Representative III		14.46
01051 - Data Entry Operator I		15.15
01052 - Data Entry Operator II		16.53
01060 - Dispatcher Motor Vehicle		20.09
01070 - Document Preparation Clerk		13.79
01090 - Duplicating Machine Operator		13.79
01111 - General Clerk I		13.89
01112 - General Clerk II		15.17

01113 - General Clerk III	17.03
01120 - Housing Referral Assistant	20.88
01141 - Messenger Courier	14.35
01191 - Order Clerk I	14.51
01192 - Order Clerk II	15.84
01261 - Personnel Assistant (Employment) I	17.51
01262 - Personnel Assistant (Employment) II	19.59
01263 - Personnel Assistant (Employment) III	21.84
01270 - Production Control Clerk	20.51
01290 - Rental Clerk	14.93
01300 - Scheduler Maintenance	16.74
01311 - Secretary I	16.74
01312 - Secretary II	18.73
01313 - Secretary III	20.88
01320 - Service Order Dispatcher	17.95
01410 - Supply Technician	23.67
01420 - Survey Worker	21.57
01460 - Switchboard Operator/Receptionist	13.85
01531 - Travel Clerk I	13.39
01532 - Travel Clerk II	14.55
01533 - Travel Clerk III	15.59
01611 - Word Processor I	15.15
01612 - Word Processor II	17.01
01613 - Word Processor III	18.80
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	18.09
05010 - Automotive Electrician	21.10
05040 - Automotive Glass Installer	19.70
05070 - Automotive Worker	19.70
05110 - Mobile Equipment Servicer	16.66
05130 - Motor Equipment Metal Mechanic	22.50
05160 - Motor Equipment Metal Worker	19.70
05190 - Motor Vehicle Mechanic	22.50
05220 - Motor Vehicle Mechanic Helper	15.12
05250 - Motor Vehicle Upholstery Worker	18.22
05280 - Motor Vehicle Wrecker	19.70
05310 - Painter Automotive	21.10
05340 - Radiator Repair Specialist	19.70
05370 - Tire Repairer	12.23
05400 - Transmission Repair Specialist	22.50
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.86
07041 - Cook I	13.14
07042 - Cook II	15.55
07070 - Dishwasher	10.93
07130 - Food Service Worker	10.99
07210 - Meat Cutter	18.06
07260 - Waiter/Waitress	9.85
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.67

09040 - Furniture Handler 10.76
09080 - Furniture Refinisher 18.80
09090 - Furniture Refinisher Helper 13.48
09110 - Furniture Repairer Minor 16.24
09130 - Upholsterer 18.60
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.71
11060 - Elevator Operator 12.40
11090 - Gardener 19.41
11122 - Housekeeping Aide 12.40
11150 - Janitor 12.40
11210 - Laborer Grounds Maintenance 13.97
11240 - Maid or Houseman 11.07
11260 - Pruner 12.17
11270 - Tractor Operator 17.62
11330 - Trail Maintenance Worker 13.97
11360 - Window Cleaner 14.23
12000 - Health Occupations
12010 - Ambulance Driver 18.56
12011 - Breath Alcohol Technician 20.94
12012 - Certified Occupational Therapist Assistant 32.02
12015 - Certified Physical Therapist Assistant 30.39
12020 - Dental Assistant 19.36
12025 - Dental Hygienist 33.83
12030 - EKG Technician 31.73
12035 - Electroneurodiagnostic Technologist 31.73
12040 - Emergency Medical Technician 18.56
12071 - Licensed Practical Nurse I 18.72
12072 - Licensed Practical Nurse II 20.94
12073 - Licensed Practical Nurse III 23.35
12100 - Medical Assistant 15.98
12130 - Medical Laboratory Technician 23.20
12160 - Medical Record Clerk 16.79
12190 - Medical Record Technician 18.78
12195 - Medical Transcriptionist 19.83
12210 - Nuclear Medicine Technologist 41.17
12221 - Nursing Assistant I 12.83
12222 - Nursing Assistant II 14.42
12223 - Nursing Assistant III 15.74
12224 - Nursing Assistant IV 17.66
12235 - Optical Dispenser 23.70
12236 - Optical Technician 18.72
12250 - Pharmacy Technician 16.39
12280 - Phlebotomist 17.37
12305 - Radiologic Technologist 25.46
12311 - Registered Nurse I 26.32
12312 - Registered Nurse II 31.73
12313 - Registered Nurse II Specialist 31.73
12314 - Registered Nurse III 38.39
12315 - Registered Nurse III Anesthetist 38.39

12316 - Registered Nurse IV		46.02
12317 - Scheduler (Drug and Alcohol Testing)		25.94
12320 - Substance Abuse Treatment Counselor		23.57
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.97
13012 - Exhibits Specialist II		27.23
13013 - Exhibits Specialist III		33.31
13041 - Illustrator I		21.97
13042 - Illustrator II		27.23
13043 - Illustrator III		33.31
13047 - Librarian		30.39
13050 - Library Aide/Clerk		13.61
13054 - Library Information Technology Systems Administrator		26.99
13058 - Library Technician		20.00
13061 - Media Specialist I		19.65
13062 - Media Specialist II		21.97
13063 - Media Specialist III		24.50
13071 - Photographer I		17.47
13072 - Photographer II		19.54
13073 - Photographer III		24.21
13074 - Photographer IV		29.62
13075 - Photographer V		35.83
13090 - Technical Order Library Clerk		18.37
13110 - Video Teleconference Technician		19.65
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.99
14042 - Computer Operator II		19.00
14043 - Computer Operator III		21.18
14044 - Computer Operator IV		23.54
14045 - Computer Operator V		26.06
14071 - Computer Programmer I	(see 1)	22.63
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		16.99
14160 - Personal Computer Support Technician		23.54
14170 - System Support Specialist		28.72
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.29
15020 - Aircrew Training Devices Instructor (Rated)		39.07
15030 - Air Crew Training Devices Instructor (Pilot)		46.83
15050 - Computer Based Training Specialist / Instructor		32.29
15060 - Educational Technologist		28.59
15070 - Flight Instructor (Pilot)		46.83
15080 - Graphic Artist		23.71
15085 - Maintenance Test Pilot Fixed Jet/Prop		46.83

15086 - Maintenance Test Pilot Rotary Wing 46.83
15088 - Non-Maintenance Test/Co-Pilot 46.83
15090 - Technical Instructor 23.80
15095 - Technical Instructor/Course Developer 29.12
15110 - Test Proctor 19.21
15120 - Tutor 19.21
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.50
16030 - Counter Attendant 10.50
16040 - Dry Cleaner 13.05
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 13.88
16220 - Tailor 14.72
16250 - Washer Machine 11.36
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.33
19040 - Tool And Die Maker 24.60
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.08
21030 - Material Coordinator 20.51
21040 - Material Expediter 20.51
21050 - Material Handling Laborer 13.27
21071 - Order Filler 12.72
21080 - Production Line Worker (Food Processing) 15.08
21110 - Shipping Packer 18.71
21130 - Shipping/Receiving Clerk 18.71
21140 - Store Worker I 10.76
21150 - Stock Clerk 16.44
21210 - Tools And Parts Attendant 15.08
21410 - Warehouse Specialist 15.08
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.81
23019 - Aircraft Logs and Records Technician 18.80
23021 - Aircraft Mechanic I 23.31
23022 - Aircraft Mechanic II 24.81
23023 - Aircraft Mechanic III 26.28
23040 - Aircraft Mechanic Helper 15.59
23050 - Aircraft Painter 19.33
23060 - Aircraft Servicer 18.80
23070 - Aircraft Survival Flight Equipment Technician 19.33
23080 - Aircraft Worker 20.33
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.33
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.31
23110 - Appliance Mechanic 20.38

23120 - Bicycle Repairer	15.26
23125 - Cable Splicer	25.69
23130 - Carpenter Maintenance	19.03
23140 - Carpet Layer	18.05
23160 - Electrician Maintenance	21.18
23181 - Electronics Technician Maintenance I	23.14
23182 - Electronics Technician Maintenance II	26.58
23183 - Electronics Technician Maintenance III	29.81
23260 - Fabric Worker	17.63
23290 - Fire Alarm System Mechanic	20.44
23310 - Fire Extinguisher Repairer	15.26
23311 - Fuel Distribution System Mechanic	22.37
23312 - Fuel Distribution System Operator	16.57
23370 - General Maintenance Worker	16.44
23380 - Ground Support Equipment Mechanic	23.31
23381 - Ground Support Equipment Servicer	18.80
23382 - Ground Support Equipment Worker	20.33
23391 - Gunsmith I	15.26
23392 - Gunsmith II	18.05
23393 - Gunsmith III	20.61
23410 - Heating Ventilation And Air-Conditioning Mechanic	20.08
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	21.37
23430 - Heavy Equipment Mechanic	21.11
23440 - Heavy Equipment Operator	19.18
23460 - Instrument Mechanic	21.09
23465 - Laboratory/Shelter Mechanic	19.33
23470 - Laborer	13.27
23510 - Locksmith	19.33
23530 - Machinery Maintenance Mechanic	23.66
23550 - Machinist Maintenance	22.12
23580 - Maintenance Trades Helper	14.14
23591 - Metrology Technician I	21.09
23592 - Metrology Technician II	22.74
23593 - Metrology Technician III	23.86
23640 - Millwright	21.19
23710 - Office Appliance Repairer	19.33
23760 - Painter Maintenance	17.51
23790 - Pipefitter Maintenance	25.56
23810 - Plumber Maintenance	23.97
23820 - Pneudraulic Systems Mechanic	20.61
23850 - Rigger	21.33
23870 - Scale Mechanic	18.05
23890 - Sheet-Metal Worker Maintenance	19.73
23910 - Small Engine Mechanic	19.49
23931 - Telecommunications Mechanic I	31.10
23932 - Telecommunications Mechanic II	33.89
23950 - Telephone Lineman	20.79
23960 - Welder Combination Maintenance	20.11

23965 - Well Driller		20.61
23970 - Woodcraft Worker		20.61
23980 - Woodworker		15.26
24000 - Personal Needs Occupations		
24550 - Case Manager		15.90
24570 - Child Care Attendant		10.93
24580 - Child Care Center Clerk		15.33
24610 - Chore Aide		11.33
24620 - Family Readiness And Support Services Coordinator		15.90
24630 - Homemaker		17.05
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		20.61
25040 - Sewage Plant Operator		22.71
25070 - Stationary Engineer		20.61
25190 - Ventilation Equipment Tender		13.85
25210 - Water Treatment Plant Operator		22.71
27000 - Protective Service Occupations		
27004 - Alarm Monitor		20.47
27007 - Baggage Inspector		15.52
27008 - Corrections Officer		27.67
27010 - Court Security Officer		31.35
27030 - Detection Dog Handler		18.11
27040 - Detention Officer		27.67
27070 - Firefighter		28.70
27101 - Guard I		15.52
27102 - Guard II		18.11
27131 - Police Officer I		30.90
27132 - Police Officer II		34.34
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		15.25
28042 - Carnival Equipment Repairer		16.80
28043 - Carnival Worker		10.54
28210 - Gate Attendant/Gate Tender		15.10
28310 - Lifeguard		15.50
28350 - Park Attendant (Aide)		16.89
28510 - Recreation Aide/Health Facility Attendant		12.32
28515 - Recreation Specialist		20.92
28630 - Sports Official		13.45
28690 - Swimming Pool Operator		19.89
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		21.65
29020 - Hatch Tender		21.65
29030 - Line Handler		21.65
29041 - Stevedore I		20.86
29042 - Stevedore II		24.35
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	42.48
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	29.30
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	32.27

30021 - Archeological Technician I		18.86
30022 - Archeological Technician II		21.10
30023 - Archeological Technician III		26.14
30030 - Cartographic Technician		26.14
30040 - Civil Engineering Technician		26.14
30051 - Cryogenic Technician I		28.95
30052 - Cryogenic Technician II		31.97
30061 - Drafter/CAD Operator I		18.86
30062 - Drafter/CAD Operator II		21.10
30063 - Drafter/CAD Operator III		23.53
30064 - Drafter/CAD Operator IV		28.95
30081 - Engineering Technician I		18.79
30082 - Engineering Technician II		21.92
30083 - Engineering Technician III		24.53
30084 - Engineering Technician IV		29.22
30085 - Engineering Technician V		35.73
30086 - Engineering Technician VI		41.29
30090 - Environmental Technician		24.89
30095 - Evidence Control Specialist		26.14
30210 - Laboratory Technician		23.53
30221 - Latent Fingerprint Technician I		28.95
30222 - Latent Fingerprint Technician II		31.97
30240 - Mathematical Technician		26.14
30361 - Paralegal/Legal Assistant I		20.69
30362 - Paralegal/Legal Assistant II		25.64
30363 - Paralegal/Legal Assistant III		31.37
30364 - Paralegal/Legal Assistant IV		37.94
30375 - Petroleum Supply Specialist		31.97
30390 - Photo-Optics Technician		25.86
30395 - Radiation Control Technician		31.97
30461 - Technical Writer I		25.22
30462 - Technical Writer II		30.85
30463 - Technical Writer III		36.85
30491 - Unexploded Ordnance (UXO) Technician I		27.00
30492 - Unexploded Ordnance (UXO) Technician II		32.67
30493 - Unexploded Ordnance (UXO) Technician III		39.16
30494 - Unexploded (UXO) Safety Escort		27.00
30495 - Unexploded (UXO) Sweep Personnel		27.00
30501 - Weather Forecaster I		28.95
30502 - Weather Forecaster II		35.22
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.53
30621 - Weather Observer Senior	(see 2)	26.14
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		32.67
31020 - Bus Aide		11.55
31030 - Bus Driver		17.57
31043 - Driver Courier		14.92
31260 - Parking and Lot Attendant		10.98
31290 - Shuttle Bus Driver		16.45

31310 - Taxi Driver	13.85
31361 - Truckdriver Light	16.45
31362 - Truckdriver Medium	17.99
31363 - Truckdriver Heavy	19.54
31364 - Truckdriver Tractor-Trailer	19.54
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.93
99030 - Cashier	10.77
99050 - Desk Clerk	11.44
99095 - Embalmer	26.61
99130 - Flight Follower	27.00
99251 - Laboratory Animal Caretaker I	15.64
99252 - Laboratory Animal Caretaker II	17.22
99260 - Marketing Analyst	27.29
99310 - Mortician	26.61
99410 - Pest Controller	16.92
99510 - Photofinishing Worker	14.76
99710 - Recycling Laborer	21.09
99711 - Recycling Specialist	26.60
99730 - Refuse Collector	18.37
99810 - Sales Clerk	12.58
99820 - School Crossing Guard	12.64
99830 - Survey Party Chief	22.38
99831 - Surveying Aide	13.50
99832 - Surveying Technician	20.39
99840 - Vending Machine Attendant	18.30
99841 - Vending Machine Repairer	23.84
99842 - Vending Machine Repairer Helper	18.30

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4564
Revision No.: 13
Date Of Last Revision: 06/18/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Florida

Area: Florida Counties of Martin St Lucie

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.62
01012 - Accounting Clerk II		17.54
01013 - Accounting Clerk III		19.62
01020 - Administrative Assistant		23.67
01035 - Court Reporter		18.82
01041 - Customer Service Representative I		11.79
01042 - Customer Service Representative II		13.25
01043 - Customer Service Representative III		14.46
01051 - Data Entry Operator I		15.15
01052 - Data Entry Operator II		16.53
01060 - Dispatcher Motor Vehicle		20.09
01070 - Document Preparation Clerk		13.79

01090 - Duplicating Machine Operator	13.79
01111 - General Clerk I	13.89
01112 - General Clerk II	15.17
01113 - General Clerk III	17.03
01120 - Housing Referral Assistant	20.88
01141 - Messenger Courier	14.35
01191 - Order Clerk I	14.51
01192 - Order Clerk II	15.84
01261 - Personnel Assistant (Employment) I	17.51
01262 - Personnel Assistant (Employment) II	19.59
01263 - Personnel Assistant (Employment) III	21.84
01270 - Production Control Clerk	20.51
01290 - Rental Clerk	14.93
01300 - Scheduler Maintenance	16.74
01311 - Secretary I	16.74
01312 - Secretary II	18.73
01313 - Secretary III	20.88
01320 - Service Order Dispatcher	17.95
01410 - Supply Technician	23.67
01420 - Survey Worker	21.57
01460 - Switchboard Operator/Receptionist	13.85
01531 - Travel Clerk I	13.39
01532 - Travel Clerk II	14.55
01533 - Travel Clerk III	15.59
01611 - Word Processor I	15.15
01612 - Word Processor II	17.01
01613 - Word Processor III	18.80
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	18.09
05010 - Automotive Electrician	21.10
05040 - Automotive Glass Installer	19.70
05070 - Automotive Worker	19.70
05110 - Mobile Equipment Servicer	16.66
05130 - Motor Equipment Metal Mechanic	22.50
05160 - Motor Equipment Metal Worker	19.70
05190 - Motor Vehicle Mechanic	22.50
05220 - Motor Vehicle Mechanic Helper	15.12
05250 - Motor Vehicle Upholstery Worker	18.22
05280 - Motor Vehicle Wrecker	19.70
05310 - Painter Automotive	21.10
05340 - Radiator Repair Specialist	19.70
05370 - Tire Repairer	12.23
05400 - Transmission Repair Specialist	22.50
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.86
07041 - Cook I	13.14
07042 - Cook II	15.55
07070 - Dishwasher	10.93
07130 - Food Service Worker	10.99
07210 - Meat Cutter	18.06

07260 - Waiter/Waitress	9.85
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.67
09040 - Furniture Handler	10.76
09080 - Furniture Refinisher	18.80
09090 - Furniture Refinisher Helper	13.48
09110 - Furniture Repairer Minor	16.24
09130 - Upholsterer	18.60
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.71
11060 - Elevator Operator	12.40
11090 - Gardener	19.41
11122 - Housekeeping Aide	12.40
11150 - Janitor	12.40
11210 - Laborer Grounds Maintenance	13.97
11240 - Maid or Houseman	11.07
11260 - Pruner	12.17
11270 - Tractor Operator	17.62
11330 - Trail Maintenance Worker	13.97
11360 - Window Cleaner	14.23
12000 - Health Occupations	
12010 - Ambulance Driver	18.56
12011 - Breath Alcohol Technician	20.94
12012 - Certified Occupational Therapist Assistant	32.02
12015 - Certified Physical Therapist Assistant	30.39
12020 - Dental Assistant	19.36
12025 - Dental Hygienist	33.83
12030 - EKG Technician	31.73
12035 - Electroneurodiagnostic Technologist	31.73
12040 - Emergency Medical Technician	18.56
12071 - Licensed Practical Nurse I	18.72
12072 - Licensed Practical Nurse II	20.94
12073 - Licensed Practical Nurse III	23.35
12100 - Medical Assistant	15.98
12130 - Medical Laboratory Technician	23.20
12160 - Medical Record Clerk	16.79
12190 - Medical Record Technician	18.78
12195 - Medical Transcriptionist	19.83
12210 - Nuclear Medicine Technologist	41.17
12221 - Nursing Assistant I	12.83
12222 - Nursing Assistant II	14.42
12223 - Nursing Assistant III	15.74
12224 - Nursing Assistant IV	17.66
12235 - Optical Dispenser	23.70
12236 - Optical Technician	18.72
12250 - Pharmacy Technician	16.39
12280 - Phlebotomist	17.37
12305 - Radiologic Technologist	25.46
12311 - Registered Nurse I	26.32
12312 - Registered Nurse II	31.73

12313 - Registered Nurse II Specialist		31.73
12314 - Registered Nurse III		38.39
12315 - Registered Nurse III Anesthetist		38.39
12316 - Registered Nurse IV		46.02
12317 - Scheduler (Drug and Alcohol Testing)		25.94
12320 - Substance Abuse Treatment Counselor		23.57
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.97
13012 - Exhibits Specialist II		27.23
13013 - Exhibits Specialist III		33.31
13041 - Illustrator I		21.97
13042 - Illustrator II		27.23
13043 - Illustrator III		33.31
13047 - Librarian		30.39
13050 - Library Aide/Clerk		13.61
13054 - Library Information Technology Systems Administrator		26.99
13058 - Library Technician		20.00
13061 - Media Specialist I		19.65
13062 - Media Specialist II		21.97
13063 - Media Specialist III		24.50
13071 - Photographer I		17.47
13072 - Photographer II		19.54
13073 - Photographer III		24.21
13074 - Photographer IV		29.62
13075 - Photographer V		35.83
13090 - Technical Order Library Clerk		18.37
13110 - Video Teleconference Technician		19.65
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.99
14042 - Computer Operator II		19.00
14043 - Computer Operator III		21.18
14044 - Computer Operator IV		23.54
14045 - Computer Operator V		26.06
14071 - Computer Programmer I	(see 1)	22.63
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		16.99
14160 - Personal Computer Support Technician		23.54
14170 - System Support Specialist		28.72
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.29
15020 - Aircrew Training Devices Instructor (Rated)		39.07
15030 - Air Crew Training Devices Instructor (Pilot)		46.83
15050 - Computer Based Training Specialist / Instructor		32.29
15060 - Educational Technologist		28.59

15070 - Flight Instructor (Pilot) 46.83
15080 - Graphic Artist 23.71
15085 - Maintenance Test Pilot Fixed Jet/Prop 46.83
15086 - Maintenance Test Pilot Rotary Wing 46.83
15088 - Non-Maintenance Test/Co-Pilot 46.83
15090 - Technical Instructor 23.80
15095 - Technical Instructor/Course Developer 29.12
15110 - Test Proctor 19.21
15120 - Tutor 19.21
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.50
16030 - Counter Attendant 10.50
16040 - Dry Cleaner 13.05
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 13.88
16220 - Tailor 14.72
16250 - Washer Machine 11.36
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.33
19040 - Tool And Die Maker 24.60
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.08
21030 - Material Coordinator 20.51
21040 - Material Expediter 20.51
21050 - Material Handling Laborer 13.27
21071 - Order Filler 12.72
21080 - Production Line Worker (Food Processing) 15.08
21110 - Shipping Packer 18.71
21130 - Shipping/Receiving Clerk 18.71
21140 - Store Worker I 10.76
21150 - Stock Clerk 16.44
21210 - Tools And Parts Attendant 15.08
21410 - Warehouse Specialist 15.08
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.81
23019 - Aircraft Logs and Records Technician 18.80
23021 - Aircraft Mechanic I 23.31
23022 - Aircraft Mechanic II 24.81
23023 - Aircraft Mechanic III 26.28
23040 - Aircraft Mechanic Helper 15.59
23050 - Aircraft Painter 19.33
23060 - Aircraft Servicer 18.80
23070 - Aircraft Survival Flight Equipment Technician 19.33
23080 - Aircraft Worker 20.33
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.33

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.31
23110 - Appliance Mechanic 20.38
23120 - Bicycle Repairer 15.26
23125 - Cable Splicer 25.69
23130 - Carpenter Maintenance 19.03
23140 - Carpet Layer 18.05
23160 - Electrician Maintenance 21.18
23181 - Electronics Technician Maintenance I 23.14
23182 - Electronics Technician Maintenance II 26.58
23183 - Electronics Technician Maintenance III 29.81
23260 - Fabric Worker 17.63
23290 - Fire Alarm System Mechanic 20.44
23310 - Fire Extinguisher Repairer 15.26
23311 - Fuel Distribution System Mechanic 22.37
23312 - Fuel Distribution System Operator 16.57
23370 - General Maintenance Worker 16.44
23380 - Ground Support Equipment Mechanic 23.31
23381 - Ground Support Equipment Servicer 18.80
23382 - Ground Support Equipment Worker 20.33
23391 - Gunsmith I 15.26
23392 - Gunsmith II 18.05
23393 - Gunsmith III 20.61
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.08
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.37
23430 - Heavy Equipment Mechanic 21.11
23440 - Heavy Equipment Operator 19.18
23460 - Instrument Mechanic 21.09
23465 - Laboratory/Shelter Mechanic 19.33
23470 - Laborer 13.27
23510 - Locksmith 19.33
23530 - Machinery Maintenance Mechanic 23.66
23550 - Machinist Maintenance 22.12
23580 - Maintenance Trades Helper 14.14
23591 - Metrology Technician I 21.09
23592 - Metrology Technician II 22.74
23593 - Metrology Technician III 23.86
23640 - Millwright 21.19
23710 - Office Appliance Repairer 19.33
23760 - Painter Maintenance 17.51
23790 - Pipefitter Maintenance 25.56
23810 - Plumber Maintenance 23.97
23820 - Pneudraulic Systems Mechanic 20.61
23850 - Rigger 21.33
23870 - Scale Mechanic 18.05
23890 - Sheet-Metal Worker Maintenance 19.73
23910 - Small Engine Mechanic 19.49
23931 - Telecommunications Mechanic I 31.10

23932 - Telecommunications Mechanic II 33.89
23950 - Telephone Lineman 20.79
23960 - Welder Combination Maintenance 20.11
23965 - Well Driller 20.61
23970 - Woodcraft Worker 20.61
23980 - Woodworker 15.26
24000 - Personal Needs Occupations
24550 - Case Manager 15.90
24570 - Child Care Attendant 10.93
24580 - Child Care Center Clerk 15.33
24610 - Chore Aide 11.33
24620 - Family Readiness And Support Services Coordinator 15.90
24630 - Homemaker 17.05
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 20.61
25040 - Sewage Plant Operator 22.71
25070 - Stationary Engineer 20.61
25190 - Ventilation Equipment Tender 13.85
25210 - Water Treatment Plant Operator 22.71
27000 - Protective Service Occupations
27004 - Alarm Monitor 20.47
27007 - Baggage Inspector 15.52
27008 - Corrections Officer 27.67
27010 - Court Security Officer 31.35
27030 - Detection Dog Handler 18.11
27040 - Detention Officer 27.67
27070 - Firefighter 28.70
27101 - Guard I 15.52
27102 - Guard II 18.11
27131 - Police Officer I 30.90
27132 - Police Officer II 34.34
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.25
28042 - Carnival Equipment Repairer 16.80
28043 - Carnival Worker 10.54
28210 - Gate Attendant/Gate Tender 15.10
28310 - Lifeguard 15.50
28350 - Park Attendant (Aide) 16.89
28510 - Recreation Aide/Health Facility Attendant 12.32
28515 - Recreation Specialist 20.92
28630 - Sports Official 13.45
28690 - Swimming Pool Operator 19.89
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 21.65
29020 - Hatch Tender 21.65
29030 - Line Handler 21.65
29041 - Stevedore I 20.86
29042 - Stevedore II 24.35
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 42.48
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 29.30
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 32.27
30021 - Archeological Technician I 18.86
30022 - Archeological Technician II 21.10
30023 - Archeological Technician III 26.14
30030 - Cartographic Technician 26.14
30040 - Civil Engineering Technician 26.14
30051 - Cryogenic Technician I 28.95
30052 - Cryogenic Technician II 31.97
30061 - Drafter/CAD Operator I 18.86
30062 - Drafter/CAD Operator II 21.10
30063 - Drafter/CAD Operator III 23.53
30064 - Drafter/CAD Operator IV 28.95
30081 - Engineering Technician I 18.79
30082 - Engineering Technician II 21.92
30083 - Engineering Technician III 24.53
30084 - Engineering Technician IV 29.22
30085 - Engineering Technician V 35.73
30086 - Engineering Technician VI 41.29
30090 - Environmental Technician 24.89
30095 - Evidence Control Specialist 26.14
30210 - Laboratory Technician 23.53
30221 - Latent Fingerprint Technician I 28.95
30222 - Latent Fingerprint Technician II 31.97
30240 - Mathematical Technician 26.14
30361 - Paralegal/Legal Assistant I 20.69
30362 - Paralegal/Legal Assistant II 25.64
30363 - Paralegal/Legal Assistant III 31.37
30364 - Paralegal/Legal Assistant IV 37.94
30375 - Petroleum Supply Specialist 31.97
30390 - Photo-Optics Technician 25.86
30395 - Radiation Control Technician 31.97
30461 - Technical Writer I 25.22
30462 - Technical Writer II 30.85
30463 - Technical Writer III 36.85
30491 - Unexploded Ordnance (UXO) Technician I 27.00
30492 - Unexploded Ordnance (UXO) Technician II 32.67
30493 - Unexploded Ordnance (UXO) Technician III 39.16
30494 - Unexploded (UXO) Safety Escort 27.00
30495 - Unexploded (UXO) Sweep Personnel 27.00
30501 - Weather Forecaster I 28.95
30502 - Weather Forecaster II 35.22
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.53
30621 - Weather Observer Senior (see 2) 26.14
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 32.67
31020 - Bus Aide 11.55
31030 - Bus Driver 17.57

31043 - Driver Courier	14.92
31260 - Parking and Lot Attendant	10.98
31290 - Shuttle Bus Driver	16.45
31310 - Taxi Driver	13.85
31361 - Truckdriver Light	16.45
31362 - Truckdriver Medium	17.99
31363 - Truckdriver Heavy	19.54
31364 - Truckdriver Tractor-Trailer	19.54
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.93
99030 - Cashier	10.77
99050 - Desk Clerk	11.44
99095 - Embalmer	26.61
99130 - Flight Follower	27.00
99251 - Laboratory Animal Caretaker I	15.64
99252 - Laboratory Animal Caretaker II	17.22
99260 - Marketing Analyst	27.29
99310 - Mortician	26.61
99410 - Pest Controller	16.92
99510 - Photofinishing Worker	14.76
99710 - Recycling Laborer	21.09
99711 - Recycling Specialist	26.60
99730 - Refuse Collector	18.37
99810 - Sales Clerk	12.58
99820 - School Crossing Guard	12.64
99830 - Survey Party Chief	22.38
99831 - Surveying Aide	13.50
99832 - Surveying Technician	20.39
99840 - Vending Machine Attendant	18.30
99841 - Vending Machine Repairer	23.84
99842 - Vending Machine Repairer Helper	18.30

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4565
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: Florida

Area: Florida County of Charlotte

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.55
01012 - Accounting Clerk II		16.15
01013 - Accounting Clerk III		18.08
01020 - Administrative Assistant		22.34
01035 - Court Reporter		18.36
01041 - Customer Service Representative I		11.30
01042 - Customer Service Representative II		12.70
01043 - Customer Service Representative III		13.85
01051 - Data Entry Operator I		12.97
01052 - Data Entry Operator II		14.15
01060 - Dispatcher Motor Vehicle		18.22
01070 - Document Preparation Clerk		14.15
01090 - Duplicating Machine Operator		14.15
01111 - General Clerk I		13.01
01112 - General Clerk II		14.19

01113 - General Clerk III	15.93
01120 - Housing Referral Assistant	19.81
01141 - Messenger Courier	11.26
01191 - Order Clerk I	12.97
01192 - Order Clerk II	14.15
01261 - Personnel Assistant (Employment) I	15.89
01262 - Personnel Assistant (Employment) II	18.22
01263 - Personnel Assistant (Employment) III	19.81
01270 - Production Control Clerk	19.92
01290 - Rental Clerk	14.73
01300 - Scheduler Maintenance	15.89
01311 - Secretary I	15.89
01312 - Secretary II	17.78
01313 - Secretary III	19.81
01320 - Service Order Dispatcher	16.28
01410 - Supply Technician	22.34
01420 - Survey Worker	16.32
01460 - Switchboard Operator/Receptionist	13.90
01531 - Travel Clerk I	13.24
01532 - Travel Clerk II	14.39
01533 - Travel Clerk III	15.64
01611 - Word Processor I	14.15
01612 - Word Processor II	15.89
01613 - Word Processor III	17.78
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	22.22
05010 - Automotive Electrician	20.79
05040 - Automotive Glass Installer	19.87
05070 - Automotive Worker	19.87
05110 - Mobile Equipment Servicer	18.02
05130 - Motor Equipment Metal Mechanic	21.75
05160 - Motor Equipment Metal Worker	19.87
05190 - Motor Vehicle Mechanic	20.88
05220 - Motor Vehicle Mechanic Helper	17.00
05250 - Motor Vehicle Upholstery Worker	18.94
05280 - Motor Vehicle Wrecker	19.87
05310 - Painter Automotive	20.79
05340 - Radiator Repair Specialist	19.87
05370 - Tire Repairer	12.83
05400 - Transmission Repair Specialist	21.53
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.92
07041 - Cook I	12.58
07042 - Cook II	14.63
07070 - Dishwasher	9.86
07130 - Food Service Worker	11.62
07210 - Meat Cutter	15.52
07260 - Waiter/Waitress	9.86
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.63

09040 - Furniture Handler 12.13
09080 - Furniture Refinisher 18.63
09090 - Furniture Refinisher Helper 13.85
09110 - Furniture Repairer Minor 16.32
09130 - Upholsterer 18.63
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 10.87
11060 - Elevator Operator 10.87
11090 - Gardener 17.00
11122 - Housekeeping Aide 12.87
11150 - Janitor 12.87
11210 - Laborer Grounds Maintenance 12.85
11240 - Maid or Houseman 10.65
11260 - Pruner 11.30
11270 - Tractor Operator 15.62
11330 - Trail Maintenance Worker 12.85
11360 - Window Cleaner 14.60
12000 - Health Occupations
12010 - Ambulance Driver 19.53
12011 - Breath Alcohol Technician 18.60
12012 - Certified Occupational Therapist Assistant 31.89
12015 - Certified Physical Therapist Assistant 35.29
12020 - Dental Assistant 20.22
12025 - Dental Hygienist 35.24
12030 - EKG Technician 28.19
12035 - Electroneurodiagnostic Technologist 28.19
12040 - Emergency Medical Technician 19.53
12071 - Licensed Practical Nurse I 17.44
12072 - Licensed Practical Nurse II 19.51
12073 - Licensed Practical Nurse III 21.75
12100 - Medical Assistant 16.05
12130 - Medical Laboratory Technician 18.37
12160 - Medical Record Clerk 17.07
12190 - Medical Record Technician 22.65
12195 - Medical Transcriptionist 16.63
12210 - Nuclear Medicine Technologist 40.88
12221 - Nursing Assistant I 11.37
12222 - Nursing Assistant II 12.78
12223 - Nursing Assistant III 13.94
12224 - Nursing Assistant IV 15.65
12235 - Optical Dispenser 21.72
12236 - Optical Technician 16.63
12250 - Pharmacy Technician 15.45
12280 - Phlebotomist 16.63
12305 - Radiologic Technologist 26.46
12311 - Registered Nurse I 23.88
12312 - Registered Nurse II 28.20
12313 - Registered Nurse II Specialist 28.20
12314 - Registered Nurse III 34.11
12315 - Registered Nurse III Anesthetist 34.11

12316 - Registered Nurse IV		40.89
12317 - Scheduler (Drug and Alcohol Testing)		23.75
12320 - Substance Abuse Treatment Counselor		23.07
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.45
13012 - Exhibits Specialist II		26.22
13013 - Exhibits Specialist III		30.49
13041 - Illustrator I		18.88
13042 - Illustrator II		23.39
13043 - Illustrator III		28.61
13047 - Librarian		27.59
13050 - Library Aide/Clerk		10.78
13054 - Library Information Technology Systems Administrator		24.65
13058 - Library Technician		13.82
13061 - Media Specialist I		17.98
13062 - Media Specialist II		20.11
13063 - Media Specialist III		22.43
13071 - Photographer I		18.09
13072 - Photographer II		20.23
13073 - Photographer III		25.08
13074 - Photographer IV		29.18
13075 - Photographer V		35.30
13090 - Technical Order Library Clerk		16.73
13110 - Video Teleconference Technician		18.18
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.18
14042 - Computer Operator II		18.10
14043 - Computer Operator III		20.18
14044 - Computer Operator IV		22.42
14045 - Computer Operator V		24.83
14071 - Computer Programmer I	(see 1)	22.92
14072 - Computer Programmer II	(see 1)	27.56
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.18
14160 - Personal Computer Support Technician		22.42
14170 - System Support Specialist		23.54
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.58
15020 - Aircrew Training Devices Instructor (Rated)		34.55
15030 - Air Crew Training Devices Instructor (Pilot)		40.67
15050 - Computer Based Training Specialist / Instructor		29.03
15060 - Educational Technologist		38.31
15070 - Flight Instructor (Pilot)		40.67
15080 - Graphic Artist		22.03
15085 - Maintenance Test Pilot Fixed Jet/Prop		40.67

15086 - Maintenance Test Pilot Rotary Wing 40.67
15088 - Non-Maintenance Test/Co-Pilot 40.67
15090 - Technical Instructor 22.78
15095 - Technical Instructor/Course Developer 27.87
15110 - Test Proctor 18.39
15120 - Tutor 18.39
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.38
16030 - Counter Attendant 10.38
16040 - Dry Cleaner 13.17
16070 - Finisher Flatwork Machine 10.38
16090 - Presser Hand 10.38
16110 - Presser Machine Drycleaning 10.38
16130 - Presser Machine Shirts 10.38
16160 - Presser Machine Wearing Apparel Laundry 10.38
16190 - Sewing Machine Operator 14.09
16220 - Tailor 14.98
16250 - Washer Machine 11.36
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 18.63
19040 - Tool And Die Maker 22.70
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.62
21030 - Material Coordinator 18.02
21040 - Material Expediter 18.02
21050 - Material Handling Laborer 12.35
21071 - Order Filler 11.79
21080 - Production Line Worker (Food Processing) 16.62
21110 - Shipping Packer 14.43
21130 - Shipping/Receiving Clerk 14.43
21140 - Store Worker I 11.01
21150 - Stock Clerk 15.73
21210 - Tools And Parts Attendant 16.62
21410 - Warehouse Specialist 16.62
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.29
23019 - Aircraft Logs and Records Technician 21.80
23021 - Aircraft Mechanic I 25.04
23022 - Aircraft Mechanic II 26.29
23023 - Aircraft Mechanic III 27.60
23040 - Aircraft Mechanic Helper 19.58
23050 - Aircraft Painter 20.63
23060 - Aircraft Servicer 21.80
23070 - Aircraft Survival Flight Equipment Technician 20.63
23080 - Aircraft Worker 22.87
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.87
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.04
23110 - Appliance Mechanic 18.63

23120 - Bicycle Repairer	15.08
23125 - Cable Splicer	22.88
23130 - Carpenter Maintenance	20.01
23140 - Carpet Layer	17.53
23160 - Electrician Maintenance	21.02
23181 - Electronics Technician Maintenance I	18.96
23182 - Electronics Technician Maintenance II	20.76
23183 - Electronics Technician Maintenance III	24.93
23260 - Fabric Worker	16.32
23290 - Fire Alarm System Mechanic	19.83
23310 - Fire Extinguisher Repairer	15.08
23311 - Fuel Distribution System Mechanic	19.83
23312 - Fuel Distribution System Operator	15.87
23370 - General Maintenance Worker	17.25
23380 - Ground Support Equipment Mechanic	25.04
23381 - Ground Support Equipment Servicer	21.80
23382 - Ground Support Equipment Worker	22.87
23391 - Gunsmith I	15.08
23392 - Gunsmith II	17.53
23393 - Gunsmith III	19.83
23410 - Heating Ventilation And Air-Conditioning Mechanic	19.51
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	20.55
23430 - Heavy Equipment Mechanic	19.83
23440 - Heavy Equipment Operator	18.46
23460 - Instrument Mechanic	19.83
23465 - Laboratory/Shelter Mechanic	18.63
23470 - Laborer	12.35
23510 - Locksmith	18.63
23530 - Machinery Maintenance Mechanic	20.38
23550 - Machinist Maintenance	19.83
23580 - Maintenance Trades Helper	14.98
23591 - Metrology Technician I	19.83
23592 - Metrology Technician II	20.89
23593 - Metrology Technician III	21.82
23640 - Millwright	19.83
23710 - Office Appliance Repairer	19.56
23760 - Painter Maintenance	17.67
23790 - Pipefitter Maintenance	23.63
23810 - Plumber Maintenance	22.20
23820 - Pneudraulic Systems Mechanic	19.83
23850 - Rigger	19.83
23870 - Scale Mechanic	17.53
23890 - Sheet-Metal Worker Maintenance	19.83
23910 - Small Engine Mechanic	17.53
23931 - Telecommunications Mechanic I	22.37
23932 - Telecommunications Mechanic II	26.54
23950 - Telephone Lineman	23.50
23960 - Welder Combination Maintenance	18.34

23965 - Well Driller	19.83
23970 - Woodcraft Worker	19.83
23980 - Woodworker	15.08
24000 - Personal Needs Occupations	
24550 - Case Manager	17.54
24570 - Child Care Attendant	12.15
24580 - Child Care Center Clerk	15.16
24610 - Chore Aide	11.38
24620 - Family Readiness And Support Services Coordinator	17.54
24630 - Homemaker	17.54
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.86
25040 - Sewage Plant Operator	21.30
25070 - Stationary Engineer	20.86
25190 - Ventilation Equipment Tender	14.64
25210 - Water Treatment Plant Operator	21.30
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.36
27007 - Baggage Inspector	13.16
27008 - Corrections Officer	22.81
27010 - Court Security Officer	21.45
27030 - Detection Dog Handler	20.20
27040 - Detention Officer	22.81
27070 - Firefighter	19.59
27101 - Guard I	13.16
27102 - Guard II	20.20
27131 - Police Officer I	24.05
27132 - Police Officer II	26.80
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.21
28042 - Carnival Equipment Repairer	14.38
28043 - Carnival Worker	9.56
28210 - Gate Attendant/Gate Tender	18.65
28310 - Lifeguard	16.34
28350 - Park Attendant (Aide)	20.86
28510 - Recreation Aide/Health Facility Attendant	12.86
28515 - Recreation Specialist	24.92
28630 - Sports Official	16.61
28690 - Swimming Pool Operator	16.72
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.40
29020 - Hatch Tender	18.40
29030 - Line Handler	18.40
29041 - Stevedore I	16.51
29042 - Stevedore II	20.12
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		15.80
30022 - Archeological Technician II		18.16
30023 - Archeological Technician III		22.52
30030 - Cartographic Technician		24.49
30040 - Civil Engineering Technician		23.44
30051 - Cryogenic Technician I		22.92
30052 - Cryogenic Technician II		25.31
30061 - Drafter/CAD Operator I		14.36
30062 - Drafter/CAD Operator II		18.16
30063 - Drafter/CAD Operator III		18.41
30064 - Drafter/CAD Operator IV		24.93
30081 - Engineering Technician I		16.69
30082 - Engineering Technician II		18.74
30083 - Engineering Technician III		21.23
30084 - Engineering Technician IV		24.45
30085 - Engineering Technician V		26.10
30086 - Engineering Technician VI		29.43
30090 - Environmental Technician		18.16
30095 - Evidence Control Specialist		20.69
30210 - Laboratory Technician		17.50
30221 - Latent Fingerprint Technician I		22.92
30222 - Latent Fingerprint Technician II		25.31
30240 - Mathematical Technician		21.76
30361 - Paralegal/Legal Assistant I		18.44
30362 - Paralegal/Legal Assistant II		22.84
30363 - Paralegal/Legal Assistant III		27.94
30364 - Paralegal/Legal Assistant IV		33.80
30375 - Petroleum Supply Specialist		25.31
30390 - Photo-Optics Technician		22.93
30395 - Radiation Control Technician		25.31
30461 - Technical Writer I		18.74
30462 - Technical Writer II		22.95
30463 - Technical Writer III		27.73
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		22.92
30502 - Weather Forecaster II		27.87
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	18.41
30621 - Weather Observer Senior	(see 2)	19.10
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		12.46
31030 - Bus Driver		17.84
31043 - Driver Courier		13.12
31260 - Parking and Lot Attendant		10.96
31290 - Shuttle Bus Driver		14.30

31310 - Taxi Driver	13.53
31361 - Truckdriver Light	14.30
31362 - Truckdriver Medium	15.47
31363 - Truckdriver Heavy	19.17
31364 - Truckdriver Tractor-Trailer	19.17
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.78
99050 - Desk Clerk	12.15
99095 - Embalmer	26.58
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.93
99252 - Laboratory Animal Caretaker II	14.07
99260 - Marketing Analyst	22.92
99310 - Mortician	26.58
99410 - Pest Controller	15.50
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	14.99
99711 - Recycling Specialist	18.22
99730 - Refuse Collector	13.27
99810 - Sales Clerk	12.49
99820 - School Crossing Guard	12.48
99830 - Survey Party Chief	17.81
99831 - Surveying Aide	10.96
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	17.25
99841 - Vending Machine Repairer	21.83
99842 - Vending Machine Repairer Helper	17.25

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 5 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4566
Revision No.: 13
Date Of Last Revision: 06/18/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Florida

Area: Florida County of Charlotte

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.55
01012 - Accounting Clerk II		16.15
01013 - Accounting Clerk III		18.08
01020 - Administrative Assistant		22.34
01035 - Court Reporter		18.36
01041 - Customer Service Representative I		11.30
01042 - Customer Service Representative II		12.70
01043 - Customer Service Representative III		13.85
01051 - Data Entry Operator I		12.97
01052 - Data Entry Operator II		14.15
01060 - Dispatcher Motor Vehicle		18.22
01070 - Document Preparation Clerk		14.15

01090 - Duplicating Machine Operator 14.15
01111 - General Clerk I 13.01
01112 - General Clerk II 14.19
01113 - General Clerk III 15.93
01120 - Housing Referral Assistant 19.81
01141 - Messenger Courier 11.26
01191 - Order Clerk I 12.97
01192 - Order Clerk II 14.15
01261 - Personnel Assistant (Employment) I 15.89
01262 - Personnel Assistant (Employment) II 18.22
01263 - Personnel Assistant (Employment) III 19.81
01270 - Production Control Clerk 19.92
01290 - Rental Clerk 14.73
01300 - Scheduler Maintenance 15.89
01311 - Secretary I 15.89
01312 - Secretary II 17.78
01313 - Secretary III 19.81
01320 - Service Order Dispatcher 16.28
01410 - Supply Technician 22.34
01420 - Survey Worker 16.32
01460 - Switchboard Operator/Receptionist 13.90
01531 - Travel Clerk I 13.24
01532 - Travel Clerk II 14.39
01533 - Travel Clerk III 15.64
01611 - Word Processor I 14.15
01612 - Word Processor II 15.89
01613 - Word Processor III 17.78
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.22
05010 - Automotive Electrician 20.79
05040 - Automotive Glass Installer 19.87
05070 - Automotive Worker 19.87
05110 - Mobile Equipment Servicer 18.02
05130 - Motor Equipment Metal Mechanic 21.75
05160 - Motor Equipment Metal Worker 19.87
05190 - Motor Vehicle Mechanic 20.88
05220 - Motor Vehicle Mechanic Helper 17.00
05250 - Motor Vehicle Upholstery Worker 18.94
05280 - Motor Vehicle Wrecker 19.87
05310 - Painter Automotive 20.79
05340 - Radiator Repair Specialist 19.87
05370 - Tire Repairer 12.83
05400 - Transmission Repair Specialist 21.53
07000 - Food Preparation And Service Occupations
07010 - Baker 12.92
07041 - Cook I 12.58
07042 - Cook II 14.63
07070 - Dishwasher 9.86
07130 - Food Service Worker 11.62
07210 - Meat Cutter 15.52

07260 - Waiter/Waitress	9.86
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.63
09040 - Furniture Handler	12.13
09080 - Furniture Refinisher	18.63
09090 - Furniture Refinisher Helper	13.85
09110 - Furniture Repairer Minor	16.32
09130 - Upholsterer	18.63
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.87
11060 - Elevator Operator	10.87
11090 - Gardener	17.00
11122 - Housekeeping Aide	12.87
11150 - Janitor	12.87
11210 - Laborer Grounds Maintenance	12.85
11240 - Maid or Houseman	10.65
11260 - Pruner	11.30
11270 - Tractor Operator	15.62
11330 - Trail Maintenance Worker	12.85
11360 - Window Cleaner	14.60
12000 - Health Occupations	
12010 - Ambulance Driver	19.53
12011 - Breath Alcohol Technician	18.60
12012 - Certified Occupational Therapist Assistant	31.89
12015 - Certified Physical Therapist Assistant	35.29
12020 - Dental Assistant	20.22
12025 - Dental Hygienist	35.24
12030 - EKG Technician	28.19
12035 - Electroneurodiagnostic Technologist	28.19
12040 - Emergency Medical Technician	19.53
12071 - Licensed Practical Nurse I	17.44
12072 - Licensed Practical Nurse II	19.51
12073 - Licensed Practical Nurse III	21.75
12100 - Medical Assistant	16.05
12130 - Medical Laboratory Technician	18.37
12160 - Medical Record Clerk	17.07
12190 - Medical Record Technician	22.65
12195 - Medical Transcriptionist	16.63
12210 - Nuclear Medicine Technologist	40.88
12221 - Nursing Assistant I	11.37
12222 - Nursing Assistant II	12.78
12223 - Nursing Assistant III	13.94
12224 - Nursing Assistant IV	15.65
12235 - Optical Dispenser	21.72
12236 - Optical Technician	16.63
12250 - Pharmacy Technician	15.45
12280 - Phlebotomist	16.63
12305 - Radiologic Technologist	26.46
12311 - Registered Nurse I	23.88
12312 - Registered Nurse II	28.20

12313 - Registered Nurse II Specialist		28.20
12314 - Registered Nurse III		34.11
12315 - Registered Nurse III Anesthetist		34.11
12316 - Registered Nurse IV		40.89
12317 - Scheduler (Drug and Alcohol Testing)		23.75
12320 - Substance Abuse Treatment Counselor		23.07
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.45
13012 - Exhibits Specialist II		26.22
13013 - Exhibits Specialist III		30.49
13041 - Illustrator I		18.88
13042 - Illustrator II		23.39
13043 - Illustrator III		28.61
13047 - Librarian		27.59
13050 - Library Aide/Clerk		10.78
13054 - Library Information Technology Systems Administrator		24.65
13058 - Library Technician		13.82
13061 - Media Specialist I		17.98
13062 - Media Specialist II		20.11
13063 - Media Specialist III		22.43
13071 - Photographer I		18.09
13072 - Photographer II		20.23
13073 - Photographer III		25.08
13074 - Photographer IV		29.18
13075 - Photographer V		35.30
13090 - Technical Order Library Clerk		16.73
13110 - Video Teleconference Technician		18.18
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.18
14042 - Computer Operator II		18.10
14043 - Computer Operator III		20.18
14044 - Computer Operator IV		22.42
14045 - Computer Operator V		24.83
14071 - Computer Programmer I	(see 1)	22.92
14072 - Computer Programmer II	(see 1)	27.56
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.18
14160 - Personal Computer Support Technician		22.42
14170 - System Support Specialist		23.54
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.58
15020 - Aircrew Training Devices Instructor (Rated)		34.55
15030 - Air Crew Training Devices Instructor (Pilot)		40.67
15050 - Computer Based Training Specialist / Instructor		29.03
15060 - Educational Technologist		38.31

15070 - Flight Instructor (Pilot) 40.67
15080 - Graphic Artist 22.03
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.67
15086 - Maintenance Test Pilot Rotary Wing 40.67
15088 - Non-Maintenance Test/Co-Pilot 40.67
15090 - Technical Instructor 22.78
15095 - Technical Instructor/Course Developer 27.87
15110 - Test Proctor 18.39
15120 - Tutor 18.39
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.38
16030 - Counter Attendant 10.38
16040 - Dry Cleaner 13.17
16070 - Finisher Flatwork Machine 10.38
16090 - Presser Hand 10.38
16110 - Presser Machine Drycleaning 10.38
16130 - Presser Machine Shirts 10.38
16160 - Presser Machine Wearing Apparel Laundry 10.38
16190 - Sewing Machine Operator 14.09
16220 - Tailor 14.98
16250 - Washer Machine 11.36
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 18.63
19040 - Tool And Die Maker 22.70
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.62
21030 - Material Coordinator 18.02
21040 - Material Expediter 18.02
21050 - Material Handling Laborer 12.35
21071 - Order Filler 11.79
21080 - Production Line Worker (Food Processing) 16.62
21110 - Shipping Packer 14.43
21130 - Shipping/Receiving Clerk 14.43
21140 - Store Worker I 11.01
21150 - Stock Clerk 15.73
21210 - Tools And Parts Attendant 16.62
21410 - Warehouse Specialist 16.62
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.29
23019 - Aircraft Logs and Records Technician 21.80
23021 - Aircraft Mechanic I 25.04
23022 - Aircraft Mechanic II 26.29
23023 - Aircraft Mechanic III 27.60
23040 - Aircraft Mechanic Helper 19.58
23050 - Aircraft Painter 20.63
23060 - Aircraft Servicer 21.80
23070 - Aircraft Survival Flight Equipment Technician 20.63
23080 - Aircraft Worker 22.87
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.87

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.04
23110 - Appliance Mechanic 18.63
23120 - Bicycle Repairer 15.08
23125 - Cable Splicer 22.88
23130 - Carpenter Maintenance 20.01
23140 - Carpet Layer 17.53
23160 - Electrician Maintenance 21.02
23181 - Electronics Technician Maintenance I 18.96
23182 - Electronics Technician Maintenance II 20.76
23183 - Electronics Technician Maintenance III 24.93
23260 - Fabric Worker 16.32
23290 - Fire Alarm System Mechanic 19.83
23310 - Fire Extinguisher Repairer 15.08
23311 - Fuel Distribution System Mechanic 19.83
23312 - Fuel Distribution System Operator 15.87
23370 - General Maintenance Worker 17.25
23380 - Ground Support Equipment Mechanic 25.04
23381 - Ground Support Equipment Servicer 21.80
23382 - Ground Support Equipment Worker 22.87
23391 - Gunsmith I 15.08
23392 - Gunsmith II 17.53
23393 - Gunsmith III 19.83
23410 - Heating Ventilation And Air-Conditioning Mechanic 19.51
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 20.55
23430 - Heavy Equipment Mechanic 19.83
23440 - Heavy Equipment Operator 18.46
23460 - Instrument Mechanic 19.83
23465 - Laboratory/Shelter Mechanic 18.63
23470 - Laborer 12.35
23510 - Locksmith 18.63
23530 - Machinery Maintenance Mechanic 20.38
23550 - Machinist Maintenance 19.83
23580 - Maintenance Trades Helper 14.98
23591 - Metrology Technician I 19.83
23592 - Metrology Technician II 20.89
23593 - Metrology Technician III 21.82
23640 - Millwright 19.83
23710 - Office Appliance Repairer 19.56
23760 - Painter Maintenance 17.67
23790 - Pipefitter Maintenance 23.63
23810 - Plumber Maintenance 22.20
23820 - Pneudraulic Systems Mechanic 19.83
23850 - Rigger 19.83
23870 - Scale Mechanic 17.53
23890 - Sheet-Metal Worker Maintenance 19.83
23910 - Small Engine Mechanic 17.53
23931 - Telecommunications Mechanic I 22.37

23932 - Telecommunications Mechanic II 26.54
23950 - Telephone Lineman 23.50
23960 - Welder Combination Maintenance 18.34
23965 - Well Driller 19.83
23970 - Woodcraft Worker 19.83
23980 - Woodworker 15.08
24000 - Personal Needs Occupations
24550 - Case Manager 17.54
24570 - Child Care Attendant 12.15
24580 - Child Care Center Clerk 15.16
24610 - Chore Aide 11.38
24620 - Family Readiness And Support Services Coordinator 17.54
24630 - Homemaker 17.54
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 20.86
25040 - Sewage Plant Operator 21.30
25070 - Stationary Engineer 20.86
25190 - Ventilation Equipment Tender 14.64
25210 - Water Treatment Plant Operator 21.30
27000 - Protective Service Occupations
27004 - Alarm Monitor 18.36
27007 - Baggage Inspector 13.16
27008 - Corrections Officer 22.81
27010 - Court Security Officer 21.45
27030 - Detection Dog Handler 20.20
27040 - Detention Officer 22.81
27070 - Firefighter 19.59
27101 - Guard I 13.16
27102 - Guard II 20.20
27131 - Police Officer I 24.05
27132 - Police Officer II 26.80
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.21
28042 - Carnival Equipment Repairer 14.38
28043 - Carnival Worker 9.56
28210 - Gate Attendant/Gate Tender 18.65
28310 - Lifeguard 16.34
28350 - Park Attendant (Aide) 20.86
28510 - Recreation Aide/Health Facility Attendant 12.86
28515 - Recreation Specialist 24.92
28630 - Sports Official 16.61
28690 - Swimming Pool Operator 16.72
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 18.40
29020 - Hatch Tender 18.40
29030 - Line Handler 18.40
29041 - Stevedore I 16.51
29042 - Stevedore II 20.12
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 15.80
30022 - Archeological Technician II 18.16
30023 - Archeological Technician III 22.52
30030 - Cartographic Technician 24.49
30040 - Civil Engineering Technician 23.44
30051 - Cryogenic Technician I 22.92
30052 - Cryogenic Technician II 25.31
30061 - Drafter/CAD Operator I 14.36
30062 - Drafter/CAD Operator II 18.16
30063 - Drafter/CAD Operator III 18.41
30064 - Drafter/CAD Operator IV 24.93
30081 - Engineering Technician I 16.69
30082 - Engineering Technician II 18.74
30083 - Engineering Technician III 21.23
30084 - Engineering Technician IV 24.45
30085 - Engineering Technician V 26.10
30086 - Engineering Technician VI 29.43
30090 - Environmental Technician 18.16
30095 - Evidence Control Specialist 20.69
30210 - Laboratory Technician 17.50
30221 - Latent Fingerprint Technician I 22.92
30222 - Latent Fingerprint Technician II 25.31
30240 - Mathematical Technician 21.76
30361 - Paralegal/Legal Assistant I 18.44
30362 - Paralegal/Legal Assistant II 22.84
30363 - Paralegal/Legal Assistant III 27.94
30364 - Paralegal/Legal Assistant IV 33.80
30375 - Petroleum Supply Specialist 25.31
30390 - Photo-Optics Technician 22.93
30395 - Radiation Control Technician 25.31
30461 - Technical Writer I 18.74
30462 - Technical Writer II 22.95
30463 - Technical Writer III 27.73
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 22.92
30502 - Weather Forecaster II 27.87
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 18.41
30621 - Weather Observer Senior (see 2) 19.10
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.46
31030 - Bus Driver 17.84

31043 - Driver Courier	13.12
31260 - Parking and Lot Attendant	10.96
31290 - Shuttle Bus Driver	14.30
31310 - Taxi Driver	13.53
31361 - Truckdriver Light	14.30
31362 - Truckdriver Medium	15.47
31363 - Truckdriver Heavy	19.17
31364 - Truckdriver Tractor-Trailer	19.17
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.78
99050 - Desk Clerk	12.15
99095 - Embalmer	26.58
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.93
99252 - Laboratory Animal Caretaker II	14.07
99260 - Marketing Analyst	22.92
99310 - Mortician	26.58
99410 - Pest Controller	15.50
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	14.99
99711 - Recycling Specialist	18.22
99730 - Refuse Collector	13.27
99810 - Sales Clerk	12.49
99820 - School Crossing Guard	12.48
99830 - Survey Party Chief	17.81
99831 - Surveying Aide	10.96
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	17.25
99841 - Vending Machine Repairer	21.83
99842 - Vending Machine Repairer Helper	17.25

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 5 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4567
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: Florida

Area: Florida County of Indian River

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.73
01012 - Accounting Clerk II		17.66
01013 - Accounting Clerk III		19.75
01020 - Administrative Assistant		22.90
01035 - Court Reporter		17.82
01041 - Customer Service Representative I		11.85
01042 - Customer Service Representative II		13.32
01043 - Customer Service Representative III		14.54
01051 - Data Entry Operator I		12.92
01052 - Data Entry Operator II		14.10
01060 - Dispatcher Motor Vehicle		16.31
01070 - Document Preparation Clerk		14.97
01090 - Duplicating Machine Operator		14.97
01111 - General Clerk I		13.84
01112 - General Clerk II		15.11

01113 - General Clerk III 16.96
01120 - Housing Referral Assistant 19.86
01141 - Messenger Courier 12.16
01191 - Order Clerk I 12.92
01192 - Order Clerk II 14.10
01261 - Personnel Assistant (Employment) I 15.83
01262 - Personnel Assistant (Employment) II 17.71
01263 - Personnel Assistant (Employment) III 19.75
01270 - Production Control Clerk 19.41
01290 - Rental Clerk 15.52
01300 - Scheduler Maintenance 15.92
01311 - Secretary I 15.92
01312 - Secretary II 17.82
01313 - Secretary III 19.86
01320 - Service Order Dispatcher 14.82
01410 - Supply Technician 22.90
01420 - Survey Worker 16.86
01460 - Switchboard Operator/Receptionist 13.96
01531 - Travel Clerk I 13.85
01532 - Travel Clerk II 15.01
01533 - Travel Clerk III 16.12
01611 - Word Processor I 14.18
01612 - Word Processor II 15.92
01613 - Word Processor III 17.82
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.32
05010 - Automotive Electrician 18.15
05040 - Automotive Glass Installer 17.17
05070 - Automotive Worker 17.17
05110 - Mobile Equipment Servicer 15.50
05130 - Motor Equipment Metal Mechanic 18.88
05160 - Motor Equipment Metal Worker 17.17
05190 - Motor Vehicle Mechanic 18.80
05220 - Motor Vehicle Mechanic Helper 14.58
05250 - Motor Vehicle Upholstery Worker 16.58
05280 - Motor Vehicle Wrecker 17.17
05310 - Painter Automotive 18.04
05340 - Radiator Repair Specialist 17.17
05370 - Tire Repairer 13.67
05400 - Transmission Repair Specialist 18.88
07000 - Food Preparation And Service Occupations
07010 - Baker 14.46
07041 - Cook I 13.91
07042 - Cook II 16.01
07070 - Dishwasher 11.49
07130 - Food Service Worker 11.24
07210 - Meat Cutter 14.83
07260 - Waiter/Waitress 9.74
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 18.96

09040 - Furniture Handler 13.01
09080 - Furniture Refinisher 19.13
09090 - Furniture Refinisher Helper 14.49
09110 - Furniture Repairer Minor 16.83
09130 - Upholsterer 19.29
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.55
11060 - Elevator Operator 11.55
11090 - Gardener 17.65
11122 - Housekeeping Aide 11.47
11150 - Janitor 11.47
11210 - Laborer Grounds Maintenance 13.80
11240 - Maid or Houseman 11.38
11260 - Pruner 12.52
11270 - Tractor Operator 16.37
11330 - Trail Maintenance Worker 13.80
11360 - Window Cleaner 12.63
12000 - Health Occupations
12010 - Ambulance Driver 20.03
12011 - Breath Alcohol Technician 20.03
12012 - Certified Occupational Therapist Assistant 27.48
12015 - Certified Physical Therapist Assistant 29.20
12020 - Dental Assistant 19.22
12025 - Dental Hygienist 34.61
12030 - EKG Technician 28.60
12035 - Electroneurodiagnostic Technologist 28.60
12040 - Emergency Medical Technician 20.03
12071 - Licensed Practical Nurse I 17.90
12072 - Licensed Practical Nurse II 20.03
12073 - Licensed Practical Nurse III 22.33
12100 - Medical Assistant 15.53
12130 - Medical Laboratory Technician 27.31
12160 - Medical Record Clerk 15.60
12190 - Medical Record Technician 17.45
12195 - Medical Transcriptionist 17.90
12210 - Nuclear Medicine Technologist 44.01
12221 - Nursing Assistant I 12.81
12222 - Nursing Assistant II 14.39
12223 - Nursing Assistant III 15.71
12224 - Nursing Assistant IV 17.64
12235 - Optical Dispenser 19.45
12236 - Optical Technician 17.90
12250 - Pharmacy Technician 15.33
12280 - Phlebotomist 15.21
12305 - Radiologic Technologist 26.00
12311 - Registered Nurse I 26.16
12312 - Registered Nurse II 32.00
12313 - Registered Nurse II Specialist 32.00
12314 - Registered Nurse III 38.72
12315 - Registered Nurse III Anesthetist 38.72

12316 - Registered Nurse IV		46.42
12317 - Scheduler (Drug and Alcohol Testing)		24.80
12320 - Substance Abuse Treatment Counselor		23.54
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.89
13012 - Exhibits Specialist II		27.13
13013 - Exhibits Specialist III		33.19
13041 - Illustrator I		21.89
13042 - Illustrator II		27.13
13043 - Illustrator III		33.19
13047 - Librarian		30.04
13050 - Library Aide/Clerk		15.96
13054 - Library Information Technology Systems Administrator		27.13
13058 - Library Technician		21.89
13061 - Media Specialist I		19.58
13062 - Media Specialist II		21.89
13063 - Media Specialist III		24.41
13071 - Photographer I		19.58
13072 - Photographer II		21.89
13073 - Photographer III		27.13
13074 - Photographer IV		33.19
13075 - Photographer V		39.95
13090 - Technical Order Library Clerk		18.37
13110 - Video Teleconference Technician		19.58
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.15
14042 - Computer Operator II		18.06
14043 - Computer Operator III		20.14
14044 - Computer Operator IV		22.37
14045 - Computer Operator V		24.79
14071 - Computer Programmer I	(see 1)	23.18
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.15
14160 - Personal Computer Support Technician		22.37
14170 - System Support Specialist		24.79
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.98
15020 - Aircrew Training Devices Instructor (Rated)		34.26
15030 - Air Crew Training Devices Instructor (Pilot)		38.96
15050 - Computer Based Training Specialist / Instructor		29.98
15060 - Educational Technologist		28.12
15070 - Flight Instructor (Pilot)		38.96
15080 - Graphic Artist		20.58
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.06

15086 - Maintenance Test Pilot Rotary Wing 41.06
15088 - Non-Maintenance Test/Co-Pilot 41.06
15090 - Technical Instructor 24.00
15095 - Technical Instructor/Course Developer 28.50
15110 - Test Proctor 19.69
15120 - Tutor 19.69
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.50
16030 - Counter Attendant 10.50
16040 - Dry Cleaner 13.05
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 13.88
16220 - Tailor 14.72
16250 - Washer Machine 11.36
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 18.10
19040 - Tool And Die Maker 22.36
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.24
21030 - Material Coordinator 19.41
21040 - Material Expediter 19.41
21050 - Material Handling Laborer 15.14
21071 - Order Filler 13.17
21080 - Production Line Worker (Food Processing) 15.24
21110 - Shipping Packer 16.93
21130 - Shipping/Receiving Clerk 16.93
21140 - Store Worker I 13.48
21150 - Stock Clerk 18.03
21210 - Tools And Parts Attendant 15.24
21410 - Warehouse Specialist 15.24
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.29
23019 - Aircraft Logs and Records Technician 17.51
23021 - Aircraft Mechanic I 22.18
23022 - Aircraft Mechanic II 23.29
23023 - Aircraft Mechanic III 24.46
23040 - Aircraft Mechanic Helper 15.59
23050 - Aircraft Painter 19.91
23060 - Aircraft Servicer 17.51
23070 - Aircraft Survival Flight Equipment Technician 19.91
23080 - Aircraft Worker 18.71
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 18.71
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.18
23110 - Appliance Mechanic 18.95

23120 - Bicycle Repairer 14.78
23125 - Cable Splicer 24.84
23130 - Carpenter Maintenance 19.01
23140 - Carpet Layer 17.82
23160 - Electrician Maintenance 22.10
23181 - Electronics Technician Maintenance I 22.65
23182 - Electronics Technician Maintenance II 24.25
23183 - Electronics Technician Maintenance III 25.73
23260 - Fabric Worker 16.67
23290 - Fire Alarm System Mechanic 19.21
23310 - Fire Extinguisher Repairer 15.49
23311 - Fuel Distribution System Mechanic 20.11
23312 - Fuel Distribution System Operator 16.75
23370 - General Maintenance Worker 17.61
23380 - Ground Support Equipment Mechanic 22.18
23381 - Ground Support Equipment Servicer 17.51
23382 - Ground Support Equipment Worker 18.71
23391 - Gunsmith I 17.56
23392 - Gunsmith II 20.20
23393 - Gunsmith III 22.75
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.27
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.43
23430 - Heavy Equipment Mechanic 20.74
23440 - Heavy Equipment Operator 20.44
23460 - Instrument Mechanic 20.11
23465 - Laboratory/Shelter Mechanic 20.21
23470 - Laborer 15.14
23510 - Locksmith 18.10
23530 - Machinery Maintenance Mechanic 23.76
23550 - Machinist Maintenance 20.27
23580 - Maintenance Trades Helper 16.59
23591 - Metrology Technician I 20.11
23592 - Metrology Technician II 21.26
23593 - Metrology Technician III 22.06
23640 - Millwright 20.21
23710 - Office Appliance Repairer 18.22
23760 - Painter Maintenance 17.34
23790 - Pipefitter Maintenance 24.05
23810 - Plumber Maintenance 22.66
23820 - Pneudraulic Systems Mechanic 20.11
23850 - Rigger 19.60
23870 - Scale Mechanic 17.82
23890 - Sheet-Metal Worker Maintenance 19.20
23910 - Small Engine Mechanic 18.15
23931 - Telecommunications Mechanic I 24.60
23932 - Telecommunications Mechanic II 26.01
23950 - Telephone Lineman 21.31
23960 - Welder Combination Maintenance 19.95

23965 - Well Driller		20.11
23970 - Woodcraft Worker		20.11
23980 - Woodworker		14.78
24000 - Personal Needs Occupations		
24550 - Case Manager		15.46
24570 - Child Care Attendant		11.20
24580 - Child Care Center Clerk		13.97
24610 - Chore Aide		11.87
24620 - Family Readiness And Support Services Coordinator		15.46
24630 - Homemaker		16.32
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		19.21
25040 - Sewage Plant Operator		27.06
25070 - Stationary Engineer		19.21
25190 - Ventilation Equipment Tender		14.23
25210 - Water Treatment Plant Operator		27.06
27000 - Protective Service Occupations		
27004 - Alarm Monitor		18.79
27007 - Baggage Inspector		13.28
27008 - Corrections Officer		18.77
27010 - Court Security Officer		18.77
27030 - Detection Dog Handler		17.09
27040 - Detention Officer		18.77
27070 - Firefighter		21.14
27101 - Guard I		13.28
27102 - Guard II		17.09
27131 - Police Officer I		22.07
27132 - Police Officer II		24.53
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.12
28042 - Carnival Equipment Repairer		13.78
28043 - Carnival Worker		9.78
28210 - Gate Attendant/Gate Tender		15.48
28310 - Lifeguard		15.68
28350 - Park Attendant (Aide)		17.32
28510 - Recreation Aide/Health Facility Attendant		12.64
28515 - Recreation Specialist		21.45
28630 - Sports Official		13.79
28690 - Swimming Pool Operator		15.86
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		17.91
29020 - Hatch Tender		17.91
29030 - Line Handler		17.91
29041 - Stevedore I		17.02
29042 - Stevedore II		20.11
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	42.48
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	29.30
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	32.27

30021 - Archeological Technician I		18.73
30022 - Archeological Technician II		20.94
30023 - Archeological Technician III		25.95
30030 - Cartographic Technician		25.95
30040 - Civil Engineering Technician		25.95
30051 - Cryogenic Technician I		28.73
30052 - Cryogenic Technician II		31.75
30061 - Drafter/CAD Operator I		18.73
30062 - Drafter/CAD Operator II		20.94
30063 - Drafter/CAD Operator III		23.35
30064 - Drafter/CAD Operator IV		28.73
30081 - Engineering Technician I		16.68
30082 - Engineering Technician II		18.73
30083 - Engineering Technician III		20.94
30084 - Engineering Technician IV		25.95
30085 - Engineering Technician V		31.75
30086 - Engineering Technician VI		38.40
30090 - Environmental Technician		25.95
30095 - Evidence Control Specialist		25.95
30210 - Laboratory Technician		23.35
30221 - Latent Fingerprint Technician I		28.73
30222 - Latent Fingerprint Technician II		31.75
30240 - Mathematical Technician		25.95
30361 - Paralegal/Legal Assistant I		20.22
30362 - Paralegal/Legal Assistant II		25.28
30363 - Paralegal/Legal Assistant III		30.92
30364 - Paralegal/Legal Assistant IV		37.42
30375 - Petroleum Supply Specialist		31.75
30390 - Photo-Optics Technician		23.10
30395 - Radiation Control Technician		31.75
30461 - Technical Writer I		25.95
30462 - Technical Writer II		31.75
30463 - Technical Writer III		38.40
30491 - Unexploded Ordnance (UXO) Technician I		27.00
30492 - Unexploded Ordnance (UXO) Technician II		32.67
30493 - Unexploded Ordnance (UXO) Technician III		39.16
30494 - Unexploded (UXO) Safety Escort		27.00
30495 - Unexploded (UXO) Sweep Personnel		27.00
30501 - Weather Forecaster I		28.73
30502 - Weather Forecaster II		34.95
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.35
30621 - Weather Observer Senior	(see 2)	25.95
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		32.67
31020 - Bus Aide		11.55
31030 - Bus Driver		15.91
31043 - Driver Courier		15.56
31260 - Parking and Lot Attendant		11.35
31290 - Shuttle Bus Driver		14.77

31310 - Taxi Driver	15.42
31361 - Truckdriver Light	14.77
31362 - Truckdriver Medium	15.11
31363 - Truckdriver Heavy	17.00
31364 - Truckdriver Tractor-Trailer	17.00
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.93
99030 - Cashier	11.08
99050 - Desk Clerk	11.68
99095 - Embalmer	27.00
99130 - Flight Follower	27.00
99251 - Laboratory Animal Caretaker I	14.97
99252 - Laboratory Animal Caretaker II	16.13
99260 - Marketing Analyst	30.36
99310 - Mortician	27.00
99410 - Pest Controller	19.00
99510 - Photofinishing Worker	14.19
99710 - Recycling Laborer	16.53
99711 - Recycling Specialist	19.61
99730 - Refuse Collector	15.00
99810 - Sales Clerk	12.44
99820 - School Crossing Guard	14.65
99830 - Survey Party Chief	20.33
99831 - Surveying Aide	13.47
99832 - Surveying Technician	18.48
99840 - Vending Machine Attendant	19.61
99841 - Vending Machine Repairer	24.33
99842 - Vending Machine Repairer Helper	19.61

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4568
Revision No.: 13
Date Of Last Revision: 06/18/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Florida

Area: Florida County of Indian River

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.73
01012 - Accounting Clerk II		17.66
01013 - Accounting Clerk III		19.75
01020 - Administrative Assistant		22.90
01035 - Court Reporter		17.82
01041 - Customer Service Representative I		11.85
01042 - Customer Service Representative II		13.32
01043 - Customer Service Representative III		14.54
01051 - Data Entry Operator I		12.92
01052 - Data Entry Operator II		14.10
01060 - Dispatcher Motor Vehicle		16.31
01070 - Document Preparation Clerk		14.97

01090 - Duplicating Machine Operator 14.97
01111 - General Clerk I 13.84
01112 - General Clerk II 15.11
01113 - General Clerk III 16.96
01120 - Housing Referral Assistant 19.86
01141 - Messenger Courier 12.16
01191 - Order Clerk I 12.92
01192 - Order Clerk II 14.10
01261 - Personnel Assistant (Employment) I 15.83
01262 - Personnel Assistant (Employment) II 17.71
01263 - Personnel Assistant (Employment) III 19.75
01270 - Production Control Clerk 19.41
01290 - Rental Clerk 15.52
01300 - Scheduler Maintenance 15.92
01311 - Secretary I 15.92
01312 - Secretary II 17.82
01313 - Secretary III 19.86
01320 - Service Order Dispatcher 14.82
01410 - Supply Technician 22.90
01420 - Survey Worker 16.86
01460 - Switchboard Operator/Receptionist 13.96
01531 - Travel Clerk I 13.85
01532 - Travel Clerk II 15.01
01533 - Travel Clerk III 16.12
01611 - Word Processor I 14.18
01612 - Word Processor II 15.92
01613 - Word Processor III 17.82
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.32
05010 - Automotive Electrician 18.15
05040 - Automotive Glass Installer 17.17
05070 - Automotive Worker 17.17
05110 - Mobile Equipment Servicer 15.50
05130 - Motor Equipment Metal Mechanic 18.88
05160 - Motor Equipment Metal Worker 17.17
05190 - Motor Vehicle Mechanic 18.80
05220 - Motor Vehicle Mechanic Helper 14.58
05250 - Motor Vehicle Upholstery Worker 16.58
05280 - Motor Vehicle Wrecker 17.17
05310 - Painter Automotive 18.04
05340 - Radiator Repair Specialist 17.17
05370 - Tire Repairer 13.67
05400 - Transmission Repair Specialist 18.88
07000 - Food Preparation And Service Occupations
07010 - Baker 14.46
07041 - Cook I 13.91
07042 - Cook II 16.01
07070 - Dishwasher 11.49
07130 - Food Service Worker 11.24
07210 - Meat Cutter 14.83

07260 - Waiter/Waitress	9.74
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.96
09040 - Furniture Handler	13.01
09080 - Furniture Refinisher	19.13
09090 - Furniture Refinisher Helper	14.49
09110 - Furniture Repairer Minor	16.83
09130 - Upholsterer	19.29
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.55
11060 - Elevator Operator	11.55
11090 - Gardener	17.65
11122 - Housekeeping Aide	11.47
11150 - Janitor	11.47
11210 - Laborer Grounds Maintenance	13.80
11240 - Maid or Houseman	11.38
11260 - Pruner	12.52
11270 - Tractor Operator	16.37
11330 - Trail Maintenance Worker	13.80
11360 - Window Cleaner	12.63
12000 - Health Occupations	
12010 - Ambulance Driver	20.03
12011 - Breath Alcohol Technician	20.03
12012 - Certified Occupational Therapist Assistant	27.48
12015 - Certified Physical Therapist Assistant	29.20
12020 - Dental Assistant	19.22
12025 - Dental Hygienist	34.61
12030 - EKG Technician	28.60
12035 - Electroneurodiagnostic Technologist	28.60
12040 - Emergency Medical Technician	20.03
12071 - Licensed Practical Nurse I	17.90
12072 - Licensed Practical Nurse II	20.03
12073 - Licensed Practical Nurse III	22.33
12100 - Medical Assistant	15.53
12130 - Medical Laboratory Technician	27.31
12160 - Medical Record Clerk	15.60
12190 - Medical Record Technician	17.45
12195 - Medical Transcriptionist	17.90
12210 - Nuclear Medicine Technologist	44.01
12221 - Nursing Assistant I	12.81
12222 - Nursing Assistant II	14.39
12223 - Nursing Assistant III	15.71
12224 - Nursing Assistant IV	17.64
12235 - Optical Dispenser	19.45
12236 - Optical Technician	17.90
12250 - Pharmacy Technician	15.33
12280 - Phlebotomist	15.21
12305 - Radiologic Technologist	26.00
12311 - Registered Nurse I	26.16
12312 - Registered Nurse II	32.00

12313 - Registered Nurse II Specialist		32.00
12314 - Registered Nurse III		38.72
12315 - Registered Nurse III Anesthetist		38.72
12316 - Registered Nurse IV		46.42
12317 - Scheduler (Drug and Alcohol Testing)		24.80
12320 - Substance Abuse Treatment Counselor		23.54
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.89
13012 - Exhibits Specialist II		27.13
13013 - Exhibits Specialist III		33.19
13041 - Illustrator I		21.89
13042 - Illustrator II		27.13
13043 - Illustrator III		33.19
13047 - Librarian		30.04
13050 - Library Aide/Clerk		15.96
13054 - Library Information Technology Systems Administrator		27.13
13058 - Library Technician		21.89
13061 - Media Specialist I		19.58
13062 - Media Specialist II		21.89
13063 - Media Specialist III		24.41
13071 - Photographer I		19.58
13072 - Photographer II		21.89
13073 - Photographer III		27.13
13074 - Photographer IV		33.19
13075 - Photographer V		39.95
13090 - Technical Order Library Clerk		18.37
13110 - Video Teleconference Technician		19.58
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.15
14042 - Computer Operator II		18.06
14043 - Computer Operator III		20.14
14044 - Computer Operator IV		22.37
14045 - Computer Operator V		24.79
14071 - Computer Programmer I	(see 1)	23.18
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.15
14160 - Personal Computer Support Technician		22.37
14170 - System Support Specialist		24.79
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.98
15020 - Aircrew Training Devices Instructor (Rated)		34.26
15030 - Air Crew Training Devices Instructor (Pilot)		38.96
15050 - Computer Based Training Specialist / Instructor		29.98
15060 - Educational Technologist		28.12

15070 - Flight Instructor (Pilot) 38.96
15080 - Graphic Artist 20.58
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.06
15086 - Maintenance Test Pilot Rotary Wing 41.06
15088 - Non-Maintenance Test/Co-Pilot 41.06
15090 - Technical Instructor 24.00
15095 - Technical Instructor/Course Developer 28.50
15110 - Test Proctor 19.69
15120 - Tutor 19.69
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.50
16030 - Counter Attendant 10.50
16040 - Dry Cleaner 13.05
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 13.88
16220 - Tailor 14.72
16250 - Washer Machine 11.36
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 18.10
19040 - Tool And Die Maker 22.36
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.24
21030 - Material Coordinator 19.41
21040 - Material Expediter 19.41
21050 - Material Handling Laborer 15.14
21071 - Order Filler 13.17
21080 - Production Line Worker (Food Processing) 15.24
21110 - Shipping Packer 16.93
21130 - Shipping/Receiving Clerk 16.93
21140 - Store Worker I 13.48
21150 - Stock Clerk 18.03
21210 - Tools And Parts Attendant 15.24
21410 - Warehouse Specialist 15.24
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.29
23019 - Aircraft Logs and Records Technician 17.51
23021 - Aircraft Mechanic I 22.18
23022 - Aircraft Mechanic II 23.29
23023 - Aircraft Mechanic III 24.46
23040 - Aircraft Mechanic Helper 15.59
23050 - Aircraft Painter 19.91
23060 - Aircraft Servicer 17.51
23070 - Aircraft Survival Flight Equipment Technician 19.91
23080 - Aircraft Worker 18.71
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 18.71

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.18
23110 - Appliance Mechanic 18.95
23120 - Bicycle Repairer 14.78
23125 - Cable Splicer 24.84
23130 - Carpenter Maintenance 19.01
23140 - Carpet Layer 17.82
23160 - Electrician Maintenance 22.10
23181 - Electronics Technician Maintenance I 22.65
23182 - Electronics Technician Maintenance II 24.25
23183 - Electronics Technician Maintenance III 25.73
23260 - Fabric Worker 16.67
23290 - Fire Alarm System Mechanic 19.21
23310 - Fire Extinguisher Repairer 15.49
23311 - Fuel Distribution System Mechanic 20.11
23312 - Fuel Distribution System Operator 16.75
23370 - General Maintenance Worker 17.61
23380 - Ground Support Equipment Mechanic 22.18
23381 - Ground Support Equipment Servicer 17.51
23382 - Ground Support Equipment Worker 18.71
23391 - Gunsmith I 17.56
23392 - Gunsmith II 20.20
23393 - Gunsmith III 22.75
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.27
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.43
23430 - Heavy Equipment Mechanic 20.74
23440 - Heavy Equipment Operator 20.44
23460 - Instrument Mechanic 20.11
23465 - Laboratory/Shelter Mechanic 20.21
23470 - Laborer 15.14
23510 - Locksmith 18.10
23530 - Machinery Maintenance Mechanic 23.76
23550 - Machinist Maintenance 20.27
23580 - Maintenance Trades Helper 16.59
23591 - Metrology Technician I 20.11
23592 - Metrology Technician II 21.26
23593 - Metrology Technician III 22.06
23640 - Millwright 20.21
23710 - Office Appliance Repairer 18.22
23760 - Painter Maintenance 17.34
23790 - Pipefitter Maintenance 24.05
23810 - Plumber Maintenance 22.66
23820 - Pneudraulic Systems Mechanic 20.11
23850 - Rigger 19.60
23870 - Scale Mechanic 17.82
23890 - Sheet-Metal Worker Maintenance 19.20
23910 - Small Engine Mechanic 18.15
23931 - Telecommunications Mechanic I 24.60

23932 - Telecommunications Mechanic II 26.01
23950 - Telephone Lineman 21.31
23960 - Welder Combination Maintenance 19.95
23965 - Well Driller 20.11
23970 - Woodcraft Worker 20.11
23980 - Woodworker 14.78
24000 - Personal Needs Occupations
24550 - Case Manager 15.46
24570 - Child Care Attendant 11.20
24580 - Child Care Center Clerk 13.97
24610 - Chore Aide 11.87
24620 - Family Readiness And Support Services Coordinator 15.46
24630 - Homemaker 16.32
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 19.21
25040 - Sewage Plant Operator 27.06
25070 - Stationary Engineer 19.21
25190 - Ventilation Equipment Tender 14.23
25210 - Water Treatment Plant Operator 27.06
27000 - Protective Service Occupations
27004 - Alarm Monitor 18.79
27007 - Baggage Inspector 13.28
27008 - Corrections Officer 18.77
27010 - Court Security Officer 18.77
27030 - Detection Dog Handler 17.09
27040 - Detention Officer 18.77
27070 - Firefighter 21.14
27101 - Guard I 13.28
27102 - Guard II 17.09
27131 - Police Officer I 22.07
27132 - Police Officer II 24.53
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.12
28042 - Carnival Equipment Repairer 13.78
28043 - Carnival Worker 9.78
28210 - Gate Attendant/Gate Tender 15.48
28310 - Lifeguard 15.68
28350 - Park Attendant (Aide) 17.32
28510 - Recreation Aide/Health Facility Attendant 12.64
28515 - Recreation Specialist 21.45
28630 - Sports Official 13.79
28690 - Swimming Pool Operator 15.86
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 17.91
29020 - Hatch Tender 17.91
29030 - Line Handler 17.91
29041 - Stevedore I 17.02
29042 - Stevedore II 20.11
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 42.48
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 29.30
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 32.27
30021 - Archeological Technician I 18.73
30022 - Archeological Technician II 20.94
30023 - Archeological Technician III 25.95
30030 - Cartographic Technician 25.95
30040 - Civil Engineering Technician 25.95
30051 - Cryogenic Technician I 28.73
30052 - Cryogenic Technician II 31.75
30061 - Drafter/CAD Operator I 18.73
30062 - Drafter/CAD Operator II 20.94
30063 - Drafter/CAD Operator III 23.35
30064 - Drafter/CAD Operator IV 28.73
30081 - Engineering Technician I 16.68
30082 - Engineering Technician II 18.73
30083 - Engineering Technician III 20.94
30084 - Engineering Technician IV 25.95
30085 - Engineering Technician V 31.75
30086 - Engineering Technician VI 38.40
30090 - Environmental Technician 25.95
30095 - Evidence Control Specialist 25.95
30210 - Laboratory Technician 23.35
30221 - Latent Fingerprint Technician I 28.73
30222 - Latent Fingerprint Technician II 31.75
30240 - Mathematical Technician 25.95
30361 - Paralegal/Legal Assistant I 20.22
30362 - Paralegal/Legal Assistant II 25.28
30363 - Paralegal/Legal Assistant III 30.92
30364 - Paralegal/Legal Assistant IV 37.42
30375 - Petroleum Supply Specialist 31.75
30390 - Photo-Optics Technician 23.10
30395 - Radiation Control Technician 31.75
30461 - Technical Writer I 25.95
30462 - Technical Writer II 31.75
30463 - Technical Writer III 38.40
30491 - Unexploded Ordnance (UXO) Technician I 27.00
30492 - Unexploded Ordnance (UXO) Technician II 32.67
30493 - Unexploded Ordnance (UXO) Technician III 39.16
30494 - Unexploded (UXO) Safety Escort 27.00
30495 - Unexploded (UXO) Sweep Personnel 27.00
30501 - Weather Forecaster I 28.73
30502 - Weather Forecaster II 34.95
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.35
30621 - Weather Observer Senior (see 2) 25.95
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 32.67
31020 - Bus Aide 11.55
31030 - Bus Driver 15.91

31043 - Driver Courier	15.56
31260 - Parking and Lot Attendant	11.35
31290 - Shuttle Bus Driver	14.77
31310 - Taxi Driver	15.42
31361 - Truckdriver Light	14.77
31362 - Truckdriver Medium	15.11
31363 - Truckdriver Heavy	17.00
31364 - Truckdriver Tractor-Trailer	17.00
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.93
99030 - Cashier	11.08
99050 - Desk Clerk	11.68
99095 - Embalmer	27.00
99130 - Flight Follower	27.00
99251 - Laboratory Animal Caretaker I	14.97
99252 - Laboratory Animal Caretaker II	16.13
99260 - Marketing Analyst	30.36
99310 - Mortician	27.00
99410 - Pest Controller	19.00
99510 - Photofinishing Worker	14.19
99710 - Recycling Laborer	16.53
99711 - Recycling Specialist	19.61
99730 - Refuse Collector	15.00
99810 - Sales Clerk	12.44
99820 - School Crossing Guard	14.65
99830 - Survey Party Chief	20.33
99831 - Surveying Aide	13.47
99832 - Surveying Technician	18.48
99840 - Vending Machine Attendant	19.61
99841 - Vending Machine Repairer	24.33
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 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.: 2015-4569
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: Florida

Area: Florida Counties of Gadsden Jefferson Leon Wakulla

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		16.09
01013 - Accounting Clerk III		18.09
01020 - Administrative Assistant		20.37
01035 - Court Reporter		17.23
01041 - Customer Service Representative I		11.85
01042 - Customer Service Representative II		13.33
01043 - Customer Service Representative III		14.54
01051 - Data Entry Operator I		12.78
01052 - Data Entry Operator II		13.94
01060 - Dispatcher Motor Vehicle		16.38
01070 - Document Preparation Clerk		14.18
01090 - Duplicating Machine Operator		14.18
01111 - General Clerk I		12.87
01112 - General Clerk II		14.04

01113 - General Clerk III 15.76
01120 - Housing Referral Assistant 19.20
01141 - Messenger Courier 13.05
01191 - Order Clerk I 12.75
01192 - Order Clerk II 13.92
01261 - Personnel Assistant (Employment) I 15.88
01262 - Personnel Assistant (Employment) II 17.77
01263 - Personnel Assistant (Employment) III 19.81
01270 - Production Control Clerk 20.17
01290 - Rental Clerk 13.45
01300 - Scheduler Maintenance 15.40
01311 - Secretary I 15.40
01312 - Secretary II 17.23
01313 - Secretary III 19.20
01320 - Service Order Dispatcher 14.64
01410 - Supply Technician 20.37
01420 - Survey Worker 15.58
01460 - Switchboard Operator/Receptionist 12.41
01531 - Travel Clerk I 13.75
01532 - Travel Clerk II 14.69
01533 - Travel Clerk III 15.60
01611 - Word Processor I 12.95
01612 - Word Processor II 14.53
01613 - Word Processor III 16.27
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.58
05010 - Automotive Electrician 19.54
05040 - Automotive Glass Installer 18.42
05070 - Automotive Worker 18.42
05110 - Mobile Equipment Servicer 16.09
05130 - Motor Equipment Metal Mechanic 20.78
05160 - Motor Equipment Metal Worker 18.42
05190 - Motor Vehicle Mechanic 20.78
05220 - Motor Vehicle Mechanic Helper 14.92
05250 - Motor Vehicle Upholstery Worker 17.26
05280 - Motor Vehicle Wrecker 18.42
05310 - Painter Automotive 19.54
05340 - Radiator Repair Specialist 18.42
05370 - Tire Repairer 13.79
05400 - Transmission Repair Specialist 20.78
07000 - Food Preparation And Service Occupations
07010 - Baker 11.91
07041 - Cook I 11.62
07042 - Cook II 13.30
07070 - Dishwasher 10.64
07130 - Food Service Worker 10.67
07210 - Meat Cutter 15.85
07260 - Waiter/Waitress 11.30
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 21.15

09040 - Furniture Handler 13.44
09080 - Furniture Refinisher 21.15
09090 - Furniture Refinisher Helper 16.14
09110 - Furniture Repairer Minor 18.67
09130 - Upholsterer 21.15
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.39
11060 - Elevator Operator 11.39
11090 - Gardener 15.35
11122 - Housekeeping Aide 11.53
11150 - Janitor 11.53
11210 - Laborer Grounds Maintenance 11.88
11240 - Maid or Houseman 9.64
11260 - Pruner 10.83
11270 - Tractor Operator 14.22
11330 - Trail Maintenance Worker 11.88
11360 - Window Cleaner 12.65
12000 - Health Occupations
12010 - Ambulance Driver 17.12
12011 - Breath Alcohol Technician 17.69
12012 - Certified Occupational Therapist Assistant 32.33
12015 - Certified Physical Therapist Assistant 32.33
12020 - Dental Assistant 19.09
12025 - Dental Hygienist 29.85
12030 - EKG Technician 24.79
12035 - Electroneurodiagnostic Technologist 24.79
12040 - Emergency Medical Technician 17.12
12071 - Licensed Practical Nurse I 15.81
12072 - Licensed Practical Nurse II 17.69
12073 - Licensed Practical Nurse III 19.72
12100 - Medical Assistant 14.77
12130 - Medical Laboratory Technician 20.19
12160 - Medical Record Clerk 16.14
12190 - Medical Record Technician 18.06
12195 - Medical Transcriptionist 17.39
12210 - Nuclear Medicine Technologist 38.87
12221 - Nursing Assistant I 11.70
12222 - Nursing Assistant II 13.15
12223 - Nursing Assistant III 14.35
12224 - Nursing Assistant IV 16.11
12235 - Optical Dispenser 21.00
12236 - Optical Technician 15.81
12250 - Pharmacy Technician 15.28
12280 - Phlebotomist 16.40
12305 - Radiologic Technologist 25.77
12311 - Registered Nurse I 26.08
12312 - Registered Nurse II 31.91
12313 - Registered Nurse II Specialist 31.91
12314 - Registered Nurse III 35.53
12315 - Registered Nurse III Anesthetist 35.53

12316 - Registered Nurse IV		43.10
12317 - Scheduler (Drug and Alcohol Testing)		21.91
12320 - Substance Abuse Treatment Counselor		20.81
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.21
13012 - Exhibits Specialist II		25.03
13013 - Exhibits Specialist III		30.62
13041 - Illustrator I		20.21
13042 - Illustrator II		25.03
13043 - Illustrator III		30.62
13047 - Librarian		27.73
13050 - Library Aide/Clerk		13.50
13054 - Library Information Technology Systems Administrator		25.03
13058 - Library Technician		14.55
13061 - Media Specialist I		16.84
13062 - Media Specialist II		18.84
13063 - Media Specialist III		21.01
13071 - Photographer I		16.84
13072 - Photographer II		18.84
13073 - Photographer III		23.34
13074 - Photographer IV		28.55
13075 - Photographer V		34.55
13090 - Technical Order Library Clerk		16.96
13110 - Video Teleconference Technician		19.50
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.68
14042 - Computer Operator II		17.54
14043 - Computer Operator III		19.56
14044 - Computer Operator IV		22.18
14045 - Computer Operator V		24.06
14071 - Computer Programmer I	(see 1)	18.34
14072 - Computer Programmer II	(see 1)	22.71
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	27.01
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.68
14160 - Personal Computer Support Technician		22.18
14170 - System Support Specialist		20.68
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.01
15020 - Aircrew Training Devices Instructor (Rated)		34.78
15030 - Air Crew Training Devices Instructor (Pilot)		39.19
15050 - Computer Based Training Specialist / Instructor		27.01
15060 - Educational Technologist		26.57
15070 - Flight Instructor (Pilot)		39.19
15080 - Graphic Artist		21.79
15085 - Maintenance Test Pilot Fixed Jet/Prop		38.56

15086 - Maintenance Test Pilot Rotary Wing 38.56
15088 - Non-Maintenance Test/Co-Pilot 38.56
15090 - Technical Instructor 19.10
15095 - Technical Instructor/Course Developer 23.38
15110 - Test Proctor 15.41
15120 - Tutor 15.41
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.15
16030 - Counter Attendant 10.15
16040 - Dry Cleaner 11.71
16070 - Finisher Flatwork Machine 10.15
16090 - Presser Hand 10.15
16110 - Presser Machine Drycleaning 10.15
16130 - Presser Machine Shirts 10.15
16160 - Presser Machine Wearing Apparel Laundry 10.15
16190 - Sewing Machine Operator 12.22
16220 - Tailor 12.76
16250 - Washer Machine 10.66
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.51
19040 - Tool And Die Maker 25.57
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.95
21030 - Material Coordinator 20.17
21040 - Material Expediter 20.17
21050 - Material Handling Laborer 11.94
21071 - Order Filler 12.32
21080 - Production Line Worker (Food Processing) 15.95
21110 - Shipping Packer 14.51
21130 - Shipping/Receiving Clerk 14.51
21140 - Store Worker I 12.15
21150 - Stock Clerk 16.46
21210 - Tools And Parts Attendant 15.95
21410 - Warehouse Specialist 15.95
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.37
23019 - Aircraft Logs and Records Technician 20.45
23021 - Aircraft Mechanic I 24.02
23022 - Aircraft Mechanic II 25.37
23023 - Aircraft Mechanic III 26.70
23040 - Aircraft Mechanic Helper 17.93
23050 - Aircraft Painter 22.64
23060 - Aircraft Servicer 20.45
23070 - Aircraft Survival Flight Equipment Technician 22.64
23080 - Aircraft Worker 21.62
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.62
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.02
23110 - Appliance Mechanic 19.28

23120 - Bicycle Repairer 16.89
23125 - Cable Splicer 28.72
23130 - Carpenter Maintenance 18.89
23140 - Carpet Layer 19.32
23160 - Electrician Maintenance 20.28
23181 - Electronics Technician Maintenance I 24.08
23182 - Electronics Technician Maintenance II 25.56
23183 - Electronics Technician Maintenance III 27.17
23260 - Fabric Worker 18.11
23290 - Fire Alarm System Mechanic 22.18
23310 - Fire Extinguisher Repairer 16.89
23311 - Fuel Distribution System Mechanic 21.80
23312 - Fuel Distribution System Operator 16.89
23370 - General Maintenance Worker 16.05
23380 - Ground Support Equipment Mechanic 24.02
23381 - Ground Support Equipment Servicer 20.45
23382 - Ground Support Equipment Worker 21.62
23391 - Gunsmith I 16.89
23392 - Gunsmith II 19.32
23393 - Gunsmith III 21.80
23410 - Heating Ventilation And Air-Conditioning Mechanic 19.90
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.04
23430 - Heavy Equipment Mechanic 20.67
23440 - Heavy Equipment Operator 17.84
23460 - Instrument Mechanic 21.80
23465 - Laboratory/Shelter Mechanic 20.51
23470 - Laborer 11.94
23510 - Locksmith 20.51
23530 - Machinery Maintenance Mechanic 22.55
23550 - Machinist Maintenance 20.71
23580 - Maintenance Trades Helper 14.77
23591 - Metrology Technician I 21.80
23592 - Metrology Technician II 23.05
23593 - Metrology Technician III 24.30
23640 - Millwright 21.80
23710 - Office Appliance Repairer 19.56
23760 - Painter Maintenance 16.94
23790 - Pipefitter Maintenance 21.04
23810 - Plumber Maintenance 19.79
23820 - Pneudraulic Systems Mechanic 21.80
23850 - Rigger 21.80
23870 - Scale Mechanic 19.32
23890 - Sheet-Metal Worker Maintenance 19.62
23910 - Small Engine Mechanic 19.32
23931 - Telecommunications Mechanic I 24.08
23932 - Telecommunications Mechanic II 25.45
23950 - Telephone Lineman 22.54
23960 - Welder Combination Maintenance 17.84

23965 - Well Driller	21.80
23970 - Woodcraft Worker	21.80
23980 - Woodworker	16.89
24000 - Personal Needs Occupations	
24550 - Case Manager	15.68
24570 - Child Care Attendant	10.38
24580 - Child Care Center Clerk	12.95
24610 - Chore Aide	10.81
24620 - Family Readiness And Support Services Coordinator	15.68
24630 - Homemaker	15.68
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.80
25040 - Sewage Plant Operator	22.24
25070 - Stationary Engineer	21.80
25190 - Ventilation Equipment Tender	15.65
25210 - Water Treatment Plant Operator	22.24
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.23
27007 - Baggage Inspector	12.90
27008 - Corrections Officer	19.80
27010 - Court Security Officer	21.00
27030 - Detection Dog Handler	14.44
27040 - Detention Officer	19.80
27070 - Firefighter	20.44
27101 - Guard I	12.90
27102 - Guard II	14.44
27131 - Police Officer I	22.92
27132 - Police Officer II	25.47
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.59
28042 - Carnival Equipment Repairer	13.58
28043 - Carnival Worker	9.55
28210 - Gate Attendant/Gate Tender	13.41
28310 - Lifeguard	11.95
28350 - Park Attendant (Aide)	15.00
28510 - Recreation Aide/Health Facility Attendant	10.95
28515 - Recreation Specialist	18.29
28630 - Sports Official	11.95
28690 - Swimming Pool Operator	19.35
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	19.35
29020 - Hatch Tender	19.35
29030 - Line Handler	19.35
29041 - Stevedore I	18.26
29042 - Stevedore II	20.51
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		16.89
30022 - Archeological Technician II		18.89
30023 - Archeological Technician III		23.40
30030 - Cartographic Technician		23.40
30040 - Civil Engineering Technician		24.89
30051 - Cryogenic Technician I		25.92
30052 - Cryogenic Technician II		28.63
30061 - Drafter/CAD Operator I		16.89
30062 - Drafter/CAD Operator II		18.89
30063 - Drafter/CAD Operator III		21.05
30064 - Drafter/CAD Operator IV		25.92
30081 - Engineering Technician I		13.82
30082 - Engineering Technician II		15.52
30083 - Engineering Technician III		17.37
30084 - Engineering Technician IV		21.50
30085 - Engineering Technician V		26.31
30086 - Engineering Technician VI		31.83
30090 - Environmental Technician		20.36
30095 - Evidence Control Specialist		23.40
30210 - Laboratory Technician		21.05
30221 - Latent Fingerprint Technician I		21.89
30222 - Latent Fingerprint Technician II		24.18
30240 - Mathematical Technician		23.40
30361 - Paralegal/Legal Assistant I		19.84
30362 - Paralegal/Legal Assistant II		24.57
30363 - Paralegal/Legal Assistant III		30.06
30364 - Paralegal/Legal Assistant IV		36.37
30375 - Petroleum Supply Specialist		28.63
30390 - Photo-Optics Technician		23.40
30395 - Radiation Control Technician		28.63
30461 - Technical Writer I		23.40
30462 - Technical Writer II		28.63
30463 - Technical Writer III		34.63
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		25.92
30502 - Weather Forecaster II		31.52
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.05
30621 - Weather Observer Senior	(see 2)	23.40
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		11.14
31030 - Bus Driver		15.48
31043 - Driver Courier		14.79
31260 - Parking and Lot Attendant		11.22
31290 - Shuttle Bus Driver		15.96

31310 - Taxi Driver	11.59
31361 - Truckdriver Light	15.96
31362 - Truckdriver Medium	17.11
31363 - Truckdriver Heavy	17.72
31364 - Truckdriver Tractor-Trailer	17.72
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.12
99050 - Desk Clerk	9.62
99095 - Embalmer	26.11
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.20
99252 - Laboratory Animal Caretaker II	13.17
99260 - Marketing Analyst	27.14
99310 - Mortician	26.11
99410 - Pest Controller	17.49
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	19.22
99711 - Recycling Specialist	22.50
99730 - Refuse Collector	17.51
99810 - Sales Clerk	12.25
99820 - School Crossing Guard	12.11
99830 - Survey Party Chief	22.74
99831 - Surveying Aide	12.36
99832 - Surveying Technician	20.68
99840 - Vending Machine Attendant	17.26
99841 - Vending Machine Repairer	20.80
99842 - Vending Machine Repairer Helper	17.26

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 7 years and 4 weeks after 11 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4570
Revision No.: 12
Date Of Last Revision: 06/18/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Florida

Area: Florida Counties of Gadsden Jefferson Leon Wakulla

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		16.09
01013 - Accounting Clerk III		18.09
01020 - Administrative Assistant		20.37
01035 - Court Reporter		17.23
01041 - Customer Service Representative I		11.85
01042 - Customer Service Representative II		13.33
01043 - Customer Service Representative III		14.54
01051 - Data Entry Operator I		12.78
01052 - Data Entry Operator II		13.94
01060 - Dispatcher Motor Vehicle		16.38
01070 - Document Preparation Clerk		14.18

01090 - Duplicating Machine Operator 14.18
01111 - General Clerk I 12.87
01112 - General Clerk II 14.04
01113 - General Clerk III 15.76
01120 - Housing Referral Assistant 19.20
01141 - Messenger Courier 13.05
01191 - Order Clerk I 12.75
01192 - Order Clerk II 13.92
01261 - Personnel Assistant (Employment) I 15.88
01262 - Personnel Assistant (Employment) II 17.77
01263 - Personnel Assistant (Employment) III 19.81
01270 - Production Control Clerk 20.17
01290 - Rental Clerk 13.45
01300 - Scheduler Maintenance 15.40
01311 - Secretary I 15.40
01312 - Secretary II 17.23
01313 - Secretary III 19.20
01320 - Service Order Dispatcher 14.64
01410 - Supply Technician 20.37
01420 - Survey Worker 15.58
01460 - Switchboard Operator/Receptionist 12.41
01531 - Travel Clerk I 13.75
01532 - Travel Clerk II 14.69
01533 - Travel Clerk III 15.60
01611 - Word Processor I 12.95
01612 - Word Processor II 14.53
01613 - Word Processor III 16.27
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.58
05010 - Automotive Electrician 19.54
05040 - Automotive Glass Installer 18.42
05070 - Automotive Worker 18.42
05110 - Mobile Equipment Servicer 16.09
05130 - Motor Equipment Metal Mechanic 20.78
05160 - Motor Equipment Metal Worker 18.42
05190 - Motor Vehicle Mechanic 20.78
05220 - Motor Vehicle Mechanic Helper 14.92
05250 - Motor Vehicle Upholstery Worker 17.26
05280 - Motor Vehicle Wrecker 18.42
05310 - Painter Automotive 19.54
05340 - Radiator Repair Specialist 18.42
05370 - Tire Repairer 13.79
05400 - Transmission Repair Specialist 20.78
07000 - Food Preparation And Service Occupations
07010 - Baker 11.91
07041 - Cook I 11.62
07042 - Cook II 13.30
07070 - Dishwasher 10.64
07130 - Food Service Worker 10.67
07210 - Meat Cutter 15.85

07260 - Waiter/Waitress	11.30
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.15
09040 - Furniture Handler	13.44
09080 - Furniture Refinisher	21.15
09090 - Furniture Refinisher Helper	16.14
09110 - Furniture Repairer Minor	18.67
09130 - Upholsterer	21.15
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.39
11060 - Elevator Operator	11.39
11090 - Gardener	15.35
11122 - Housekeeping Aide	11.53
11150 - Janitor	11.53
11210 - Laborer Grounds Maintenance	11.88
11240 - Maid or Houseman	9.64
11260 - Pruner	10.83
11270 - Tractor Operator	14.22
11330 - Trail Maintenance Worker	11.88
11360 - Window Cleaner	12.65
12000 - Health Occupations	
12010 - Ambulance Driver	17.12
12011 - Breath Alcohol Technician	17.69
12012 - Certified Occupational Therapist Assistant	32.33
12015 - Certified Physical Therapist Assistant	32.33
12020 - Dental Assistant	19.09
12025 - Dental Hygienist	29.85
12030 - EKG Technician	24.79
12035 - Electroneurodiagnostic Technologist	24.79
12040 - Emergency Medical Technician	17.12
12071 - Licensed Practical Nurse I	15.81
12072 - Licensed Practical Nurse II	17.69
12073 - Licensed Practical Nurse III	19.72
12100 - Medical Assistant	14.77
12130 - Medical Laboratory Technician	20.19
12160 - Medical Record Clerk	16.14
12190 - Medical Record Technician	18.06
12195 - Medical Transcriptionist	17.39
12210 - Nuclear Medicine Technologist	38.87
12221 - Nursing Assistant I	11.70
12222 - Nursing Assistant II	13.15
12223 - Nursing Assistant III	14.35
12224 - Nursing Assistant IV	16.11
12235 - Optical Dispenser	21.00
12236 - Optical Technician	15.81
12250 - Pharmacy Technician	15.28
12280 - Phlebotomist	16.40
12305 - Radiologic Technologist	25.77
12311 - Registered Nurse I	26.08
12312 - Registered Nurse II	31.91

12313 - Registered Nurse II Specialist		31.91
12314 - Registered Nurse III		35.53
12315 - Registered Nurse III Anesthetist		35.53
12316 - Registered Nurse IV		43.10
12317 - Scheduler (Drug and Alcohol Testing)		21.91
12320 - Substance Abuse Treatment Counselor		20.81
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.21
13012 - Exhibits Specialist II		25.03
13013 - Exhibits Specialist III		30.62
13041 - Illustrator I		20.21
13042 - Illustrator II		25.03
13043 - Illustrator III		30.62
13047 - Librarian		27.73
13050 - Library Aide/Clerk		13.50
13054 - Library Information Technology Systems Administrator		25.03
13058 - Library Technician		14.55
13061 - Media Specialist I		16.84
13062 - Media Specialist II		18.84
13063 - Media Specialist III		21.01
13071 - Photographer I		16.84
13072 - Photographer II		18.84
13073 - Photographer III		23.34
13074 - Photographer IV		28.55
13075 - Photographer V		34.55
13090 - Technical Order Library Clerk		16.96
13110 - Video Teleconference Technician		19.50
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.68
14042 - Computer Operator II		17.54
14043 - Computer Operator III		19.56
14044 - Computer Operator IV		22.18
14045 - Computer Operator V		24.06
14071 - Computer Programmer I	(see 1)	18.34
14072 - Computer Programmer II	(see 1)	22.71
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	27.01
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.68
14160 - Personal Computer Support Technician		22.18
14170 - System Support Specialist		20.68
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.01
15020 - Aircrew Training Devices Instructor (Rated)		34.78
15030 - Air Crew Training Devices Instructor (Pilot)		39.19
15050 - Computer Based Training Specialist / Instructor		27.01
15060 - Educational Technologist		26.57

15070 - Flight Instructor (Pilot) 39.19
15080 - Graphic Artist 21.79
15085 - Maintenance Test Pilot Fixed Jet/Prop 38.56
15086 - Maintenance Test Pilot Rotary Wing 38.56
15088 - Non-Maintenance Test/Co-Pilot 38.56
15090 - Technical Instructor 19.10
15095 - Technical Instructor/Course Developer 23.38
15110 - Test Proctor 15.41
15120 - Tutor 15.41
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.15
16030 - Counter Attendant 10.15
16040 - Dry Cleaner 11.71
16070 - Finisher Flatwork Machine 10.15
16090 - Presser Hand 10.15
16110 - Presser Machine Drycleaning 10.15
16130 - Presser Machine Shirts 10.15
16160 - Presser Machine Wearing Apparel Laundry 10.15
16190 - Sewing Machine Operator 12.22
16220 - Tailor 12.76
16250 - Washer Machine 10.66
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.51
19040 - Tool And Die Maker 25.57
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.95
21030 - Material Coordinator 20.17
21040 - Material Expediter 20.17
21050 - Material Handling Laborer 11.94
21071 - Order Filler 12.32
21080 - Production Line Worker (Food Processing) 15.95
21110 - Shipping Packer 14.51
21130 - Shipping/Receiving Clerk 14.51
21140 - Store Worker I 12.15
21150 - Stock Clerk 16.46
21210 - Tools And Parts Attendant 15.95
21410 - Warehouse Specialist 15.95
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.37
23019 - Aircraft Logs and Records Technician 20.45
23021 - Aircraft Mechanic I 24.02
23022 - Aircraft Mechanic II 25.37
23023 - Aircraft Mechanic III 26.70
23040 - Aircraft Mechanic Helper 17.93
23050 - Aircraft Painter 22.64
23060 - Aircraft Servicer 20.45
23070 - Aircraft Survival Flight Equipment Technician 22.64
23080 - Aircraft Worker 21.62
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.62

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.02
23110 - Appliance Mechanic 19.28
23120 - Bicycle Repairer 16.89
23125 - Cable Splicer 28.72
23130 - Carpenter Maintenance 18.89
23140 - Carpet Layer 19.32
23160 - Electrician Maintenance 20.28
23181 - Electronics Technician Maintenance I 24.08
23182 - Electronics Technician Maintenance II 25.56
23183 - Electronics Technician Maintenance III 27.17
23260 - Fabric Worker 18.11
23290 - Fire Alarm System Mechanic 22.18
23310 - Fire Extinguisher Repairer 16.89
23311 - Fuel Distribution System Mechanic 21.80
23312 - Fuel Distribution System Operator 16.89
23370 - General Maintenance Worker 16.05
23380 - Ground Support Equipment Mechanic 24.02
23381 - Ground Support Equipment Servicer 20.45
23382 - Ground Support Equipment Worker 21.62
23391 - Gunsmith I 16.89
23392 - Gunsmith II 19.32
23393 - Gunsmith III 21.80
23410 - Heating Ventilation And Air-Conditioning Mechanic 19.90
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.04
23430 - Heavy Equipment Mechanic 20.67
23440 - Heavy Equipment Operator 17.84
23460 - Instrument Mechanic 21.80
23465 - Laboratory/Shelter Mechanic 20.51
23470 - Laborer 11.94
23510 - Locksmith 20.51
23530 - Machinery Maintenance Mechanic 22.55
23550 - Machinist Maintenance 20.71
23580 - Maintenance Trades Helper 14.77
23591 - Metrology Technician I 21.80
23592 - Metrology Technician II 23.05
23593 - Metrology Technician III 24.30
23640 - Millwright 21.80
23710 - Office Appliance Repairer 19.56
23760 - Painter Maintenance 16.94
23790 - Pipefitter Maintenance 21.04
23810 - Plumber Maintenance 19.79
23820 - Pneudraulic Systems Mechanic 21.80
23850 - Rigger 21.80
23870 - Scale Mechanic 19.32
23890 - Sheet-Metal Worker Maintenance 19.62
23910 - Small Engine Mechanic 19.32
23931 - Telecommunications Mechanic I 24.08

23932 - Telecommunications Mechanic II 25.45
23950 - Telephone Lineman 22.54
23960 - Welder Combination Maintenance 17.84
23965 - Well Driller 21.80
23970 - Woodcraft Worker 21.80
23980 - Woodworker 16.89
24000 - Personal Needs Occupations
24550 - Case Manager 15.68
24570 - Child Care Attendant 10.38
24580 - Child Care Center Clerk 12.95
24610 - Chore Aide 10.81
24620 - Family Readiness And Support Services Coordinator 15.68
24630 - Homemaker 15.68
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 21.80
25040 - Sewage Plant Operator 22.24
25070 - Stationary Engineer 21.80
25190 - Ventilation Equipment Tender 15.65
25210 - Water Treatment Plant Operator 22.24
27000 - Protective Service Occupations
27004 - Alarm Monitor 15.23
27007 - Baggage Inspector 12.90
27008 - Corrections Officer 19.80
27010 - Court Security Officer 21.00
27030 - Detection Dog Handler 14.44
27040 - Detention Officer 19.80
27070 - Firefighter 20.44
27101 - Guard I 12.90
27102 - Guard II 14.44
27131 - Police Officer I 22.92
27132 - Police Officer II 25.47
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.59
28042 - Carnival Equipment Repairer 13.58
28043 - Carnival Worker 9.55
28210 - Gate Attendant/Gate Tender 13.41
28310 - Lifeguard 11.95
28350 - Park Attendant (Aide) 15.00
28510 - Recreation Aide/Health Facility Attendant 10.95
28515 - Recreation Specialist 18.29
28630 - Sports Official 11.95
28690 - Swimming Pool Operator 19.35
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 19.35
29020 - Hatch Tender 19.35
29030 - Line Handler 19.35
29041 - Stevedore I 18.26
29042 - Stevedore II 20.51
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 16.89
30022 - Archeological Technician II 18.89
30023 - Archeological Technician III 23.40
30030 - Cartographic Technician 23.40
30040 - Civil Engineering Technician 24.89
30051 - Cryogenic Technician I 25.92
30052 - Cryogenic Technician II 28.63
30061 - Drafter/CAD Operator I 16.89
30062 - Drafter/CAD Operator II 18.89
30063 - Drafter/CAD Operator III 21.05
30064 - Drafter/CAD Operator IV 25.92
30081 - Engineering Technician I 13.82
30082 - Engineering Technician II 15.52
30083 - Engineering Technician III 17.37
30084 - Engineering Technician IV 21.50
30085 - Engineering Technician V 26.31
30086 - Engineering Technician VI 31.83
30090 - Environmental Technician 20.36
30095 - Evidence Control Specialist 23.40
30210 - Laboratory Technician 21.05
30221 - Latent Fingerprint Technician I 21.89
30222 - Latent Fingerprint Technician II 24.18
30240 - Mathematical Technician 23.40
30361 - Paralegal/Legal Assistant I 19.84
30362 - Paralegal/Legal Assistant II 24.57
30363 - Paralegal/Legal Assistant III 30.06
30364 - Paralegal/Legal Assistant IV 36.37
30375 - Petroleum Supply Specialist 28.63
30390 - Photo-Optics Technician 23.40
30395 - Radiation Control Technician 28.63
30461 - Technical Writer I 23.40
30462 - Technical Writer II 28.63
30463 - Technical Writer III 34.63
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 25.92
30502 - Weather Forecaster II 31.52
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.05
30621 - Weather Observer Senior (see 2) 23.40
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 11.14
31030 - Bus Driver 15.48

31043 - Driver Courier	14.79
31260 - Parking and Lot Attendant	11.22
31290 - Shuttle Bus Driver	15.96
31310 - Taxi Driver	11.59
31361 - Truckdriver Light	15.96
31362 - Truckdriver Medium	17.11
31363 - Truckdriver Heavy	17.72
31364 - Truckdriver Tractor-Trailer	17.72
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.12
99050 - Desk Clerk	9.62
99095 - Embalmer	26.11
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.20
99252 - Laboratory Animal Caretaker II	13.17
99260 - Marketing Analyst	27.14
99310 - Mortician	26.11
99410 - Pest Controller	17.49
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	19.22
99711 - Recycling Specialist	22.50
99730 - Refuse Collector	17.51
99810 - Sales Clerk	12.25
99820 - School Crossing Guard	12.11
99830 - Survey Party Chief	22.74
99831 - Surveying Aide	12.36
99832 - Surveying Technician	20.68
99840 - Vending Machine Attendant	17.26
99841 - Vending Machine Repairer	20.80
99842 - Vending Machine Repairer Helper	17.26

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 7 years and 4 weeks after 11 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4571
Revision No.: 13
Date Of Last Revision: 04/07/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Florida

Area: Florida Counties of Hernando Hillsborough Pasco Pinellas

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.16
01012 - Accounting Clerk II		17.03
01013 - Accounting Clerk III		19.04
01020 - Administrative Assistant		25.13
01035 - Court Reporter		18.36
01041 - Customer Service Representative I		13.18
01042 - Customer Service Representative II		14.83
01043 - Customer Service Representative III		16.15
01051 - Data Entry Operator I		13.48
01052 - Data Entry Operator II		14.71
01060 - Dispatcher Motor Vehicle		18.05
01070 - Document Preparation Clerk		14.60
01090 - Duplicating Machine Operator		14.60
01111 - General Clerk I		13.32
01112 - General Clerk II		14.54

01113 - General Clerk III 16.33
01120 - Housing Referral Assistant 20.80
01141 - Messenger Courier 18.14
01191 - Order Clerk I 14.80
01192 - Order Clerk II 16.14
01261 - Personnel Assistant (Employment) I 16.45
01262 - Personnel Assistant (Employment) II 18.39
01263 - Personnel Assistant (Employment) III 20.50
01270 - Production Control Clerk 22.16
01290 - Rental Clerk 14.73
01300 - Scheduler Maintenance 16.67
01311 - Secretary I 16.67
01312 - Secretary II 18.65
01313 - Secretary III 20.80
01320 - Service Order Dispatcher 16.13
01410 - Supply Technician 25.13
01420 - Survey Worker 16.42
01460 - Switchboard Operator/Receptionist 14.08
01531 - Travel Clerk I 18.05
01532 - Travel Clerk II 19.64
01533 - Travel Clerk III 21.37
01611 - Word Processor I 14.76
01612 - Word Processor II 16.57
01613 - Word Processor III 18.54
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.57
05010 - Automotive Electrician 20.79
05040 - Automotive Glass Installer 19.87
05070 - Automotive Worker 19.87
05110 - Mobile Equipment Servicer 18.02
05130 - Motor Equipment Metal Mechanic 21.75
05160 - Motor Equipment Metal Worker 19.87
05190 - Motor Vehicle Mechanic 21.33
05220 - Motor Vehicle Mechanic Helper 17.00
05250 - Motor Vehicle Upholstery Worker 18.94
05280 - Motor Vehicle Wrecker 19.87
05310 - Painter Automotive 20.79
05340 - Radiator Repair Specialist 19.87
05370 - Tire Repairer 15.35
05400 - Transmission Repair Specialist 21.53
07000 - Food Preparation And Service Occupations
07010 - Baker 13.23
07041 - Cook I 13.96
07042 - Cook II 16.24
07070 - Dishwasher 10.27
07130 - Food Service Worker 12.00
07210 - Meat Cutter 16.95
07260 - Waiter/Waitress 10.66
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 16.65

09040 - Furniture Handler 12.13
09080 - Furniture Refinisher 16.87
09090 - Furniture Refinisher Helper 12.54
09110 - Furniture Repairer Minor 14.77
09130 - Upholsterer 16.93
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.57
11060 - Elevator Operator 12.86
11090 - Gardener 17.89
11122 - Housekeeping Aide 12.86
11150 - Janitor 12.86
11210 - Laborer Grounds Maintenance 13.53
11240 - Maid or Houseman 11.21
11260 - Pruner 11.90
11270 - Tractor Operator 16.45
11330 - Trail Maintenance Worker 13.53
11360 - Window Cleaner 14.62
12000 - Health Occupations
12010 - Ambulance Driver 17.13
12011 - Breath Alcohol Technician 20.04
12012 - Certified Occupational Therapist Assistant 33.59
12015 - Certified Physical Therapist Assistant 32.30
12020 - Dental Assistant 19.74
12025 - Dental Hygienist 36.71
12030 - EKG Technician 25.86
12035 - Electroneurodiagnostic Technologist 25.86
12040 - Emergency Medical Technician 17.13
12071 - Licensed Practical Nurse I 17.92
12072 - Licensed Practical Nurse II 20.04
12073 - Licensed Practical Nurse III 22.34
12100 - Medical Assistant 15.85
12130 - Medical Laboratory Technician 23.30
12160 - Medical Record Clerk 17.31
12190 - Medical Record Technician 19.36
12195 - Medical Transcriptionist 19.64
12210 - Nuclear Medicine Technologist 36.95
12221 - Nursing Assistant I 11.33
12222 - Nursing Assistant II 12.73
12223 - Nursing Assistant III 13.89
12224 - Nursing Assistant IV 15.60
12235 - Optical Dispenser 20.91
12236 - Optical Technician 14.67
12250 - Pharmacy Technician 16.26
12280 - Phlebotomist 16.68
12305 - Radiologic Technologist 29.65
12311 - Registered Nurse I 23.88
12312 - Registered Nurse II 27.55
12313 - Registered Nurse II Specialist 27.55
12314 - Registered Nurse III 33.08
12315 - Registered Nurse III Anesthetist 33.08

12316 - Registered Nurse IV		39.89
12317 - Scheduler (Drug and Alcohol Testing)		24.82
12320 - Substance Abuse Treatment Counselor		24.97
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.45
13012 - Exhibits Specialist II		26.47
13013 - Exhibits Specialist III		32.38
13041 - Illustrator I		21.20
13042 - Illustrator II		26.25
13043 - Illustrator III		32.12
13047 - Librarian		29.32
13050 - Library Aide/Clerk		13.50
13054 - Library Information Technology Systems Administrator		26.47
13058 - Library Technician		17.65
13061 - Media Specialist I		19.10
13062 - Media Specialist II		21.37
13063 - Media Specialist III		23.83
13071 - Photographer I		18.09
13072 - Photographer II		20.23
13073 - Photographer III		25.08
13074 - Photographer IV		29.18
13075 - Photographer V		35.30
13090 - Technical Order Library Clerk		16.95
13110 - Video Teleconference Technician		18.18
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.28
14042 - Computer Operator II		20.46
14043 - Computer Operator III		22.81
14044 - Computer Operator IV		25.34
14045 - Computer Operator V		28.07
14071 - Computer Programmer I	(see 1)	22.92
14072 - Computer Programmer II	(see 1)	27.56
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.28
14160 - Personal Computer Support Technician		25.34
14170 - System Support Specialist		36.77
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.58
15020 - Aircrew Training Devices Instructor (Rated)		34.55
15030 - Air Crew Training Devices Instructor (Pilot)		40.70
15050 - Computer Based Training Specialist / Instructor		29.03
15060 - Educational Technologist		29.93
15070 - Flight Instructor (Pilot)		40.70
15080 - Graphic Artist		22.09
15085 - Maintenance Test Pilot Fixed Jet/Prop		40.70

15086 - Maintenance Test Pilot Rotary Wing 40.70
15088 - Non-Maintenance Test/Co-Pilot 40.70
15090 - Technical Instructor 23.56
15095 - Technical Instructor/Course Developer 28.93
15110 - Test Proctor 19.10
15120 - Tutor 19.10
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.38
16030 - Counter Attendant 10.38
16040 - Dry Cleaner 13.17
16070 - Finisher Flatwork Machine 10.38
16090 - Presser Hand 10.38
16110 - Presser Machine Drycleaning 10.38
16130 - Presser Machine Shirts 10.38
16160 - Presser Machine Wearing Apparel Laundry 10.38
16190 - Sewing Machine Operator 14.09
16220 - Tailor 14.98
16250 - Washer Machine 11.36
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.02
19040 - Tool And Die Maker 25.60
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.33
21030 - Material Coordinator 22.16
21040 - Material Expediter 22.16
21050 - Material Handling Laborer 13.86
21071 - Order Filler 12.86
21080 - Production Line Worker (Food Processing) 19.33
21110 - Shipping Packer 15.57
21130 - Shipping/Receiving Clerk 15.57
21140 - Store Worker I 11.33
21150 - Stock Clerk 16.18
21210 - Tools And Parts Attendant 19.33
21410 - Warehouse Specialist 19.33
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 33.47
23019 - Aircraft Logs and Records Technician 26.15
23021 - Aircraft Mechanic I 31.78
23022 - Aircraft Mechanic II 33.47
23023 - Aircraft Mechanic III 34.91
23040 - Aircraft Mechanic Helper 22.21
23050 - Aircraft Painter 28.48
23060 - Aircraft Servicer 26.15
23070 - Aircraft Survival Flight Equipment Technician 28.48
23080 - Aircraft Worker 28.09
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 28.09
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 31.78
23110 - Appliance Mechanic 19.93

23120 - Bicycle Repairer	17.08
23125 - Cable Splicer	26.44
23130 - Carpenter Maintenance	18.79
23140 - Carpet Layer	16.68
23160 - Electrician Maintenance	21.31
23181 - Electronics Technician Maintenance I	25.13
23182 - Electronics Technician Maintenance II	26.71
23183 - Electronics Technician Maintenance III	28.42
23260 - Fabric Worker	18.49
23290 - Fire Alarm System Mechanic	23.38
23310 - Fire Extinguisher Repairer	17.08
23311 - Fuel Distribution System Mechanic	21.87
23312 - Fuel Distribution System Operator	16.63
23370 - General Maintenance Worker	17.51
23380 - Ground Support Equipment Mechanic	31.78
23381 - Ground Support Equipment Servicer	26.15
23382 - Ground Support Equipment Worker	28.09
23391 - Gunsmith I	17.08
23392 - Gunsmith II	19.87
23393 - Gunsmith III	22.47
23410 - Heating Ventilation And Air-Conditioning Mechanic	21.72
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	22.88
23430 - Heavy Equipment Mechanic	23.71
23440 - Heavy Equipment Operator	18.49
23460 - Instrument Mechanic	22.19
23465 - Laboratory/Shelter Mechanic	21.12
23470 - Laborer	13.86
23510 - Locksmith	19.76
23530 - Machinery Maintenance Mechanic	26.18
23550 - Machinist Maintenance	19.84
23580 - Maintenance Trades Helper	14.98
23591 - Metrology Technician I	22.19
23592 - Metrology Technician II	23.38
23593 - Metrology Technician III	24.37
23640 - Millwright	21.40
23710 - Office Appliance Repairer	18.68
23760 - Painter Maintenance	19.58
23790 - Pipefitter Maintenance	22.78
23810 - Plumber Maintenance	21.42
23820 - Pneudraulic Systems Mechanic	22.47
23850 - Rigger	23.63
23870 - Scale Mechanic	19.87
23890 - Sheet-Metal Worker Maintenance	20.58
23910 - Small Engine Mechanic	17.43
23931 - Telecommunications Mechanic I	24.35
23932 - Telecommunications Mechanic II	25.65
23950 - Telephone Lineman	23.50
23960 - Welder Combination Maintenance	19.35

23965 - Well Driller	19.99
23970 - Woodcraft Worker	22.47
23980 - Woodworker	17.08
24000 - Personal Needs Occupations	
24550 - Case Manager	16.57
24570 - Child Care Attendant	11.16
24580 - Child Care Center Clerk	14.10
24610 - Chore Aide	11.25
24620 - Family Readiness And Support Services Coordinator	16.57
24630 - Homemaker	17.33
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.60
25040 - Sewage Plant Operator	21.65
25070 - Stationary Engineer	28.60
25190 - Ventilation Equipment Tender	19.99
25210 - Water Treatment Plant Operator	21.65
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.46
27007 - Baggage Inspector	13.39
27008 - Corrections Officer	24.75
27010 - Court Security Officer	24.14
27030 - Detection Dog Handler	16.69
27040 - Detention Officer	24.75
27070 - Firefighter	23.53
27101 - Guard I	13.39
27102 - Guard II	16.29
27131 - Police Officer I	26.60
27132 - Police Officer II	29.56
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.52
28042 - Carnival Equipment Repairer	14.71
28043 - Carnival Worker	9.78
28210 - Gate Attendant/Gate Tender	14.89
28310 - Lifeguard	11.59
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	17.11
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	31.00
29020 - Hatch Tender	31.00
29030 - Line Handler	31.00
29041 - Stevedore I	28.85
29042 - Stevedore II	32.95
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 17.43
30022 - Archeological Technician II 19.49
30023 - Archeological Technician III 24.14
30030 - Cartographic Technician 24.49
30040 - Civil Engineering Technician 24.37
30051 - Cryogenic Technician I 26.74
30052 - Cryogenic Technician II 29.54
30061 - Drafter/CAD Operator I 17.43
30062 - Drafter/CAD Operator II 19.49
30063 - Drafter/CAD Operator III 21.72
30064 - Drafter/CAD Operator IV 26.74
30081 - Engineering Technician I 16.69
30082 - Engineering Technician II 18.74
30083 - Engineering Technician III 21.23
30084 - Engineering Technician IV 24.45
30085 - Engineering Technician V 28.32
30086 - Engineering Technician VI 32.37
30090 - Environmental Technician 22.11
30095 - Evidence Control Specialist 24.14
30210 - Laboratory Technician 23.36
30221 - Latent Fingerprint Technician I 23.91
30222 - Latent Fingerprint Technician II 26.41
30240 - Mathematical Technician 28.52
30361 - Paralegal/Legal Assistant I 19.10
30362 - Paralegal/Legal Assistant II 23.66
30363 - Paralegal/Legal Assistant III 28.94
30364 - Paralegal/Legal Assistant IV 35.01
30375 - Petroleum Supply Specialist 29.54
30390 - Photo-Optics Technician 24.14
30395 - Radiation Control Technician 29.54
30461 - Technical Writer I 24.10
30462 - Technical Writer II 29.47
30463 - Technical Writer III 35.66
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 26.74
30502 - Weather Forecaster II 32.53
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.72
30621 - Weather Observer Senior (see 2) 24.14
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.98
31020 - Bus Aide 12.43
31030 - Bus Driver 17.80
31043 - Driver Courier 14.66
31260 - Parking and Lot Attendant 10.41
31290 - Shuttle Bus Driver 15.06

31310 - Taxi Driver	13.29
31361 - Truckdriver Light	15.95
31362 - Truckdriver Medium	17.26
31363 - Truckdriver Heavy	19.33
31364 - Truckdriver Tractor-Trailer	19.33
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	11.07
99050 - Desk Clerk	11.50
99095 - Embalmer	26.58
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	13.33
99252 - Laboratory Animal Caretaker II	14.51
99260 - Marketing Analyst	29.62
99310 - Mortician	26.58
99410 - Pest Controller	20.93
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	22.17
99711 - Recycling Specialist	26.96
99730 - Refuse Collector	19.50
99810 - Sales Clerk	12.49
99820 - School Crossing Guard	13.43
99830 - Survey Party Chief	19.11
99831 - Surveying Aide	11.75
99832 - Surveying Technician	17.94
99840 - Vending Machine Attendant	13.04
99841 - Vending Machine Repairer	15.79
99842 - Vending Machine Repairer Helper	13.04

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; and 3 weeks after 5 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4572
Revision No.: 12
Date Of Last Revision: 06/18/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Florida

Area: Florida Counties of Hernando Hillsborough Pasco Pinellas

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.71
01012 - Accounting Clerk II		16.50
01013 - Accounting Clerk III		18.47
01020 - Administrative Assistant		25.13
01035 - Court Reporter		18.36
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		13.48
01052 - Data Entry Operator II		14.71
01060 - Dispatcher Motor Vehicle		18.05
01070 - Document Preparation Clerk		14.60

01090 - Duplicating Machine Operator	14.60
01111 - General Clerk I	13.19
01112 - General Clerk II	14.39
01113 - General Clerk III	16.16
01120 - Housing Referral Assistant	20.80
01141 - Messenger Courier	16.49
01191 - Order Clerk I	13.45
01192 - Order Clerk II	14.67
01261 - Personnel Assistant (Employment) I	15.82
01262 - Personnel Assistant (Employment) II	18.22
01263 - Personnel Assistant (Employment) III	19.73
01270 - Production Control Clerk	21.20
01290 - Rental Clerk	14.73
01300 - Scheduler Maintenance	16.67
01311 - Secretary I	16.67
01312 - Secretary II	18.65
01313 - Secretary III	20.80
01320 - Service Order Dispatcher	16.13
01410 - Supply Technician	25.13
01420 - Survey Worker	16.42
01460 - Switchboard Operator/Receptionist	13.49
01531 - Travel Clerk I	16.41
01532 - Travel Clerk II	17.85
01533 - Travel Clerk III	19.43
01611 - Word Processor I	14.76
01612 - Word Processor II	16.57
01613 - Word Processor III	18.54
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	20.27
05010 - Automotive Electrician	20.79
05040 - Automotive Glass Installer	19.87
05070 - Automotive Worker	19.87
05110 - Mobile Equipment Servicer	18.02
05130 - Motor Equipment Metal Mechanic	21.75
05160 - Motor Equipment Metal Worker	19.87
05190 - Motor Vehicle Mechanic	20.88
05220 - Motor Vehicle Mechanic Helper	17.00
05250 - Motor Vehicle Upholstery Worker	18.94
05280 - Motor Vehicle Wrecker	19.87
05310 - Painter Automotive	20.79
05340 - Radiator Repair Specialist	19.87
05370 - Tire Repairer	13.95
05400 - Transmission Repair Specialist	21.53
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.23
07041 - Cook I	13.27
07042 - Cook II	15.43
07070 - Dishwasher	10.27
07130 - Food Service Worker	11.36
07210 - Meat Cutter	16.30

07260 - Waiter/Waitress	9.69
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.65
09040 - Furniture Handler	12.13
09080 - Furniture Refinisher	15.90
09090 - Furniture Refinisher Helper	12.38
09110 - Furniture Repairer Minor	13.92
09130 - Upholsterer	16.91
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.57
11060 - Elevator Operator	12.10
11090 - Gardener	17.18
11122 - Housekeeping Aide	12.10
11150 - Janitor	12.10
11210 - Laborer Grounds Maintenance	12.99
11240 - Maid or Houseman	11.21
11260 - Pruner	11.42
11270 - Tractor Operator	15.79
11330 - Trail Maintenance Worker	12.99
11360 - Window Cleaner	13.76
12000 - Health Occupations	
12010 - Ambulance Driver	17.13
12011 - Breath Alcohol Technician	19.60
12012 - Certified Occupational Therapist Assistant	32.14
12015 - Certified Physical Therapist Assistant	31.71
12020 - Dental Assistant	19.74
12025 - Dental Hygienist	36.70
12030 - EKG Technician	23.51
12035 - Electroneurodiagnostic Technologist	23.51
12040 - Emergency Medical Technician	17.13
12071 - Licensed Practical Nurse I	17.52
12072 - Licensed Practical Nurse II	19.60
12073 - Licensed Practical Nurse III	21.85
12100 - Medical Assistant	15.50
12130 - Medical Laboratory Technician	23.30
12160 - Medical Record Clerk	16.50
12190 - Medical Record Technician	18.47
12195 - Medical Transcriptionist	19.64
12210 - Nuclear Medicine Technologist	36.23
12221 - Nursing Assistant I	11.22
12222 - Nursing Assistant II	12.62
12223 - Nursing Assistant III	13.77
12224 - Nursing Assistant IV	15.45
12235 - Optical Dispenser	19.76
12236 - Optical Technician	14.67
12250 - Pharmacy Technician	15.18
12280 - Phlebotomist	16.39
12305 - Radiologic Technologist	29.01
12311 - Registered Nurse I	23.88
12312 - Registered Nurse II	27.55

12313 - Registered Nurse II Specialist		27.55
12314 - Registered Nurse III		33.08
12315 - Registered Nurse III Anesthetist		33.08
12316 - Registered Nurse IV		39.89
12317 - Scheduler (Drug and Alcohol Testing)		24.28
12320 - Substance Abuse Treatment Counselor		24.97
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.45
13012 - Exhibits Specialist II		26.47
13013 - Exhibits Specialist III		32.38
13041 - Illustrator I		21.20
13042 - Illustrator II		26.25
13043 - Illustrator III		32.12
13047 - Librarian		29.32
13050 - Library Aide/Clerk		13.50
13054 - Library Information Technology Systems Administrator		26.47
13058 - Library Technician		17.34
13061 - Media Specialist I		19.10
13062 - Media Specialist II		21.37
13063 - Media Specialist III		23.83
13071 - Photographer I		18.09
13072 - Photographer II		20.23
13073 - Photographer III		25.08
13074 - Photographer IV		29.18
13075 - Photographer V		35.30
13090 - Technical Order Library Clerk		16.95
13110 - Video Teleconference Technician		18.18
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.62
14042 - Computer Operator II		18.60
14043 - Computer Operator III		20.74
14044 - Computer Operator IV		23.04
14045 - Computer Operator V		25.52
14071 - Computer Programmer I	(see 1)	22.92
14072 - Computer Programmer II	(see 1)	27.56
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.62
14160 - Personal Computer Support Technician		23.04
14170 - System Support Specialist		33.43
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.58
15020 - Aircrew Training Devices Instructor (Rated)		34.55
15030 - Air Crew Training Devices Instructor (Pilot)		40.70
15050 - Computer Based Training Specialist / Instructor		29.03
15060 - Educational Technologist		27.21

15070 - Flight Instructor (Pilot) 40.70
15080 - Graphic Artist 22.09
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.70
15086 - Maintenance Test Pilot Rotary Wing 40.70
15088 - Non-Maintenance Test/Co-Pilot 40.70
15090 - Technical Instructor 21.42
15095 - Technical Instructor/Course Developer 26.30
15110 - Test Proctor 17.36
15120 - Tutor 17.36
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.38
16030 - Counter Attendant 10.38
16040 - Dry Cleaner 13.17
16070 - Finisher Flatwork Machine 10.38
16090 - Presser Hand 10.38
16110 - Presser Machine Drycleaning 10.38
16130 - Presser Machine Shirts 10.38
16160 - Presser Machine Wearing Apparel Laundry 10.38
16190 - Sewing Machine Operator 14.09
16220 - Tailor 14.98
16250 - Washer Machine 11.36
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.02
19040 - Tool And Die Maker 25.60
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.18
21030 - Material Coordinator 21.20
21040 - Material Expediter 21.20
21050 - Material Handling Laborer 13.10
21071 - Order Filler 12.32
21080 - Production Line Worker (Food Processing) 19.18
21110 - Shipping Packer 14.99
21130 - Shipping/Receiving Clerk 14.99
21140 - Store Worker I 11.01
21150 - Stock Clerk 15.73
21210 - Tools And Parts Attendant 19.18
21410 - Warehouse Specialist 19.18
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 33.47
23019 - Aircraft Logs and Records Technician 26.15
23021 - Aircraft Mechanic I 31.78
23022 - Aircraft Mechanic II 33.47
23023 - Aircraft Mechanic III 34.91
23040 - Aircraft Mechanic Helper 22.21
23050 - Aircraft Painter 27.79
23060 - Aircraft Servicer 26.15
23070 - Aircraft Survival Flight Equipment Technician 27.79
23080 - Aircraft Worker 28.09
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 28.09

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 31.78
23110 - Appliance Mechanic 19.93
23120 - Bicycle Repairer 16.36
23125 - Cable Splicer 26.44
23130 - Carpenter Maintenance 18.45
23140 - Carpet Layer 16.68
23160 - Electrician Maintenance 20.41
23181 - Electronics Technician Maintenance I 23.44
23182 - Electronics Technician Maintenance II 24.92
23183 - Electronics Technician Maintenance III 26.52
23260 - Fabric Worker 17.71
23290 - Fire Alarm System Mechanic 22.45
23310 - Fire Extinguisher Repairer 16.36
23311 - Fuel Distribution System Mechanic 21.87
23312 - Fuel Distribution System Operator 16.63
23370 - General Maintenance Worker 17.25
23380 - Ground Support Equipment Mechanic 31.78
23381 - Ground Support Equipment Servicer 26.15
23382 - Ground Support Equipment Worker 28.09
23391 - Gunsmith I 16.36
23392 - Gunsmith II 19.03
23393 - Gunsmith III 21.52
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.40
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.54
23430 - Heavy Equipment Mechanic 23.70
23440 - Heavy Equipment Operator 17.73
23460 - Instrument Mechanic 21.82
23465 - Laboratory/Shelter Mechanic 20.22
23470 - Laborer 13.10
23510 - Locksmith 19.76
23530 - Machinery Maintenance Mechanic 23.80
23550 - Machinist Maintenance 19.84
23580 - Maintenance Trades Helper 14.98
23591 - Metrology Technician I 21.82
23592 - Metrology Technician II 22.99
23593 - Metrology Technician III 23.97
23640 - Millwright 21.40
23710 - Office Appliance Repairer 18.68
23760 - Painter Maintenance 19.44
23790 - Pipefitter Maintenance 22.78
23810 - Plumber Maintenance 21.42
23820 - Pneudraulic Systems Mechanic 21.52
23850 - Rigger 21.48
23870 - Scale Mechanic 19.03
23890 - Sheet-Metal Worker Maintenance 19.54
23910 - Small Engine Mechanic 17.43
23931 - Telecommunications Mechanic I 24.09

23932 - Telecommunications Mechanic II 25.37
23950 - Telephone Lineman 23.50
23960 - Welder Combination Maintenance 19.35
23965 - Well Driller 18.17
23970 - Woodcraft Worker 21.52
23980 - Woodworker 16.36
24000 - Personal Needs Occupations
24550 - Case Manager 15.82
24570 - Child Care Attendant 10.69
24580 - Child Care Center Clerk 14.10
24610 - Chore Aide 10.91
24620 - Family Readiness And Support Services Coordinator 15.82
24630 - Homemaker 17.33
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 27.27
25040 - Sewage Plant Operator 21.65
25070 - Stationary Engineer 27.27
25190 - Ventilation Equipment Tender 19.06
25210 - Water Treatment Plant Operator 21.65
27000 - Protective Service Occupations
27004 - Alarm Monitor 18.32
27007 - Baggage Inspector 12.47
27008 - Corrections Officer 24.75
27010 - Court Security Officer 24.14
27030 - Detection Dog Handler 16.69
27040 - Detention Officer 24.75
27070 - Firefighter 23.53
27101 - Guard I 12.47
27102 - Guard II 16.29
27131 - Police Officer I 26.29
27132 - Police Officer II 29.22
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.13
28042 - Carnival Equipment Repairer 14.29
28043 - Carnival Worker 9.50
28210 - Gate Attendant/Gate Tender 14.80
28310 - Lifeguard 11.59
28350 - Park Attendant (Aide) 16.57
28510 - Recreation Aide/Health Facility Attendant 12.09
28515 - Recreation Specialist 20.52
28630 - Sports Official 13.19
28690 - Swimming Pool Operator 16.62
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 28.67
29020 - Hatch Tender 28.67
29030 - Line Handler 28.67
29041 - Stevedore I 26.60
29042 - Stevedore II 30.47
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 16.79
30022 - Archeological Technician II 19.03
30023 - Archeological Technician III 23.57
30030 - Cartographic Technician 24.49
30040 - Civil Engineering Technician 23.20
30051 - Cryogenic Technician I 26.11
30052 - Cryogenic Technician II 28.84
30061 - Drafter/CAD Operator I 16.79
30062 - Drafter/CAD Operator II 19.03
30063 - Drafter/CAD Operator III 20.25
30064 - Drafter/CAD Operator IV 26.11
30081 - Engineering Technician I 16.69
30082 - Engineering Technician II 18.74
30083 - Engineering Technician III 21.23
30084 - Engineering Technician IV 24.45
30085 - Engineering Technician V 28.32
30086 - Engineering Technician VI 32.37
30090 - Environmental Technician 22.11
30095 - Evidence Control Specialist 23.57
30210 - Laboratory Technician 22.18
30221 - Latent Fingerprint Technician I 23.59
30222 - Latent Fingerprint Technician II 26.06
30240 - Mathematical Technician 25.93
30361 - Paralegal/Legal Assistant I 19.10
30362 - Paralegal/Legal Assistant II 23.66
30363 - Paralegal/Legal Assistant III 28.94
30364 - Paralegal/Legal Assistant IV 35.01
30375 - Petroleum Supply Specialist 28.84
30390 - Photo-Optics Technician 23.27
30395 - Radiation Control Technician 28.84
30461 - Technical Writer I 21.91
30462 - Technical Writer II 26.79
30463 - Technical Writer III 32.42
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 26.11
30502 - Weather Forecaster II 31.75
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.25
30621 - Weather Observer Senior (see 2) 23.11
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 11.48
31030 - Bus Driver 16.42

31043 - Driver Courier	13.84
31260 - Parking and Lot Attendant	9.86
31290 - Shuttle Bus Driver	15.06
31310 - Taxi Driver	12.08
31361 - Truckdriver Light	15.06
31362 - Truckdriver Medium	16.30
31363 - Truckdriver Heavy	19.33
31364 - Truckdriver Tractor-Trailer	19.33
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.61
99050 - Desk Clerk	11.44
99095 - Embalmer	26.58
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.12
99252 - Laboratory Animal Caretaker II	13.19
99260 - Marketing Analyst	29.62
99310 - Mortician	26.58
99410 - Pest Controller	19.03
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	21.29
99711 - Recycling Specialist	24.99
99730 - Refuse Collector	18.99
99810 - Sales Clerk	12.49
99820 - School Crossing Guard	12.21
99830 - Survey Party Chief	18.53
99831 - Surveying Aide	11.40
99832 - Surveying Technician	17.40
99840 - Vending Machine Attendant	13.04
99841 - Vending Machine Repairer	15.43
99842 - Vending Machine Repairer Helper	13.04

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 5 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4573
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: Florida

Area: Florida County of Palm Beach

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		17.79
01013 - Accounting Clerk III		19.89
01020 - Administrative Assistant		28.29
01035 - Court Reporter		19.31
01041 - Customer Service Representative I		13.15
01042 - Customer Service Representative II		14.56
01043 - Customer Service Representative III		16.12
01051 - Data Entry Operator I		14.37
01052 - Data Entry Operator II		15.68
01060 - Dispatcher Motor Vehicle		17.21
01070 - Document Preparation Clerk		14.77
01090 - Duplicating Machine Operator		14.77
01111 - General Clerk I		14.69
01112 - General Clerk II		16.03

01113 - General Clerk III 18.01
01120 - Housing Referral Assistant 21.52
01141 - Messenger Courier 15.06
01191 - Order Clerk I 15.11
01192 - Order Clerk II 16.49
01261 - Personnel Assistant (Employment) I 17.43
01262 - Personnel Assistant (Employment) II 19.49
01263 - Personnel Assistant (Employment) III 21.72
01270 - Production Control Clerk 21.43
01290 - Rental Clerk 14.93
01300 - Scheduler Maintenance 17.27
01311 - Secretary I 17.27
01312 - Secretary II 19.31
01313 - Secretary III 21.52
01320 - Service Order Dispatcher 15.39
01410 - Supply Technician 28.29
01420 - Survey Worker 20.30
01460 - Switchboard Operator/Receptionist 14.58
01531 - Travel Clerk I 16.67
01532 - Travel Clerk II 18.12
01533 - Travel Clerk III 19.41
01611 - Word Processor I 15.14
01612 - Word Processor II 17.01
01613 - Word Processor III 19.02
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.14
05010 - Automotive Electrician 19.13
05040 - Automotive Glass Installer 17.86
05070 - Automotive Worker 17.86
05110 - Mobile Equipment Servicer 15.10
05130 - Motor Equipment Metal Mechanic 20.40
05160 - Motor Equipment Metal Worker 17.86
05190 - Motor Vehicle Mechanic 20.40
05220 - Motor Vehicle Mechanic Helper 13.71
05250 - Motor Vehicle Upholstery Worker 16.52
05280 - Motor Vehicle Wrecker 17.86
05310 - Painter Automotive 19.13
05340 - Radiator Repair Specialist 17.86
05370 - Tire Repairer 15.15
05400 - Transmission Repair Specialist 20.40
07000 - Food Preparation And Service Occupations
07010 - Baker 14.25
07041 - Cook I 13.50
07042 - Cook II 15.98
07070 - Dishwasher 11.20
07130 - Food Service Worker 12.87
07210 - Meat Cutter 16.63
07260 - Waiter/Waitress 10.97
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.07

09040 - Furniture Handler 12.32
09080 - Furniture Refinisher 19.94
09090 - Furniture Refinisher Helper 14.67
09110 - Furniture Repairer Minor 17.30
09130 - Upholsterer 19.79
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.17
11060 - Elevator Operator 11.64
11090 - Gardener 19.91
11122 - Housekeeping Aide 11.64
11150 - Janitor 11.64
11210 - Laborer Grounds Maintenance 14.33
11240 - Maid or Houseman 11.42
11260 - Pruner 12.48
11270 - Tractor Operator 18.07
11330 - Trail Maintenance Worker 14.33
11360 - Window Cleaner 13.36
12000 - Health Occupations
12010 - Ambulance Driver 18.07
12011 - Breath Alcohol Technician 20.79
12012 - Certified Occupational Therapist Assistant 32.71
12015 - Certified Physical Therapist Assistant 29.49
12020 - Dental Assistant 19.68
12025 - Dental Hygienist 35.66
12030 - EKG Technician 23.82
12035 - Electroneurodiagnostic Technologist 23.82
12040 - Emergency Medical Technician 18.07
12071 - Licensed Practical Nurse I 18.59
12072 - Licensed Practical Nurse II 20.79
12073 - Licensed Practical Nurse III 23.17
12100 - Medical Assistant 17.50
12130 - Medical Laboratory Technician 25.82
12160 - Medical Record Clerk 17.42
12190 - Medical Record Technician 20.32
12195 - Medical Transcriptionist 17.78
12210 - Nuclear Medicine Technologist 37.64
12221 - Nursing Assistant I 12.08
12222 - Nursing Assistant II 13.57
12223 - Nursing Assistant III 14.82
12224 - Nursing Assistant IV 16.64
12235 - Optical Dispenser 19.33
12236 - Optical Technician 15.24
12250 - Pharmacy Technician 17.05
12280 - Phlebotomist 16.04
12305 - Radiologic Technologist 27.72
12311 - Registered Nurse I 26.32
12312 - Registered Nurse II 30.85
12313 - Registered Nurse II Specialist 30.85
12314 - Registered Nurse III 37.33
12315 - Registered Nurse III Anesthetist 37.33

12316 - Registered Nurse IV		44.74
12317 - Scheduler (Drug and Alcohol Testing)		25.76
12320 - Substance Abuse Treatment Counselor		19.75
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.30
13012 - Exhibits Specialist II		26.39
13013 - Exhibits Specialist III		32.28
13041 - Illustrator I		20.66
13042 - Illustrator II		25.59
13043 - Illustrator III		31.31
13047 - Librarian		30.39
13050 - Library Aide/Clerk		13.61
13054 - Library Information Technology Systems Administrator		26.99
13058 - Library Technician		18.18
13061 - Media Specialist I		18.18
13062 - Media Specialist II		20.33
13063 - Media Specialist III		22.67
13071 - Photographer I		16.89
13072 - Photographer II		18.89
13073 - Photographer III		23.40
13074 - Photographer IV		28.63
13075 - Photographer V		34.63
13090 - Technical Order Library Clerk		17.97
13110 - Video Teleconference Technician		21.44
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.99
14042 - Computer Operator II		21.23
14043 - Computer Operator III		23.67
14044 - Computer Operator IV		26.30
14045 - Computer Operator V		29.13
14071 - Computer Programmer I	(see 1)	22.63
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		18.99
14160 - Personal Computer Support Technician		26.30
14170 - System Support Specialist		29.13
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.48
15020 - Aircrew Training Devices Instructor (Rated)		38.08
15030 - Air Crew Training Devices Instructor (Pilot)		41.70
15050 - Computer Based Training Specialist / Instructor		31.48
15060 - Educational Technologist		29.96
15070 - Flight Instructor (Pilot)		41.70
15080 - Graphic Artist		24.26
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.39

15086 - Maintenance Test Pilot Rotary Wing 41.39
15088 - Non-Maintenance Test/Co-Pilot 41.39
15090 - Technical Instructor 24.25
15095 - Technical Instructor/Course Developer 29.67
15110 - Test Proctor 19.58
15120 - Tutor 19.58
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.50
16030 - Counter Attendant 10.50
16040 - Dry Cleaner 13.05
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 13.88
16220 - Tailor 14.72
16250 - Washer Machine 11.36
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.73
19040 - Tool And Die Maker 27.64
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.74
21030 - Material Coordinator 21.43
21040 - Material Expediter 21.43
21050 - Material Handling Laborer 14.33
21071 - Order Filler 12.89
21080 - Production Line Worker (Food Processing) 16.74
21110 - Shipping Packer 15.19
21130 - Shipping/Receiving Clerk 15.19
21140 - Store Worker I 10.76
21150 - Stock Clerk 16.44
21210 - Tools And Parts Attendant 16.74
21410 - Warehouse Specialist 16.74
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 36.00
23019 - Aircraft Logs and Records Technician 27.39
23021 - Aircraft Mechanic I 33.83
23022 - Aircraft Mechanic II 36.00
23023 - Aircraft Mechanic III 38.14
23040 - Aircraft Mechanic Helper 22.74
23050 - Aircraft Painter 31.72
23060 - Aircraft Servicer 27.39
23070 - Aircraft Survival Flight Equipment Technician 31.72
23080 - Aircraft Worker 29.61
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 29.61
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 33.83
23110 - Appliance Mechanic 20.87

23120 - Bicycle Repairer 15.44
23125 - Cable Splicer 26.56
23130 - Carpenter Maintenance 20.40
23140 - Carpet Layer 20.01
23160 - Electrician Maintenance 22.09
23181 - Electronics Technician Maintenance I 24.51
23182 - Electronics Technician Maintenance II 26.58
23183 - Electronics Technician Maintenance III 29.81
23260 - Fabric Worker 17.93
23290 - Fire Alarm System Mechanic 22.16
23310 - Fire Extinguisher Repairer 16.92
23311 - Fuel Distribution System Mechanic 24.83
23312 - Fuel Distribution System Operator 18.39
23370 - General Maintenance Worker 17.47
23380 - Ground Support Equipment Mechanic 33.83
23381 - Ground Support Equipment Servicer 27.39
23382 - Ground Support Equipment Worker 29.61
23391 - Gunsmith I 16.92
23392 - Gunsmith II 20.00
23393 - Gunsmith III 22.85
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.00
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.48
23430 - Heavy Equipment Mechanic 24.94
23440 - Heavy Equipment Operator 21.73
23460 - Instrument Mechanic 22.85
23465 - Laboratory/Shelter Mechanic 21.43
23470 - Laborer 14.33
23510 - Locksmith 18.94
23530 - Machinery Maintenance Mechanic 22.48
23550 - Machinist Maintenance 21.89
23580 - Maintenance Trades Helper 14.87
23591 - Metrology Technician I 22.85
23592 - Metrology Technician II 24.32
23593 - Metrology Technician III 25.76
23640 - Millwright 22.13
23710 - Office Appliance Repairer 18.50
23760 - Painter Maintenance 17.51
23790 - Pipefitter Maintenance 23.94
23810 - Plumber Maintenance 22.45
23820 - Pneudraulic Systems Mechanic 22.85
23850 - Rigger 24.18
23870 - Scale Mechanic 20.00
23890 - Sheet-Metal Worker Maintenance 21.23
23910 - Small Engine Mechanic 20.50
23931 - Telecommunications Mechanic I 30.36
23932 - Telecommunications Mechanic II 32.31
23950 - Telephone Lineman 21.57
23960 - Welder Combination Maintenance 20.81

23965 - Well Driller	22.89
23970 - Woodcraft Worker	22.85
23980 - Woodworker	16.92
24000 - Personal Needs Occupations	
24550 - Case Manager	17.89
24570 - Child Care Attendant	11.53
24580 - Child Care Center Clerk	15.33
24610 - Chore Aide	11.57
24620 - Family Readiness And Support Services Coordinator	17.89
24630 - Homemaker	17.89
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.45
25040 - Sewage Plant Operator	24.77
25070 - Stationary Engineer	29.45
25190 - Ventilation Equipment Tender	19.81
25210 - Water Treatment Plant Operator	24.77
27000 - Protective Service Occupations	
27004 - Alarm Monitor	26.57
27007 - Baggage Inspector	12.47
27008 - Corrections Officer	27.97
27010 - Court Security Officer	30.29
27030 - Detection Dog Handler	18.11
27040 - Detention Officer	27.97
27070 - Firefighter	33.91
27101 - Guard I	12.47
27102 - Guard II	18.11
27131 - Police Officer I	31.66
27132 - Police Officer II	35.19
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.98
28042 - Carnival Equipment Repairer	17.60
28043 - Carnival Worker	11.04
28210 - Gate Attendant/Gate Tender	16.93
28310 - Lifeguard	15.76
28350 - Park Attendant (Aide)	18.93
28510 - Recreation Aide/Health Facility Attendant	13.81
28515 - Recreation Specialist	23.45
28630 - Sports Official	15.07
28690 - Swimming Pool Operator	20.83
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	29.49
29020 - Hatch Tender	29.49
29030 - Line Handler	29.49
29041 - Stevedore I	27.78
29042 - Stevedore II	32.42
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	42.91
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	29.59
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	32.58

30021 - Archeological Technician I		19.73
30022 - Archeological Technician II		22.06
30023 - Archeological Technician III		27.33
30030 - Cartographic Technician		27.33
30040 - Civil Engineering Technician		25.54
30051 - Cryogenic Technician I		29.66
30052 - Cryogenic Technician II		32.77
30061 - Drafter/CAD Operator I		19.73
30062 - Drafter/CAD Operator II		22.06
30063 - Drafter/CAD Operator III		24.59
30064 - Drafter/CAD Operator IV		30.27
30081 - Engineering Technician I		18.79
30082 - Engineering Technician II		21.92
30083 - Engineering Technician III		24.53
30084 - Engineering Technician IV		29.22
30085 - Engineering Technician V		35.73
30086 - Engineering Technician VI		41.29
30090 - Environmental Technician		23.03
30095 - Evidence Control Specialist		26.79
30210 - Laboratory Technician		22.13
30221 - Latent Fingerprint Technician I		27.24
30222 - Latent Fingerprint Technician II		30.09
30240 - Mathematical Technician		28.45
30361 - Paralegal/Legal Assistant I		21.78
30362 - Paralegal/Legal Assistant II		26.97
30363 - Paralegal/Legal Assistant III		32.99
30364 - Paralegal/Legal Assistant IV		39.92
30375 - Petroleum Supply Specialist		32.77
30390 - Photo-Optics Technician		27.33
30395 - Radiation Control Technician		32.77
30461 - Technical Writer I		25.84
30462 - Technical Writer II		31.61
30463 - Technical Writer III		38.25
30491 - Unexploded Ordnance (UXO) Technician I		27.27
30492 - Unexploded Ordnance (UXO) Technician II		33.00
30493 - Unexploded Ordnance (UXO) Technician III		39.55
30494 - Unexploded (UXO) Safety Escort		27.27
30495 - Unexploded (UXO) Sweep Personnel		27.27
30501 - Weather Forecaster I		30.27
30502 - Weather Forecaster II		36.82
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	24.59
30621 - Weather Observer Senior	(see 2)	27.33
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		33.00
31020 - Bus Aide		12.85
31030 - Bus Driver		19.52
31043 - Driver Courier		14.92
31260 - Parking and Lot Attendant		11.10
31290 - Shuttle Bus Driver		16.45

31310 - Taxi Driver	14.38
31361 - Truckdriver Light	16.45
31362 - Truckdriver Medium	17.99
31363 - Truckdriver Heavy	19.54
31364 - Truckdriver Tractor-Trailer	19.54
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.09
99030 - Cashier	10.87
99050 - Desk Clerk	12.81
99095 - Embalmer	28.67
99130 - Flight Follower	27.27
99251 - Laboratory Animal Caretaker I	14.27
99252 - Laboratory Animal Caretaker II	15.72
99260 - Marketing Analyst	29.19
99310 - Mortician	30.23
99410 - Pest Controller	17.33
99510 - Photofinishing Worker	14.81
99710 - Recycling Laborer	23.99
99711 - Recycling Specialist	30.26
99730 - Refuse Collector	20.90
99810 - Sales Clerk	12.58
99820 - School Crossing Guard	13.84
99830 - Survey Party Chief	24.18
99831 - Surveying Aide	14.60
99832 - Surveying Technician	22.03
99840 - Vending Machine Attendant	11.67
99841 - Vending Machine Repairer	14.81
99842 - Vending Machine Repairer Helper	11.66

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4574
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: Florida

Area: Florida County of Palm Beach

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.66
01012 - Accounting Clerk II		17.57
01013 - Accounting Clerk III		19.66
01020 - Administrative Assistant		27.47
01035 - Court Reporter		19.08
01041 - Customer Service Representative I		12.96
01042 - Customer Service Representative II		14.56
01043 - Customer Service Representative III		15.89
01051 - Data Entry Operator I		13.82
01052 - Data Entry Operator II		15.09
01060 - Dispatcher Motor Vehicle		17.16
01070 - Document Preparation Clerk		14.77

01090 - Duplicating Machine Operator 14.77
01111 - General Clerk I 14.14
01112 - General Clerk II 15.43
01113 - General Clerk III 17.32
01120 - Housing Referral Assistant 21.28
01141 - Messenger Courier 15.06
01191 - Order Clerk I 14.39
01192 - Order Clerk II 15.71
01261 - Personnel Assistant (Employment) I 16.97
01262 - Personnel Assistant (Employment) II 18.98
01263 - Personnel Assistant (Employment) III 21.16
01270 - Production Control Clerk 21.43
01290 - Rental Clerk 14.93
01300 - Scheduler Maintenance 17.06
01311 - Secretary I 17.06
01312 - Secretary II 19.08
01313 - Secretary III 21.28
01320 - Service Order Dispatcher 15.35
01410 - Supply Technician 27.47
01420 - Survey Worker 20.30
01460 - Switchboard Operator/Receptionist 14.58
01531 - Travel Clerk I 16.65
01532 - Travel Clerk II 18.09
01533 - Travel Clerk III 19.38
01611 - Word Processor I 14.91
01612 - Word Processor II 16.74
01613 - Word Processor III 18.73
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.22
05010 - Automotive Electrician 19.13
05040 - Automotive Glass Installer 17.86
05070 - Automotive Worker 17.86
05110 - Mobile Equipment Servicer 15.10
05130 - Motor Equipment Metal Mechanic 20.40
05160 - Motor Equipment Metal Worker 17.86
05190 - Motor Vehicle Mechanic 20.40
05220 - Motor Vehicle Mechanic Helper 13.71
05250 - Motor Vehicle Upholstery Worker 16.52
05280 - Motor Vehicle Wrecker 17.86
05310 - Painter Automotive 19.13
05340 - Radiator Repair Specialist 17.86
05370 - Tire Repairer 14.18
05400 - Transmission Repair Specialist 20.40
07000 - Food Preparation And Service Occupations
07010 - Baker 13.20
07041 - Cook I 13.50
07042 - Cook II 15.98
07070 - Dishwasher 10.70
07130 - Food Service Worker 11.70
07210 - Meat Cutter 15.43

07260 - Waiter/Waitress	10.97
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.52
09040 - Furniture Handler	12.32
09080 - Furniture Refinisher	19.94
09090 - Furniture Refinisher Helper	14.67
09110 - Furniture Repairer Minor	17.30
09130 - Upholsterer	18.21
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.51
11060 - Elevator Operator	11.33
11090 - Gardener	18.99
11122 - Housekeeping Aide	11.33
11150 - Janitor	11.33
11210 - Laborer Grounds Maintenance	13.67
11240 - Maid or Houseman	11.23
11260 - Pruner	11.91
11270 - Tractor Operator	17.24
11330 - Trail Maintenance Worker	13.67
11360 - Window Cleaner	13.01
12000 - Health Occupations	
12010 - Ambulance Driver	18.07
12011 - Breath Alcohol Technician	20.52
12012 - Certified Occupational Therapist Assistant	31.28
12015 - Certified Physical Therapist Assistant	29.49
12020 - Dental Assistant	19.68
12025 - Dental Hygienist	35.66
12030 - EKG Technician	23.82
12035 - Electroneurodiagnostic Technologist	23.82
12040 - Emergency Medical Technician	18.07
12071 - Licensed Practical Nurse I	18.34
12072 - Licensed Practical Nurse II	20.52
12073 - Licensed Practical Nurse III	22.88
12100 - Medical Assistant	17.03
12130 - Medical Laboratory Technician	24.22
12160 - Medical Record Clerk	16.52
12190 - Medical Record Technician	20.32
12195 - Medical Transcriptionist	17.78
12210 - Nuclear Medicine Technologist	35.80
12221 - Nursing Assistant I	12.08
12222 - Nursing Assistant II	13.57
12223 - Nursing Assistant III	14.82
12224 - Nursing Assistant IV	16.64
12235 - Optical Dispenser	19.33
12236 - Optical Technician	15.24
12250 - Pharmacy Technician	16.34
12280 - Phlebotomist	15.83
12305 - Radiologic Technologist	27.45
12311 - Registered Nurse I	26.32
12312 - Registered Nurse II	30.85

12313 - Registered Nurse II Specialist		30.85
12314 - Registered Nurse III		37.33
12315 - Registered Nurse III Anesthetist		37.33
12316 - Registered Nurse IV		44.74
12317 - Scheduler (Drug and Alcohol Testing)		25.41
12320 - Substance Abuse Treatment Counselor		18.95
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.68
13012 - Exhibits Specialist II		25.62
13013 - Exhibits Specialist III		31.34
13041 - Illustrator I		20.66
13042 - Illustrator II		25.59
13043 - Illustrator III		31.31
13047 - Librarian		30.39
13050 - Library Aide/Clerk		13.61
13054 - Library Information Technology Systems Administrator		26.99
13058 - Library Technician		18.18
13061 - Media Specialist I		18.18
13062 - Media Specialist II		20.33
13063 - Media Specialist III		22.67
13071 - Photographer I		16.89
13072 - Photographer II		18.89
13073 - Photographer III		23.40
13074 - Photographer IV		28.63
13075 - Photographer V		34.63
13090 - Technical Order Library Clerk		17.97
13110 - Video Teleconference Technician		19.49
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.34
14042 - Computer Operator II		19.40
14043 - Computer Operator III		21.63
14044 - Computer Operator IV		24.03
14045 - Computer Operator V		26.61
14071 - Computer Programmer I	(see 1)	22.63
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		17.34
14160 - Personal Computer Support Technician		24.03
14170 - System Support Specialist		28.01
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.48
15020 - Aircrew Training Devices Instructor (Rated)		38.08
15030 - Air Crew Training Devices Instructor (Pilot)		41.70
15050 - Computer Based Training Specialist / Instructor		31.48
15060 - Educational Technologist		29.28

15070 - Flight Instructor (Pilot) 41.70
15080 - Graphic Artist 23.85
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.39
15086 - Maintenance Test Pilot Rotary Wing 41.39
15088 - Non-Maintenance Test/Co-Pilot 41.39
15090 - Technical Instructor 24.25
15095 - Technical Instructor/Course Developer 29.67
15110 - Test Proctor 19.58
15120 - Tutor 19.58
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.50
16030 - Counter Attendant 10.50
16040 - Dry Cleaner 13.05
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 13.88
16220 - Tailor 14.72
16250 - Washer Machine 11.36
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.76
19040 - Tool And Die Maker 26.40
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.74
21030 - Material Coordinator 21.43
21040 - Material Expediter 21.43
21050 - Material Handling Laborer 13.44
21071 - Order Filler 12.82
21080 - Production Line Worker (Food Processing) 16.74
21110 - Shipping Packer 14.85
21130 - Shipping/Receiving Clerk 14.85
21140 - Store Worker I 10.76
21150 - Stock Clerk 16.44
21210 - Tools And Parts Attendant 16.74
21410 - Warehouse Specialist 16.74
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 32.73
23019 - Aircraft Logs and Records Technician 24.90
23021 - Aircraft Mechanic I 30.75
23022 - Aircraft Mechanic II 32.73
23023 - Aircraft Mechanic III 34.67
23040 - Aircraft Mechanic Helper 20.67
23050 - Aircraft Painter 28.84
23060 - Aircraft Servicer 24.90
23070 - Aircraft Survival Flight Equipment Technician 28.84
23080 - Aircraft Worker 26.92
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 26.92

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 30.75
23110 - Appliance Mechanic 19.84
23120 - Bicycle Repairer 15.44
23125 - Cable Splicer 25.75
23130 - Carpenter Maintenance 20.10
23140 - Carpet Layer 20.01
23160 - Electrician Maintenance 22.09
23181 - Electronics Technician Maintenance I 24.51
23182 - Electronics Technician Maintenance II 26.58
23183 - Electronics Technician Maintenance III 29.81
23260 - Fabric Worker 17.93
23290 - Fire Alarm System Mechanic 21.86
23310 - Fire Extinguisher Repairer 16.38
23311 - Fuel Distribution System Mechanic 24.83
23312 - Fuel Distribution System Operator 18.39
23370 - General Maintenance Worker 16.88
23380 - Ground Support Equipment Mechanic 30.75
23381 - Ground Support Equipment Servicer 24.90
23382 - Ground Support Equipment Worker 26.92
23391 - Gunsmith I 16.38
23392 - Gunsmith II 19.39
23393 - Gunsmith III 22.13
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.00
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.48
23430 - Heavy Equipment Mechanic 24.34
23440 - Heavy Equipment Operator 21.47
23460 - Instrument Mechanic 22.13
23465 - Laboratory/Shelter Mechanic 20.76
23470 - Laborer 13.44
23510 - Locksmith 18.94
23530 - Machinery Maintenance Mechanic 22.48
23550 - Machinist Maintenance 20.38
23580 - Maintenance Trades Helper 13.90
23591 - Metrology Technician I 22.13
23592 - Metrology Technician II 23.55
23593 - Metrology Technician III 24.94
23640 - Millwright 22.13
23710 - Office Appliance Repairer 17.94
23760 - Painter Maintenance 17.51
23790 - Pipefitter Maintenance 23.14
23810 - Plumber Maintenance 21.70
23820 - Pneudraulic Systems Mechanic 22.13
23850 - Rigger 23.72
23870 - Scale Mechanic 19.39
23890 - Sheet-Metal Worker Maintenance 21.23
23910 - Small Engine Mechanic 20.35
23931 - Telecommunications Mechanic I 27.72

23932 - Telecommunications Mechanic II 29.50
23950 - Telephone Lineman 20.79
23960 - Welder Combination Maintenance 20.81
23965 - Well Driller 20.81
23970 - Woodcraft Worker 22.13
23980 - Woodworker 16.38
24000 - Personal Needs Occupations
24550 - Case Manager 17.89
24570 - Child Care Attendant 11.36
24580 - Child Care Center Clerk 15.33
24610 - Chore Aide 11.57
24620 - Family Readiness And Support Services Coordinator 17.89
24630 - Homemaker 17.89
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 26.77
25040 - Sewage Plant Operator 24.77
25070 - Stationary Engineer 26.77
25190 - Ventilation Equipment Tender 18.01
25210 - Water Treatment Plant Operator 24.77
27000 - Protective Service Occupations
27004 - Alarm Monitor 25.97
27007 - Baggage Inspector 12.36
27008 - Corrections Officer 26.29
27010 - Court Security Officer 29.76
27030 - Detection Dog Handler 18.11
27040 - Detention Officer 26.29
27070 - Firefighter 33.91
27101 - Guard I 12.36
27102 - Guard II 18.11
27131 - Police Officer I 31.06
27132 - Police Officer II 34.52
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.98
28042 - Carnival Equipment Repairer 17.60
28043 - Carnival Worker 11.04
28210 - Gate Attendant/Gate Tender 16.55
28310 - Lifeguard 15.76
28350 - Park Attendant (Aide) 18.52
28510 - Recreation Aide/Health Facility Attendant 13.51
28515 - Recreation Specialist 22.94
28630 - Sports Official 14.75
28690 - Swimming Pool Operator 20.83
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 26.81
29020 - Hatch Tender 26.81
29030 - Line Handler 26.81
29041 - Stevedore I 25.25
29042 - Stevedore II 29.47
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 42.48
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 29.30
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 32.27
30021 - Archeological Technician I 18.66
30022 - Archeological Technician II 20.89
30023 - Archeological Technician III 24.98
30030 - Cartographic Technician 25.86
30040 - Civil Engineering Technician 25.54
30051 - Cryogenic Technician I 26.96
30052 - Cryogenic Technician II 29.79
30061 - Drafter/CAD Operator I 18.66
30062 - Drafter/CAD Operator II 20.89
30063 - Drafter/CAD Operator III 23.28
30064 - Drafter/CAD Operator IV 28.66
30081 - Engineering Technician I 18.79
30082 - Engineering Technician II 21.92
30083 - Engineering Technician III 24.53
30084 - Engineering Technician IV 29.22
30085 - Engineering Technician V 35.73
30086 - Engineering Technician VI 41.29
30090 - Environmental Technician 23.03
30095 - Evidence Control Specialist 24.35
30210 - Laboratory Technician 22.13
30221 - Latent Fingerprint Technician I 27.24
30222 - Latent Fingerprint Technician II 30.09
30240 - Mathematical Technician 25.86
30361 - Paralegal/Legal Assistant I 21.78
30362 - Paralegal/Legal Assistant II 26.97
30363 - Paralegal/Legal Assistant III 32.99
30364 - Paralegal/Legal Assistant IV 39.92
30375 - Petroleum Supply Specialist 29.79
30390 - Photo-Optics Technician 25.86
30395 - Radiation Control Technician 29.79
30461 - Technical Writer I 25.41
30462 - Technical Writer II 31.08
30463 - Technical Writer III 37.61
30491 - Unexploded Ordnance (UXO) Technician I 27.00
30492 - Unexploded Ordnance (UXO) Technician II 32.67
30493 - Unexploded Ordnance (UXO) Technician III 39.16
30494 - Unexploded (UXO) Safety Escort 27.00
30495 - Unexploded (UXO) Sweep Personnel 27.00
30501 - Weather Forecaster I 28.66
30502 - Weather Forecaster II 34.85
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.28
30621 - Weather Observer Senior (see 2) 25.86
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 32.67
31020 - Bus Aide 12.11
31030 - Bus Driver 18.41

31043 - Driver Courier	14.92
31260 - Parking and Lot Attendant	10.09
31290 - Shuttle Bus Driver	16.45
31310 - Taxi Driver	14.38
31361 - Truckdriver Light	16.45
31362 - Truckdriver Medium	17.99
31363 - Truckdriver Heavy	19.54
31364 - Truckdriver Tractor-Trailer	19.54
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.93
99030 - Cashier	10.46
99050 - Desk Clerk	12.48
99095 - Embalmer	28.67
99130 - Flight Follower	27.00
99251 - Laboratory Animal Caretaker I	13.87
99252 - Laboratory Animal Caretaker II	15.28
99260 - Marketing Analyst	29.19
99310 - Mortician	30.23
99410 - Pest Controller	17.11
99510 - Photofinishing Worker	14.81
99710 - Recycling Laborer	22.44
99711 - Recycling Specialist	28.30
99730 - Refuse Collector	19.55
99810 - Sales Clerk	12.58
99820 - School Crossing Guard	13.84
99830 - Survey Party Chief	24.18
99831 - Surveying Aide	14.60
99832 - Surveying Technician	22.03
99840 - Vending Machine Attendant	11.67
99841 - Vending Machine Repairer	14.81
99842 - Vending Machine Repairer Helper	11.66

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4575
Revision No.: 15
Date Of Last Revision: 04/23/2021

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: Florida

Area: Florida Counties of Calhoun Franklin Holmes Jackson Liberty Washington

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.76
01012 - Accounting Clerk II		16.58
01013 - Accounting Clerk III		18.54
01020 - Administrative Assistant		20.80
01035 - Court Reporter		17.22
01041 - Customer Service Representative I		12.35
01042 - Customer Service Representative II		13.48
01043 - Customer Service Representative III		15.14
01051 - Data Entry Operator I		12.61
01052 - Data Entry Operator II		13.76
01060 - Dispatcher Motor Vehicle		17.12
01070 - Document Preparation Clerk		13.71
01090 - Duplicating Machine Operator		13.71
01111 - General Clerk I		12.45

01112 - General Clerk II 13.59
01113 - General Clerk III 15.27
01120 - Housing Referral Assistant 19.19
01141 - Messenger Courier 13.65
01191 - Order Clerk I 12.56
01192 - Order Clerk II 13.71
01261 - Personnel Assistant (Employment) I 15.40
01262 - Personnel Assistant (Employment) II 17.22
01263 - Personnel Assistant (Employment) III 19.19
01270 - Production Control Clerk 18.70
01290 - Rental Clerk 14.30
01300 - Scheduler Maintenance 15.40
01311 - Secretary I 15.40
01312 - Secretary II 17.22
01313 - Secretary III 19.19
01320 - Service Order Dispatcher 15.14
01410 - Supply Technician 20.80
01420 - Survey Worker 15.99
01460 - Switchboard Operator/Receptionist 13.65
01531 - Travel Clerk I 13.68
01532 - Travel Clerk II 14.84
01533 - Travel Clerk III 15.96
01611 - Word Processor I 12.40
01612 - Word Processor II 14.30
01613 - Word Processor III 15.99
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.33
05010 - Automotive Electrician 16.94
05040 - Automotive Glass Installer 17.66
05070 - Automotive Worker 16.05
05110 - Mobile Equipment Servicer 14.27
05130 - Motor Equipment Metal Mechanic 17.84
05160 - Motor Equipment Metal Worker 16.05
05190 - Motor Vehicle Mechanic 17.84
05220 - Motor Vehicle Mechanic Helper 13.32
05250 - Motor Vehicle Upholstery Worker 15.19
05280 - Motor Vehicle Wrecker 16.05
05310 - Painter Automotive 16.94
05340 - Radiator Repair Specialist 16.05
05370 - Tire Repairer 13.79
05400 - Transmission Repair Specialist 17.84
07000 - Food Preparation And Service Occupations
07010 - Baker 11.75
07041 - Cook I 10.62
07042 - Cook II 12.15
07070 - Dishwasher 9.68
07130 - Food Service Worker 10.68
07210 - Meat Cutter 13.34
07260 - Waiter/Waitress 11.23
09000 - Furniture Maintenance And Repair Occupations

09010 - Electrostatic Spray Painter 18.78
09040 - Furniture Handler 12.50
09080 - Furniture Refinisher 18.78
09090 - Furniture Refinisher Helper 14.12
09110 - Furniture Repairer Minor 16.46
09130 - Upholsterer 18.78
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.20
11060 - Elevator Operator 11.93
11090 - Gardener 15.17
11122 - Housekeeping Aide 11.93
11150 - Janitor 11.93
11210 - Laborer Grounds Maintenance 11.59
11240 - Maid or Houseman 9.90
11260 - Pruner 10.43
11270 - Tractor Operator 14.01
11330 - Trail Maintenance Worker 11.59
11360 - Window Cleaner 13.25
12000 - Health Occupations
12010 - Ambulance Driver 17.14
12011 - Breath Alcohol Technician 18.05
12012 - Certified Occupational Therapist Assistant 26.72
12015 - Certified Physical Therapist Assistant 29.56
12020 - Dental Assistant 18.52
12025 - Dental Hygienist 38.98
12030 - EKG Technician 27.36
12035 - Electroneurodiagnostic Technologist 27.36
12040 - Emergency Medical Technician 17.14
12071 - Licensed Practical Nurse I 16.14
12072 - Licensed Practical Nurse II 18.05
12073 - Licensed Practical Nurse III 20.12
12100 - Medical Assistant 14.17
12130 - Medical Laboratory Technician 22.50
12160 - Medical Record Clerk 17.68
12190 - Medical Record Technician 19.78
12195 - Medical Transcriptionist 17.72
12210 - Nuclear Medicine Technologist 39.67
12221 - Nursing Assistant I 12.24
12222 - Nursing Assistant II 13.75
12223 - Nursing Assistant III 15.01
12224 - Nursing Assistant IV 16.86
12235 - Optical Dispenser 21.00
12236 - Optical Technician 16.14
12250 - Pharmacy Technician 14.57
12280 - Phlebotomist 15.72
12305 - Radiologic Technologist 25.05
12311 - Registered Nurse I 26.08
12312 - Registered Nurse II 31.91
12313 - Registered Nurse II Specialist 31.91
12314 - Registered Nurse III 37.18

12315 - Registered Nurse III Anesthetist		37.18
12316 - Registered Nurse IV		44.55
12317 - Scheduler (Drug and Alcohol Testing)		22.35
12320 - Substance Abuse Treatment Counselor		19.98
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.95
13012 - Exhibits Specialist II		27.19
13013 - Exhibits Specialist III		33.25
13041 - Illustrator I		21.95
13042 - Illustrator II		27.19
13043 - Illustrator III		33.25
13047 - Librarian		30.11
13050 - Library Aide/Clerk		14.42
13054 - Library Information Technology Systems Administrator		27.19
13058 - Library Technician		17.52
13061 - Media Specialist I		19.62
13062 - Media Specialist II		21.95
13063 - Media Specialist III		24.47
13071 - Photographer I		19.62
13072 - Photographer II		21.95
13073 - Photographer III		27.19
13074 - Photographer IV		33.25
13075 - Photographer V		40.23
13090 - Technical Order Library Clerk		19.10
13110 - Video Teleconference Technician		19.62
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.68
14042 - Computer Operator II		17.54
14043 - Computer Operator III		19.56
14044 - Computer Operator IV		22.18
14045 - Computer Operator V		24.06
14071 - Computer Programmer I	(see 1)	17.74
14072 - Computer Programmer II	(see 1)	21.98
14073 - Computer Programmer III	(see 1)	24.73
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	27.01
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.68
14160 - Personal Computer Support Technician		22.18
14170 - System Support Specialist		25.70
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.01
15020 - Aircrew Training Devices Instructor (Rated)		34.78
15030 - Air Crew Training Devices Instructor (Pilot)		39.19
15050 - Computer Based Training Specialist / Instructor		27.01
15060 - Educational Technologist		28.47
15070 - Flight Instructor (Pilot)		39.19
15080 - Graphic Artist		23.17

15085 - Maintenance Test Pilot Fixed Jet/Prop 39.19
15086 - Maintenance Test Pilot Rotary Wing 39.19
15088 - Non-Maintenance Test/Co-Pilot 39.19
15090 - Technical Instructor 19.12
15095 - Technical Instructor/Course Developer 23.38
15110 - Test Proctor 15.43
15120 - Tutor 15.43
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.04
16030 - Counter Attendant 10.04
16040 - Dry Cleaner 12.82
16070 - Finisher Flatwork Machine 10.04
16090 - Presser Hand 10.04
16110 - Presser Machine Drycleaning 10.04
16130 - Presser Machine Shirts 10.04
16160 - Presser Machine Wearing Apparel Laundry 10.04
16190 - Sewing Machine Operator 13.67
16220 - Tailor 14.50
16250 - Washer Machine 10.94
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.09
19040 - Tool And Die Maker 25.04
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 14.70
21030 - Material Coordinator 18.70
21040 - Material Expediter 18.70
21050 - Material Handling Laborer 12.87
21071 - Order Filler 12.75
21080 - Production Line Worker (Food Processing) 14.70
21110 - Shipping Packer 14.99
21130 - Shipping/Receiving Clerk 14.99
21140 - Store Worker I 11.72
21150 - Stock Clerk 16.30
21210 - Tools And Parts Attendant 14.70
21410 - Warehouse Specialist 14.70
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 21.17
23019 - Aircraft Logs and Records Technician 16.90
23021 - Aircraft Mechanic I 19.99
23022 - Aircraft Mechanic II 21.17
23023 - Aircraft Mechanic III 22.36
23040 - Aircraft Mechanic Helper 14.82
23050 - Aircraft Painter 18.78
23060 - Aircraft Servicer 16.90
23070 - Aircraft Survival Flight Equipment Technician 18.78
23080 - Aircraft Worker 17.86
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 17.86
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 19.99

23110 - Appliance Mechanic 22.10
23120 - Bicycle Repairer 15.29
23125 - Cable Splicer 28.46
23130 - Carpenter Maintenance 18.14
23140 - Carpet Layer 18.92
23160 - Electrician Maintenance 19.57
23181 - Electronics Technician Maintenance I 21.01
23182 - Electronics Technician Maintenance II 24.32
23183 - Electronics Technician Maintenance III 25.61
23260 - Fabric Worker 16.46
23290 - Fire Alarm System Mechanic 19.99
23310 - Fire Extinguisher Repairer 15.29
23311 - Fuel Distribution System Mechanic 20.69
23312 - Fuel Distribution System Operator 16.69
23370 - General Maintenance Worker 16.05
23380 - Ground Support Equipment Mechanic 19.99
23381 - Ground Support Equipment Servicer 16.90
23382 - Ground Support Equipment Worker 17.86
23391 - Gunsmith I 15.29
23392 - Gunsmith II 17.62
23393 - Gunsmith III 19.99
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.93
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.23
23430 - Heavy Equipment Mechanic 23.58
23440 - Heavy Equipment Operator 17.84
23460 - Instrument Mechanic 19.99
23465 - Laboratory/Shelter Mechanic 18.78
23470 - Laborer 12.87
23510 - Locksmith 18.78
23530 - Machinery Maintenance Mechanic 23.41
23550 - Machinist Maintenance 19.41
23580 - Maintenance Trades Helper 14.02
23591 - Metrology Technician I 19.99
23592 - Metrology Technician II 21.17
23593 - Metrology Technician III 22.36
23640 - Millwright 19.45
23710 - Office Appliance Repairer 19.34
23760 - Painter Maintenance 20.49
23790 - Pipefitter Maintenance 18.91
23810 - Plumber Maintenance 17.77
23820 - Pneudraulic Systems Mechanic 19.99
23850 - Rigger 19.99
23870 - Scale Mechanic 17.62
23890 - Sheet-Metal Worker Maintenance 19.99
23910 - Small Engine Mechanic 19.51
23931 - Telecommunications Mechanic I 26.74
23932 - Telecommunications Mechanic II 28.31
23950 - Telephone Lineman 22.54

23960 - Welder Combination Maintenance		19.47
23965 - Well Driller		19.99
23970 - Woodcraft Worker		19.99
23980 - Woodworker		15.29
24000 - Personal Needs Occupations		
24550 - Case Manager		13.57
24570 - Child Care Attendant		10.32
24580 - Child Care Center Clerk		12.87
24610 - Chore Aide		10.86
24620 - Family Readiness And Support Services Coordinator		13.57
24630 - Homemaker		13.57
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		19.99
25040 - Sewage Plant Operator		20.91
25070 - Stationary Engineer		19.99
25190 - Ventilation Equipment Tender		14.12
25210 - Water Treatment Plant Operator		20.91
27000 - Protective Service Occupations		
27004 - Alarm Monitor		15.23
27007 - Baggage Inspector		14.04
27008 - Corrections Officer		19.80
27010 - Court Security Officer		21.00
27030 - Detection Dog Handler		15.70
27040 - Detention Officer		19.80
27070 - Firefighter		20.44
27101 - Guard I		14.04
27102 - Guard II		15.70
27131 - Police Officer I		22.92
27132 - Police Officer II		25.47
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.21
28042 - Carnival Equipment Repairer		14.31
28043 - Carnival Worker		9.88
28210 - Gate Attendant/Gate Tender		16.23
28310 - Lifeguard		13.56
28350 - Park Attendant (Aide)		18.15
28510 - Recreation Aide/Health Facility Attendant		13.26
28515 - Recreation Specialist		21.88
28630 - Sports Official		14.47
28690 - Swimming Pool Operator		20.93
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		23.19
29020 - Hatch Tender		23.19
29030 - Line Handler		23.19
29041 - Stevedore I		21.67
29042 - Stevedore II		24.63
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 16.80
30022 - Archeological Technician II 19.46
30023 - Archeological Technician III 23.33
30030 - Cartographic Technician 24.10
30040 - Civil Engineering Technician 23.79
30051 - Cryogenic Technician I 26.70
30052 - Cryogenic Technician II 29.49
30061 - Drafter/CAD Operator I 16.80
30062 - Drafter/CAD Operator II 19.46
30063 - Drafter/CAD Operator III 21.69
30064 - Drafter/CAD Operator IV 26.70
30081 - Engineering Technician I 14.71
30082 - Engineering Technician II 16.51
30083 - Engineering Technician III 18.48
30084 - Engineering Technician IV 22.89
30085 - Engineering Technician V 28.00
30086 - Engineering Technician VI 33.88
30090 - Environmental Technician 22.04
30095 - Evidence Control Specialist 23.27
30210 - Laboratory Technician 19.66
30221 - Latent Fingerprint Technician I 26.70
30222 - Latent Fingerprint Technician II 29.49
30240 - Mathematical Technician 23.57
30361 - Paralegal/Legal Assistant I 17.77
30362 - Paralegal/Legal Assistant II 22.01
30363 - Paralegal/Legal Assistant III 26.92
30364 - Paralegal/Legal Assistant IV 32.57
30375 - Petroleum Supply Specialist 28.47
30390 - Photo-Optics Technician 23.97
30395 - Radiation Control Technician 28.47
30461 - Technical Writer I 24.10
30462 - Technical Writer II 29.49
30463 - Technical Writer III 35.67
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 26.70
30502 - Weather Forecaster II 32.47
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.69
30621 - Weather Observer Senior (see 2) 23.55
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.98
31020 - Bus Aide 12.77
31030 - Bus Driver 17.43
31043 - Driver Courier 14.98
31260 - Parking and Lot Attendant 11.48

31290 - Shuttle Bus Driver	14.69
31310 - Taxi Driver	12.45
31361 - Truckdriver Light	16.16
31362 - Truckdriver Medium	16.53
31363 - Truckdriver Heavy	18.10
31364 - Truckdriver Tractor-Trailer	18.10
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	9.87
99050 - Desk Clerk	10.92
99095 - Embalmer	26.11
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	12.06
99252 - Laboratory Animal Caretaker II	13.06
99260 - Marketing Analyst	26.24
99310 - Mortician	26.11
99410 - Pest Controller	17.83
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	14.21
99711 - Recycling Specialist	16.96
99730 - Refuse Collector	12.95
99810 - Sales Clerk	12.25
99820 - School Crossing Guard	13.26
99830 - Survey Party Chief	19.68
99831 - Surveying Aide	10.70
99832 - Surveying Technician	17.89
99840 - Vending Machine Attendant	17.80
99841 - Vending Machine Repairer	22.21
99842 - Vending Machine Repairer Helper	17.80

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or

stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 7 years and 4 weeks after 11 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4576
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: Florida

Area: Florida Counties of Calhoun Franklin Holmes Jackson Liberty Washington

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.80
01012 - Accounting Clerk II		15.49
01013 - Accounting Clerk III		17.33
01020 - Administrative Assistant		20.80
01035 - Court Reporter		16.60
01041 - Customer Service Representative I		11.94
01042 - Customer Service Representative II		13.42
01043 - Customer Service Representative III		14.64
01051 - Data Entry Operator I		12.41
01052 - Data Entry Operator II		13.53
01060 - Dispatcher Motor Vehicle		17.12

01070 - Document Preparation Clerk 13.21
01090 - Duplicating Machine Operator 13.21
01111 - General Clerk I 12.12
01112 - General Clerk II 13.22
01113 - General Clerk III 14.84
01120 - Housing Referral Assistant 18.50
01141 - Messenger Courier 12.41
01191 - Order Clerk I 12.11
01192 - Order Clerk II 13.31
01261 - Personnel Assistant (Employment) I 14.83
01262 - Personnel Assistant (Employment) II 16.60
01263 - Personnel Assistant (Employment) III 18.50
01270 - Production Control Clerk 18.31
01290 - Rental Clerk 14.30
01300 - Scheduler Maintenance 14.83
01311 - Secretary I 14.83
01312 - Secretary II 16.60
01313 - Secretary III 18.50
01320 - Service Order Dispatcher 15.14
01410 - Supply Technician 20.80
01420 - Survey Worker 15.99
01460 - Switchboard Operator/Receptionist 13.65
01531 - Travel Clerk I 13.14
01532 - Travel Clerk II 14.28
01533 - Travel Clerk III 15.34
01611 - Word Processor I 12.40
01612 - Word Processor II 14.30
01613 - Word Processor III 15.99
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.39
05010 - Automotive Electrician 16.94
05040 - Automotive Glass Installer 17.66
05070 - Automotive Worker 16.05
05110 - Mobile Equipment Servicer 14.27
05130 - Motor Equipment Metal Mechanic 17.84
05160 - Motor Equipment Metal Worker 16.05
05190 - Motor Vehicle Mechanic 17.84
05220 - Motor Vehicle Mechanic Helper 13.32
05250 - Motor Vehicle Upholstery Worker 15.19
05280 - Motor Vehicle Wrecker 16.05
05310 - Painter Automotive 16.94
05340 - Radiator Repair Specialist 16.05
05370 - Tire Repairer 13.79
05400 - Transmission Repair Specialist 17.84
07000 - Food Preparation And Service Occupations
07010 - Baker 11.75
07041 - Cook I 10.62
07042 - Cook II 12.15
07070 - Dishwasher 9.55
07130 - Food Service Worker 9.71

07210 - Meat Cutter	13.19
07260 - Waiter/Waitress	11.23
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.78
09040 - Furniture Handler	12.50
09080 - Furniture Refinisher	18.78
09090 - Furniture Refinisher Helper	14.12
09110 - Furniture Repairer Minor	16.46
09130 - Upholsterer	18.78
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.84
11060 - Elevator Operator	11.12
11090 - Gardener	14.61
11122 - Housekeeping Aide	11.12
11150 - Janitor	11.12
11210 - Laborer Grounds Maintenance	11.25
11240 - Maid or Houseman	9.90
11260 - Pruner	10.24
11270 - Tractor Operator	13.49
11330 - Trail Maintenance Worker	11.25
11360 - Window Cleaner	12.35
12000 - Health Occupations	
12010 - Ambulance Driver	17.14
12011 - Breath Alcohol Technician	17.98
12012 - Certified Occupational Therapist Assistant	26.72
12015 - Certified Physical Therapist Assistant	28.92
12020 - Dental Assistant	17.40
12025 - Dental Hygienist	38.98
12030 - EKG Technician	26.25
12035 - Electroneurodiagnostic Technologist	26.25
12040 - Emergency Medical Technician	17.14
12071 - Licensed Practical Nurse I	15.48
12072 - Licensed Practical Nurse II	17.32
12073 - Licensed Practical Nurse III	19.31
12100 - Medical Assistant	14.17
12130 - Medical Laboratory Technician	20.45
12160 - Medical Record Clerk	17.68
12190 - Medical Record Technician	19.78
12195 - Medical Transcriptionist	17.72
12210 - Nuclear Medicine Technologist	38.06
12221 - Nursing Assistant I	11.60
12222 - Nursing Assistant II	13.05
12223 - Nursing Assistant III	14.24
12224 - Nursing Assistant IV	15.98
12235 - Optical Dispenser	21.00
12236 - Optical Technician	15.45
12250 - Pharmacy Technician	14.57
12280 - Phlebotomist	14.96
12305 - Radiologic Technologist	24.43
12311 - Registered Nurse I	26.08

12312 - Registered Nurse II		31.91
12313 - Registered Nurse II Specialist		31.91
12314 - Registered Nurse III		35.53
12315 - Registered Nurse III Anesthetist		35.53
12316 - Registered Nurse IV		43.00
12317 - Scheduler (Drug and Alcohol Testing)		21.45
12320 - Substance Abuse Treatment Counselor		19.98
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.95
13012 - Exhibits Specialist II		27.19
13013 - Exhibits Specialist III		33.25
13041 - Illustrator I		21.95
13042 - Illustrator II		27.19
13043 - Illustrator III		33.25
13047 - Librarian		30.11
13050 - Library Aide/Clerk		14.42
13054 - Library Information Technology Systems Administrator		27.19
13058 - Library Technician		17.52
13061 - Media Specialist I		19.62
13062 - Media Specialist II		21.95
13063 - Media Specialist III		24.47
13071 - Photographer I		19.62
13072 - Photographer II		21.95
13073 - Photographer III		27.19
13074 - Photographer IV		33.25
13075 - Photographer V		40.23
13090 - Technical Order Library Clerk		19.10
13110 - Video Teleconference Technician		19.62
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.68
14042 - Computer Operator II		17.54
14043 - Computer Operator III		19.56
14044 - Computer Operator IV		22.18
14045 - Computer Operator V		24.06
14071 - Computer Programmer I	(see 1)	17.74
14072 - Computer Programmer II	(see 1)	21.98
14073 - Computer Programmer III	(see 1)	24.73
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	27.01
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.68
14160 - Personal Computer Support Technician		22.18
14170 - System Support Specialist		25.70
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.01
15020 - Aircrew Training Devices Instructor (Rated)		34.78
15030 - Air Crew Training Devices Instructor (Pilot)		39.19
15050 - Computer Based Training Specialist / Instructor		27.01

15060 - Educational Technologist 28.47
15070 - Flight Instructor (Pilot) 39.19
15080 - Graphic Artist 23.17
15085 - Maintenance Test Pilot Fixed Jet/Prop 39.19
15086 - Maintenance Test Pilot Rotary Wing 39.19
15088 - Non-Maintenance Test/Co-Pilot 39.19
15090 - Technical Instructor 19.12
15095 - Technical Instructor/Course Developer 23.38
15110 - Test Proctor 15.43
15120 - Tutor 15.43
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.04
16030 - Counter Attendant 10.04
16040 - Dry Cleaner 12.82
16070 - Finisher Flatwork Machine 10.04
16090 - Presser Hand 10.04
16110 - Presser Machine Drycleaning 10.04
16130 - Presser Machine Shirts 10.04
16160 - Presser Machine Wearing Apparel Laundry 10.04
16190 - Sewing Machine Operator 13.67
16220 - Tailor 14.50
16250 - Washer Machine 10.94
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.09
19040 - Tool And Die Maker 25.04
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 14.35
21030 - Material Coordinator 18.31
21040 - Material Expediter 18.31
21050 - Material Handling Laborer 12.12
21071 - Order Filler 12.75
21080 - Production Line Worker (Food Processing) 14.35
21110 - Shipping Packer 14.99
21130 - Shipping/Receiving Clerk 14.99
21140 - Store Worker I 11.66
21150 - Stock Clerk 16.22
21210 - Tools And Parts Attendant 14.35
21410 - Warehouse Specialist 14.35
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 21.17
23019 - Aircraft Logs and Records Technician 16.90
23021 - Aircraft Mechanic I 19.99
23022 - Aircraft Mechanic II 21.17
23023 - Aircraft Mechanic III 22.36
23040 - Aircraft Mechanic Helper 14.82
23050 - Aircraft Painter 18.78
23060 - Aircraft Servicer 16.90
23070 - Aircraft Survival Flight Equipment Technician 18.78
23080 - Aircraft Worker 17.86
23091 - Aircrew Life Support Equipment (ALSE) Mechanic 17.86

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 19.99
II
23110 - Appliance Mechanic 22.10
23120 - Bicycle Repairer 15.29
23125 - Cable Splicer 26.11
23130 - Carpenter Maintenance 18.14
23140 - Carpet Layer 18.92
23160 - Electrician Maintenance 19.57
23181 - Electronics Technician Maintenance I 21.01
23182 - Electronics Technician Maintenance II 24.32
23183 - Electronics Technician Maintenance III 25.61
23260 - Fabric Worker 16.46
23290 - Fire Alarm System Mechanic 19.99
23310 - Fire Extinguisher Repairer 15.29
23311 - Fuel Distribution System Mechanic 20.69
23312 - Fuel Distribution System Operator 16.69
23370 - General Maintenance Worker 16.05
23380 - Ground Support Equipment Mechanic 19.99
23381 - Ground Support Equipment Servicer 16.90
23382 - Ground Support Equipment Worker 17.86
23391 - Gunsmith I 15.29
23392 - Gunsmith II 17.62
23393 - Gunsmith III 19.99
23410 - Heating Ventilation And Air-Conditioning 20.93
Mechanic
23411 - Heating Ventilation And Air Contidioning 22.23
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 21.58
23440 - Heavy Equipment Operator 17.84
23460 - Instrument Mechanic 19.99
23465 - Laboratory/Shelter Mechanic 18.78
23470 - Laborer 12.12
23510 - Locksmith 18.78
23530 - Machinery Maintenance Mechanic 23.41
23550 - Machinist Maintenance 19.41
23580 - Maintenance Trades Helper 14.02
23591 - Metrology Technician I 19.99
23592 - Metrology Technician II 21.17
23593 - Metrology Technician III 22.36
23640 - Millwright 19.41
23710 - Office Appliance Repairer 19.34
23760 - Painter Maintenance 20.49
23790 - Pipefitter Maintenance 18.91
23810 - Plumber Maintenance 17.77
23820 - Pneudraulic Systems Mechanic 19.99
23850 - Rigger 19.99
23870 - Scale Mechanic 17.62
23890 - Sheet-Metal Worker Maintenance 19.99
23910 - Small Engine Mechanic 19.51

23931 - Telecommunications Mechanic I	25.94
23932 - Telecommunications Mechanic II	27.30
23950 - Telephone Lineman	22.54
23960 - Welder Combination Maintenance	19.41
23965 - Well Driller	19.99
23970 - Woodcraft Worker	19.99
23980 - Woodworker	15.29
24000 - Personal Needs Occupations	
24550 - Case Manager	13.57
24570 - Child Care Attendant	10.32
24580 - Child Care Center Clerk	12.87
24610 - Chore Aide	10.86
24620 - Family Readiness And Support Services Coordinator	13.57
24630 - Homemaker	13.57
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	19.99
25040 - Sewage Plant Operator	20.91
25070 - Stationary Engineer	19.99
25190 - Ventilation Equipment Tender	14.12
25210 - Water Treatment Plant Operator	20.91
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.23
27007 - Baggage Inspector	13.26
27008 - Corrections Officer	19.80
27010 - Court Security Officer	21.00
27030 - Detection Dog Handler	14.84
27040 - Detention Officer	19.80
27070 - Firefighter	20.44
27101 - Guard I	13.26
27102 - Guard II	14.84
27131 - Police Officer I	22.92
27132 - Police Officer II	25.47
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.66
28042 - Carnival Equipment Repairer	13.56
28043 - Carnival Worker	9.88
28210 - Gate Attendant/Gate Tender	16.23
28310 - Lifeguard	13.56
28350 - Park Attendant (Aide)	18.15
28510 - Recreation Aide/Health Facility Attendant	13.26
28515 - Recreation Specialist	21.88
28630 - Sports Official	14.47
28690 - Swimming Pool Operator	20.93
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.19
29020 - Hatch Tender	23.19
29030 - Line Handler	23.19
29041 - Stevedore I	21.67
29042 - Stevedore II	24.63

30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29
30021 - Archeological Technician I		16.76
30022 - Archeological Technician II		19.46
30023 - Archeological Technician III		23.33
30030 - Cartographic Technician		24.10
30040 - Civil Engineering Technician		23.79
30051 - Cryogenic Technician I		26.70
30052 - Cryogenic Technician II		29.49
30061 - Drafter/CAD Operator I		16.76
30062 - Drafter/CAD Operator II		19.46
30063 - Drafter/CAD Operator III		21.69
30064 - Drafter/CAD Operator IV		26.70
30081 - Engineering Technician I		14.71
30082 - Engineering Technician II		16.51
30083 - Engineering Technician III		18.48
30084 - Engineering Technician IV		22.89
30085 - Engineering Technician V		28.00
30086 - Engineering Technician VI		33.88
30090 - Environmental Technician		20.04
30095 - Evidence Control Specialist		22.89
30210 - Laboratory Technician		17.87
30221 - Latent Fingerprint Technician I		26.70
30222 - Latent Fingerprint Technician II		29.49
30240 - Mathematical Technician		23.57
30361 - Paralegal/Legal Assistant I		17.77
30362 - Paralegal/Legal Assistant II		22.01
30363 - Paralegal/Legal Assistant III		26.92
30364 - Paralegal/Legal Assistant IV		32.57
30375 - Petroleum Supply Specialist		28.00
30390 - Photo-Optics Technician		23.97
30395 - Radiation Control Technician		28.00
30461 - Technical Writer I		24.10
30462 - Technical Writer II		29.49
30463 - Technical Writer III		35.67
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		26.70
30502 - Weather Forecaster II		32.47
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.69
30621 - Weather Observer Senior	(see 2)	23.55

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		30.67
31020 - Bus Aide		11.61

31030 - Bus Driver	16.31
31043 - Driver Courier	13.62
31260 - Parking and Lot Attendant	10.44
31290 - Shuttle Bus Driver	14.69
31310 - Taxi Driver	12.45
31361 - Truckdriver Light	14.69
31362 - Truckdriver Medium	15.03
31363 - Truckdriver Heavy	16.45
31364 - Truckdriver Tractor-Trailer	16.45
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.55
99050 - Desk Clerk	10.92
99095 - Embalmer	26.11
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	11.51
99252 - Laboratory Animal Caretaker II	12.42
99260 - Marketing Analyst	26.24
99310 - Mortician	26.11
99410 - Pest Controller	17.83
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	14.21
99711 - Recycling Specialist	16.96
99730 - Refuse Collector	12.95
99810 - Sales Clerk	12.25
99820 - School Crossing Guard	12.95
99830 - Survey Party Chief	18.36
99831 - Surveying Aide	9.98
99832 - Surveying Technician	16.69
99840 - Vending Machine Attendant	17.71
99841 - Vending Machine Repairer	22.10
99842 - Vending Machine Repairer Helper	17.71

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill

injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 7 years and 4 weeks after 11 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4577
Revision No.: 15
Date Of Last Revision: 04/23/2021

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: Florida

Area: Florida Counties of Bradford Dixie Levy Union

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.76
01012 - Accounting Clerk II		16.58
01013 - Accounting Clerk III		18.54
01020 - Administrative Assistant		19.04
01035 - Court Reporter		17.22
01041 - Customer Service Representative I		12.35
01042 - Customer Service Representative II		13.48
01043 - Customer Service Representative III		15.14
01051 - Data Entry Operator I		12.61
01052 - Data Entry Operator II		13.76
01060 - Dispatcher Motor Vehicle		17.52
01070 - Document Preparation Clerk		13.71
01090 - Duplicating Machine Operator		13.71
01111 - General Clerk I		12.45
01112 - General Clerk II		13.59

01113 - General Clerk III 15.27
01120 - Housing Referral Assistant 19.19
01141 - Messenger Courier 17.13
01191 - Order Clerk I 12.78
01192 - Order Clerk II 13.95
01261 - Personnel Assistant (Employment) I 15.40
01262 - Personnel Assistant (Employment) II 17.22
01263 - Personnel Assistant (Employment) III 19.19
01270 - Production Control Clerk 19.66
01290 - Rental Clerk 13.44
01300 - Scheduler Maintenance 15.40
01311 - Secretary I 15.40
01312 - Secretary II 17.22
01313 - Secretary III 19.19
01320 - Service Order Dispatcher 16.23
01410 - Supply Technician 19.04
01420 - Survey Worker 15.56
01460 - Switchboard Operator/Receptionist 12.39
01531 - Travel Clerk I 13.68
01532 - Travel Clerk II 14.84
01533 - Travel Clerk III 15.96
01611 - Word Processor I 12.19
01612 - Word Processor II 13.68
01613 - Word Processor III 15.30
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.51
05010 - Automotive Electrician 17.80
05040 - Automotive Glass Installer 16.05
05070 - Automotive Worker 16.48
05110 - Mobile Equipment Servicer 13.38
05130 - Motor Equipment Metal Mechanic 18.61
05160 - Motor Equipment Metal Worker 16.48
05190 - Motor Vehicle Mechanic 18.61
05220 - Motor Vehicle Mechanic Helper 13.18
05250 - Motor Vehicle Upholstery Worker 15.49
05280 - Motor Vehicle Wrecker 16.48
05310 - Painter Automotive 17.56
05340 - Radiator Repair Specialist 16.48
05370 - Tire Repairer 10.79
05400 - Transmission Repair Specialist 18.61
07000 - Food Preparation And Service Occupations
07010 - Baker 12.29
07041 - Cook I 10.62
07042 - Cook II 12.33
07070 - Dishwasher 9.68
07130 - Food Service Worker 10.68
07210 - Meat Cutter 13.34
07260 - Waiter/Waitress 10.48
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 18.60

09040 - Furniture Handler 11.68
09080 - Furniture Refinisher 18.60
09090 - Furniture Refinisher Helper 13.15
09110 - Furniture Repairer Minor 16.06
09130 - Upholsterer 18.36
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.20
11060 - Elevator Operator 11.93
11090 - Gardener 15.17
11122 - Housekeeping Aide 11.93
11150 - Janitor 11.93
11210 - Laborer Grounds Maintenance 11.59
11240 - Maid or Houseman 9.90
11260 - Pruner 10.43
11270 - Tractor Operator 14.01
11330 - Trail Maintenance Worker 11.59
11360 - Window Cleaner 13.25
12000 - Health Occupations
12010 - Ambulance Driver 15.69
12011 - Breath Alcohol Technician 18.05
12012 - Certified Occupational Therapist Assistant 31.09
12015 - Certified Physical Therapist Assistant 29.56
12020 - Dental Assistant 18.52
12025 - Dental Hygienist 32.56
12030 - EKG Technician 27.36
12035 - Electroneurodiagnostic Technologist 27.36
12040 - Emergency Medical Technician 15.69
12071 - Licensed Practical Nurse I 16.14
12072 - Licensed Practical Nurse II 18.05
12073 - Licensed Practical Nurse III 20.12
12100 - Medical Assistant 13.95
12130 - Medical Laboratory Technician 25.62
12160 - Medical Record Clerk 14.86
12190 - Medical Record Technician 17.32
12195 - Medical Transcriptionist 17.72
12210 - Nuclear Medicine Technologist 39.67
12221 - Nursing Assistant I 12.24
12222 - Nursing Assistant II 13.75
12223 - Nursing Assistant III 15.01
12224 - Nursing Assistant IV 16.86
12235 - Optical Dispenser 21.03
12236 - Optical Technician 16.14
12250 - Pharmacy Technician 14.37
12280 - Phlebotomist 15.72
12305 - Radiologic Technologist 25.05
12311 - Registered Nurse I 25.11
12312 - Registered Nurse II 30.72
12313 - Registered Nurse II Specialist 30.72
12314 - Registered Nurse III 37.18
12315 - Registered Nurse III Anesthetist 37.18

12316 - Registered Nurse IV		44.55
12317 - Scheduler (Drug and Alcohol Testing)		22.35
12320 - Substance Abuse Treatment Counselor		17.29
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.57
13012 - Exhibits Specialist II		24.23
13013 - Exhibits Specialist III		29.65
13041 - Illustrator I		19.57
13042 - Illustrator II		24.23
13043 - Illustrator III		29.65
13047 - Librarian		26.84
13050 - Library Aide/Clerk		13.46
13054 - Library Information Technology Systems Administrator		24.23
13058 - Library Technician		14.87
13061 - Media Specialist I		16.16
13062 - Media Specialist II		18.08
13063 - Media Specialist III		20.16
13071 - Photographer I		16.16
13072 - Photographer II		18.18
13073 - Photographer III		22.52
13074 - Photographer IV		27.54
13075 - Photographer V		33.32
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		17.49
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.42
14042 - Computer Operator II		17.24
14043 - Computer Operator III		19.21
14044 - Computer Operator IV		21.35
14045 - Computer Operator V		23.65
14071 - Computer Programmer I	(see 1)	17.10
14072 - Computer Programmer II	(see 1)	21.19
14073 - Computer Programmer III	(see 1)	25.92
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	26.31
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.42
14160 - Personal Computer Support Technician		21.35
14170 - System Support Specialist		26.83
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.11
15020 - Aircrew Training Devices Instructor (Rated)		31.59
15030 - Air Crew Training Devices Instructor (Pilot)		37.87
15050 - Computer Based Training Specialist / Instructor		26.11
15060 - Educational Technologist		28.39
15070 - Flight Instructor (Pilot)		37.87
15080 - Graphic Artist		23.17
15085 - Maintenance Test Pilot Fixed Jet/Prop		38.16

15086 - Maintenance Test Pilot Rotary Wing 38.16
15088 - Non-Maintenance Test/Co-Pilot 38.16
15090 - Technical Instructor 18.24
15095 - Technical Instructor/Course Developer 22.31
15110 - Test Proctor 14.73
15120 - Tutor 14.73
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.04
16030 - Counter Attendant 10.04
16040 - Dry Cleaner 12.82
16070 - Finisher Flatwork Machine 10.04
16090 - Presser Hand 10.04
16110 - Presser Machine Drycleaning 10.04
16130 - Presser Machine Shirts 10.04
16160 - Presser Machine Wearing Apparel Laundry 10.04
16190 - Sewing Machine Operator 13.67
16220 - Tailor 14.50
16250 - Washer Machine 10.94
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 18.78
19040 - Tool And Die Maker 23.56
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.73
21030 - Material Coordinator 19.66
21040 - Material Expediter 19.66
21050 - Material Handling Laborer 12.87
21071 - Order Filler 12.55
21080 - Production Line Worker (Food Processing) 16.73
21110 - Shipping Packer 15.95
21130 - Shipping/Receiving Clerk 15.95
21140 - Store Worker I 11.72
21150 - Stock Clerk 16.30
21210 - Tools And Parts Attendant 16.73
21410 - Warehouse Specialist 16.73
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 21.17
23019 - Aircraft Logs and Records Technician 16.46
23021 - Aircraft Mechanic I 19.99
23022 - Aircraft Mechanic II 21.17
23023 - Aircraft Mechanic III 22.36
23040 - Aircraft Mechanic Helper 14.12
23050 - Aircraft Painter 18.78
23060 - Aircraft Servicer 16.46
23070 - Aircraft Survival Flight Equipment Technician 18.78
23080 - Aircraft Worker 17.62
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 17.62
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 19.99
23110 - Appliance Mechanic 22.21

23120 - Bicycle Repairer 14.89
23125 - Cable Splicer 28.82
23130 - Carpenter Maintenance 18.63
23140 - Carpet Layer 18.08
23160 - Electrician Maintenance 19.57
23181 - Electronics Technician Maintenance I 18.69
23182 - Electronics Technician Maintenance II 21.14
23183 - Electronics Technician Maintenance III 22.67
23260 - Fabric Worker 16.46
23290 - Fire Alarm System Mechanic 19.99
23310 - Fire Extinguisher Repairer 15.29
23311 - Fuel Distribution System Mechanic 19.99
23312 - Fuel Distribution System Operator 15.29
23370 - General Maintenance Worker 14.96
23380 - Ground Support Equipment Mechanic 19.99
23381 - Ground Support Equipment Servicer 16.46
23382 - Ground Support Equipment Worker 17.62
23391 - Gunsmith I 15.29
23392 - Gunsmith II 17.62
23393 - Gunsmith III 19.99
23410 - Heating Ventilation And Air-Conditioning Mechanic 18.52
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 19.61
23430 - Heavy Equipment Mechanic 23.50
23440 - Heavy Equipment Operator 16.84
23460 - Instrument Mechanic 19.99
23465 - Laboratory/Shelter Mechanic 18.78
23470 - Laborer 12.87
23510 - Locksmith 18.78
23530 - Machinery Maintenance Mechanic 23.41
23550 - Machinist Maintenance 19.91
23580 - Maintenance Trades Helper 12.81
23591 - Metrology Technician I 19.99
23592 - Metrology Technician II 21.17
23593 - Metrology Technician III 22.36
23640 - Millwright 19.45
23710 - Office Appliance Repairer 18.29
23760 - Painter Maintenance 17.25
23790 - Pipefitter Maintenance 20.04
23810 - Plumber Maintenance 18.80
23820 - Pneudraulic Systems Mechanic 19.99
23850 - Rigger 19.99
23870 - Scale Mechanic 17.62
23890 - Sheet-Metal Worker Maintenance 19.99
23910 - Small Engine Mechanic 18.42
23931 - Telecommunications Mechanic I 26.74
23932 - Telecommunications Mechanic II 28.31
23950 - Telephone Lineman 19.99
23960 - Welder Combination Maintenance 19.47

23965 - Well Driller	19.99
23970 - Woodcraft Worker	19.99
23980 - Woodworker	15.29
24000 - Personal Needs Occupations	
24550 - Case Manager	13.27
24570 - Child Care Attendant	9.99
24580 - Child Care Center Clerk	13.13
24610 - Chore Aide	10.86
24620 - Family Readiness And Support Services Coordinator	13.27
24630 - Homemaker	14.26
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.88
25040 - Sewage Plant Operator	21.74
25070 - Stationary Engineer	21.88
25190 - Ventilation Equipment Tender	15.20
25210 - Water Treatment Plant Operator	21.74
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.22
27007 - Baggage Inspector	14.88
27008 - Corrections Officer	17.13
27010 - Court Security Officer	17.20
27030 - Detection Dog Handler	16.72
27040 - Detention Officer	17.13
27070 - Firefighter	17.20
27101 - Guard I	14.88
27102 - Guard II	16.72
27131 - Police Officer I	19.81
27132 - Police Officer II	22.02
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.11
28042 - Carnival Equipment Repairer	16.40
28043 - Carnival Worker	11.18
28210 - Gate Attendant/Gate Tender	15.21
28310 - Lifeguard	13.54
28350 - Park Attendant (Aide)	17.01
28510 - Recreation Aide/Health Facility Attendant	12.41
28515 - Recreation Specialist	21.07
28630 - Sports Official	13.54
28690 - Swimming Pool Operator	19.34
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	19.75
29020 - Hatch Tender	19.75
29030 - Line Handler	19.75
29041 - Stevedore I	18.39
29042 - Stevedore II	21.15
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 17.39
30022 - Archeological Technician II 19.46
30023 - Archeological Technician III 24.10
30030 - Cartographic Technician 24.10
30040 - Civil Engineering Technician 24.10
30051 - Cryogenic Technician I 26.58
30052 - Cryogenic Technician II 29.36
30061 - Drafter/CAD Operator I 17.39
30062 - Drafter/CAD Operator II 19.46
30063 - Drafter/CAD Operator III 21.69
30064 - Drafter/CAD Operator IV 26.70
30081 - Engineering Technician I 14.94
30082 - Engineering Technician II 16.78
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 23.98
30095 - Evidence Control Specialist 23.98
30210 - Laboratory Technician 20.94
30221 - Latent Fingerprint Technician I 26.58
30222 - Latent Fingerprint Technician II 29.36
30240 - Mathematical Technician 24.10
30361 - Paralegal/Legal Assistant I 17.77
30362 - Paralegal/Legal Assistant II 22.01
30363 - Paralegal/Legal Assistant III 26.92
30364 - Paralegal/Legal Assistant IV 32.57
30375 - Petroleum Supply Specialist 29.36
30390 - Photo-Optics Technician 24.10
30395 - Radiation Control Technician 29.36
30461 - Technical Writer I 23.98
30462 - Technical Writer II 29.36
30463 - Technical Writer III 35.50
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 26.70
30502 - Weather Forecaster II 32.47
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.69
30621 - Weather Observer Senior (see 2) 24.10
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.98
31020 - Bus Aide 13.20
31030 - Bus Driver 17.52
31043 - Driver Courier 14.83
31260 - Parking and Lot Attendant 11.88
31290 - Shuttle Bus Driver 14.33

31310 - Taxi Driver	12.45
31361 - Truckdriver Light	15.76
31362 - Truckdriver Medium	17.05
31363 - Truckdriver Heavy	18.66
31364 - Truckdriver Tractor-Trailer	18.66
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	9.87
99050 - Desk Clerk	10.62
99095 - Embalmer	25.70
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	12.06
99252 - Laboratory Animal Caretaker II	13.06
99260 - Marketing Analyst	28.83
99310 - Mortician	25.70
99410 - Pest Controller	17.67
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	13.22
99711 - Recycling Specialist	15.94
99730 - Refuse Collector	11.90
99810 - Sales Clerk	12.28
99820 - School Crossing Guard	12.30
99830 - Survey Party Chief	21.01
99831 - Surveying Aide	13.06
99832 - Surveying Technician	17.89
99840 - Vending Machine Attendant	17.80
99841 - Vending Machine Repairer	22.21
99842 - Vending Machine Repairer Helper	17.80

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 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.: 2015-4578
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: Florida

Area: Florida Counties of Bradford Dixie Levy Union

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.80
01012 - Accounting Clerk II		16.40
01013 - Accounting Clerk III		17.80
01020 - Administrative Assistant		18.13
01035 - Court Reporter		16.60
01041 - Customer Service Representative I		11.94
01042 - Customer Service Representative II		13.42
01043 - Customer Service Representative III		14.64
01051 - Data Entry Operator I		12.29
01052 - Data Entry Operator II		13.41
01060 - Dispatcher Motor Vehicle		17.52
01070 - Document Preparation Clerk		13.21

01090 - Duplicating Machine Operator 13.21
01111 - General Clerk I 12.12
01112 - General Clerk II 13.22
01113 - General Clerk III 14.84
01120 - Housing Referral Assistant 18.50
01141 - Messenger Courier 15.57
01191 - Order Clerk I 12.78
01192 - Order Clerk II 13.95
01261 - Personnel Assistant (Employment) I 14.83
01262 - Personnel Assistant (Employment) II 16.60
01263 - Personnel Assistant (Employment) III 18.50
01270 - Production Control Clerk 19.66
01290 - Rental Clerk 12.64
01300 - Scheduler Maintenance 14.83
01311 - Secretary I 14.83
01312 - Secretary II 16.60
01313 - Secretary III 18.50
01320 - Service Order Dispatcher 16.23
01410 - Supply Technician 18.13
01420 - Survey Worker 15.56
01460 - Switchboard Operator/Receptionist 11.91
01531 - Travel Clerk I 13.14
01532 - Travel Clerk II 14.28
01533 - Travel Clerk III 15.34
01611 - Word Processor I 12.19
01612 - Word Processor II 13.68
01613 - Word Processor III 15.30
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.94
05010 - Automotive Electrician 17.80
05040 - Automotive Glass Installer 16.05
05070 - Automotive Worker 16.48
05110 - Mobile Equipment Servicer 13.38
05130 - Motor Equipment Metal Mechanic 18.61
05160 - Motor Equipment Metal Worker 16.48
05190 - Motor Vehicle Mechanic 18.61
05220 - Motor Vehicle Mechanic Helper 13.18
05250 - Motor Vehicle Upholstery Worker 15.49
05280 - Motor Vehicle Wrecker 16.48
05310 - Painter Automotive 17.56
05340 - Radiator Repair Specialist 16.48
05370 - Tire Repairer 10.79
05400 - Transmission Repair Specialist 18.61
07000 - Food Preparation And Service Occupations
07010 - Baker 12.29
07041 - Cook I 10.62
07042 - Cook II 12.33
07070 - Dishwasher 9.55
07130 - Food Service Worker 9.71
07210 - Meat Cutter 13.16

07260 - Waiter/Waitress	9.78
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.60
09040 - Furniture Handler	11.68
09080 - Furniture Refinisher	18.60
09090 - Furniture Refinisher Helper	12.49
09110 - Furniture Repairer Minor	16.06
09130 - Upholsterer	18.36
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.96
11060 - Elevator Operator	11.27
11090 - Gardener	14.61
11122 - Housekeeping Aide	11.12
11150 - Janitor	11.12
11210 - Laborer Grounds Maintenance	11.16
11240 - Maid or Houseman	9.90
11260 - Pruner	10.05
11270 - Tractor Operator	13.49
11330 - Trail Maintenance Worker	11.16
11360 - Window Cleaner	12.35
12000 - Health Occupations	
12010 - Ambulance Driver	15.69
12011 - Breath Alcohol Technician	17.91
12012 - Certified Occupational Therapist Assistant	31.09
12015 - Certified Physical Therapist Assistant	28.92
12020 - Dental Assistant	18.36
12025 - Dental Hygienist	32.56
12030 - EKG Technician	27.13
12035 - Electroneurodiagnostic Technologist	27.13
12040 - Emergency Medical Technician	15.69
12071 - Licensed Practical Nurse I	16.01
12072 - Licensed Practical Nurse II	17.91
12073 - Licensed Practical Nurse III	19.97
12100 - Medical Assistant	13.46
12130 - Medical Laboratory Technician	23.98
12160 - Medical Record Clerk	14.30
12190 - Medical Record Technician	17.32
12195 - Medical Transcriptionist	17.72
12210 - Nuclear Medicine Technologist	39.36
12221 - Nursing Assistant I	11.51
12222 - Nursing Assistant II	12.95
12223 - Nursing Assistant III	14.13
12224 - Nursing Assistant IV	15.86
12235 - Optical Dispenser	21.03
12236 - Optical Technician	16.01
12250 - Pharmacy Technician	14.22
12280 - Phlebotomist	15.43
12305 - Radiologic Technologist	24.40
12311 - Registered Nurse I	22.89
12312 - Registered Nurse II	28.00

12313 - Registered Nurse II Specialist		28.00
12314 - Registered Nurse III		33.88
12315 - Registered Nurse III Anesthetist		33.88
12316 - Registered Nurse IV		40.61
12317 - Scheduler (Drug and Alcohol Testing)		22.19
12320 - Substance Abuse Treatment Counselor		17.29
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.57
13012 - Exhibits Specialist II		24.23
13013 - Exhibits Specialist III		29.65
13041 - Illustrator I		19.57
13042 - Illustrator II		24.23
13043 - Illustrator III		29.65
13047 - Librarian		26.84
13050 - Library Aide/Clerk		13.46
13054 - Library Information Technology Systems Administrator		24.23
13058 - Library Technician		14.87
13061 - Media Specialist I		16.16
13062 - Media Specialist II		18.08
13063 - Media Specialist III		20.16
13071 - Photographer I		16.16
13072 - Photographer II		18.18
13073 - Photographer III		22.52
13074 - Photographer IV		27.54
13075 - Photographer V		33.32
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		17.49
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.52
14042 - Computer Operator II		16.48
14043 - Computer Operator III		18.70
14044 - Computer Operator IV		20.77
14045 - Computer Operator V		23.01
14071 - Computer Programmer I	(see 1)	17.10
14072 - Computer Programmer II	(see 1)	21.19
14073 - Computer Programmer III	(see 1)	25.92
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	26.31
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.52
14160 - Personal Computer Support Technician		20.77
14170 - System Support Specialist		26.83
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.11
15020 - Aircrew Training Devices Instructor (Rated)		31.59
15030 - Air Crew Training Devices Instructor (Pilot)		37.87
15050 - Computer Based Training Specialist / Instructor		26.11
15060 - Educational Technologist		28.39

15070 - Flight Instructor (Pilot) 37.87
15080 - Graphic Artist 23.17
15085 - Maintenance Test Pilot Fixed Jet/Prop 38.16
15086 - Maintenance Test Pilot Rotary Wing 38.16
15088 - Non-Maintenance Test/Co-Pilot 38.16
15090 - Technical Instructor 18.24
15095 - Technical Instructor/Course Developer 22.31
15110 - Test Proctor 14.73
15120 - Tutor 14.73
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.04
16030 - Counter Attendant 10.04
16040 - Dry Cleaner 12.82
16070 - Finisher Flatwork Machine 10.04
16090 - Presser Hand 10.04
16110 - Presser Machine Drycleaning 10.04
16130 - Presser Machine Shirts 10.04
16160 - Presser Machine Wearing Apparel Laundry 10.04
16190 - Sewing Machine Operator 13.67
16220 - Tailor 14.50
16250 - Washer Machine 10.94
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 18.78
19040 - Tool And Die Maker 23.56
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.73
21030 - Material Coordinator 19.66
21040 - Material Expediter 19.66
21050 - Material Handling Laborer 12.12
21071 - Order Filler 12.07
21080 - Production Line Worker (Food Processing) 16.73
21110 - Shipping Packer 15.95
21130 - Shipping/Receiving Clerk 15.95
21140 - Store Worker I 11.66
21150 - Stock Clerk 16.22
21210 - Tools And Parts Attendant 16.73
21410 - Warehouse Specialist 16.73
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 21.17
23019 - Aircraft Logs and Records Technician 16.46
23021 - Aircraft Mechanic I 19.99
23022 - Aircraft Mechanic II 21.17
23023 - Aircraft Mechanic III 22.36
23040 - Aircraft Mechanic Helper 14.12
23050 - Aircraft Painter 18.78
23060 - Aircraft Servicer 16.46
23070 - Aircraft Survival Flight Equipment Technician 18.78
23080 - Aircraft Worker 17.62
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 17.62

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 19.99
23110 - Appliance Mechanic 22.21
23120 - Bicycle Repairer 14.34
23125 - Cable Splicer 28.82
23130 - Carpenter Maintenance 18.63
23140 - Carpet Layer 18.08
23160 - Electrician Maintenance 19.57
23181 - Electronics Technician Maintenance I 18.69
23182 - Electronics Technician Maintenance II 21.14
23183 - Electronics Technician Maintenance III 22.67
23260 - Fabric Worker 16.46
23290 - Fire Alarm System Mechanic 19.99
23310 - Fire Extinguisher Repairer 15.29
23311 - Fuel Distribution System Mechanic 19.99
23312 - Fuel Distribution System Operator 15.29
23370 - General Maintenance Worker 14.96
23380 - Ground Support Equipment Mechanic 19.99
23381 - Ground Support Equipment Servicer 16.46
23382 - Ground Support Equipment Worker 17.62
23391 - Gunsmith I 15.29
23392 - Gunsmith II 17.62
23393 - Gunsmith III 19.99
23410 - Heating Ventilation And Air-Conditioning Mechanic 18.52
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 19.61
23430 - Heavy Equipment Mechanic 21.36
23440 - Heavy Equipment Operator 16.84
23460 - Instrument Mechanic 19.99
23465 - Laboratory/Shelter Mechanic 18.78
23470 - Laborer 12.12
23510 - Locksmith 18.78
23530 - Machinery Maintenance Mechanic 23.41
23550 - Machinist Maintenance 19.91
23580 - Maintenance Trades Helper 11.70
23591 - Metrology Technician I 19.99
23592 - Metrology Technician II 21.17
23593 - Metrology Technician III 22.36
23640 - Millwright 18.49
23710 - Office Appliance Repairer 17.55
23760 - Painter Maintenance 16.39
23790 - Pipefitter Maintenance 20.04
23810 - Plumber Maintenance 18.80
23820 - Pneudraulic Systems Mechanic 19.99
23850 - Rigger 19.99
23870 - Scale Mechanic 17.62
23890 - Sheet-Metal Worker Maintenance 19.99
23910 - Small Engine Mechanic 17.64
23931 - Telecommunications Mechanic I 25.32

23932 - Telecommunications Mechanic II 26.80
23950 - Telephone Lineman 19.99
23960 - Welder Combination Maintenance 17.94
23965 - Well Driller 19.99
23970 - Woodcraft Worker 19.99
23980 - Woodworker 15.29
24000 - Personal Needs Occupations
24550 - Case Manager 13.27
24570 - Child Care Attendant 9.99
24580 - Child Care Center Clerk 13.13
24610 - Chore Aide 10.86
24620 - Family Readiness And Support Services Coordinator 13.27
24630 - Homemaker 14.26
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 21.88
25040 - Sewage Plant Operator 21.74
25070 - Stationary Engineer 21.88
25190 - Ventilation Equipment Tender 15.20
25210 - Water Treatment Plant Operator 21.74
27000 - Protective Service Occupations
27004 - Alarm Monitor 13.87
27007 - Baggage Inspector 14.88
27008 - Corrections Officer 17.13
27010 - Court Security Officer 17.13
27030 - Detection Dog Handler 16.72
27040 - Detention Officer 17.13
27070 - Firefighter 17.20
27101 - Guard I 14.88
27102 - Guard II 16.72
27131 - Police Officer I 18.58
27132 - Police Officer II 20.64
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.11
28042 - Carnival Equipment Repairer 16.40
28043 - Carnival Worker 11.18
28210 - Gate Attendant/Gate Tender 14.56
28310 - Lifeguard 12.88
28350 - Park Attendant (Aide) 16.29
28510 - Recreation Aide/Health Facility Attendant 11.88
28515 - Recreation Specialist 20.04
28630 - Sports Official 12.97
28690 - Swimming Pool Operator 19.34
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 19.75
29020 - Hatch Tender 19.75
29030 - Line Handler 19.75
29041 - Stevedore I 18.39
29042 - Stevedore II 21.15
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.39
30022 - Archeological Technician II 19.46
30023 - Archeological Technician III 24.10
30030 - Cartographic Technician 24.10
30040 - Civil Engineering Technician 24.10
30051 - Cryogenic Technician I 26.58
30052 - Cryogenic Technician II 29.36
30061 - Drafter/CAD Operator I 17.39
30062 - Drafter/CAD Operator II 19.46
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30081 - Engineering Technician I 14.94
30082 - Engineering Technician II 16.78
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 23.98
30095 - Evidence Control Specialist 23.98
30210 - Laboratory Technician 19.62
30221 - Latent Fingerprint Technician I 26.58
30222 - Latent Fingerprint Technician II 29.36
30240 - Mathematical Technician 24.10
30361 - Paralegal/Legal Assistant I 17.77
30362 - Paralegal/Legal Assistant II 22.01
30363 - Paralegal/Legal Assistant III 26.92
30364 - Paralegal/Legal Assistant IV 32.57
30375 - Petroleum Supply Specialist 29.36
30390 - Photo-Optics Technician 24.10
30395 - Radiation Control Technician 29.36
30461 - Technical Writer I 23.98
30462 - Technical Writer II 29.36
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 26.70
30502 - Weather Forecaster II 32.47
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.69
30621 - Weather Observer Senior (see 2) 24.10
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.61
31030 - Bus Driver 17.52

31043 - Driver Courier	13.48
31260 - Parking and Lot Attendant	11.20
31290 - Shuttle Bus Driver	14.33
31310 - Taxi Driver	12.45
31361 - Truckdriver Light	14.33
31362 - Truckdriver Medium	15.50
31363 - Truckdriver Heavy	17.26
31364 - Truckdriver Tractor-Trailer	17.26
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.55
99050 - Desk Clerk	10.62
99095 - Embalmer	25.70
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	11.87
99252 - Laboratory Animal Caretaker II	12.88
99260 - Marketing Analyst	28.83
99310 - Mortician	25.70
99410 - Pest Controller	17.67
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	13.22
99711 - Recycling Specialist	15.94
99730 - Refuse Collector	11.90
99810 - Sales Clerk	12.28
99820 - School Crossing Guard	11.18
99830 - Survey Party Chief	19.60
99831 - Surveying Aide	12.18
99832 - Surveying Technician	16.69
99840 - Vending Machine Attendant	17.71
99841 - Vending Machine Repairer	22.10
99842 - Vending Machine Repairer Helper	17.71

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 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.: 2015-4579
Revision No.: 15
Date Of Last Revision: 04/23/2021

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: Florida

Area: Florida Counties of Columbia Hamilton Lafayette Madison Putnam Suwannee Taylor

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.76
01012 - Accounting Clerk II		16.58
01013 - Accounting Clerk III		18.54
01020 - Administrative Assistant		19.04
01035 - Court Reporter		17.22
01041 - Customer Service Representative I		12.35
01042 - Customer Service Representative II		13.48
01043 - Customer Service Representative III		15.14
01051 - Data Entry Operator I		12.61
01052 - Data Entry Operator II		13.76
01060 - Dispatcher Motor Vehicle		18.16
01070 - Document Preparation Clerk		13.71
01090 - Duplicating Machine Operator		13.71
01111 - General Clerk I		12.45

01112 - General Clerk II 13.59
01113 - General Clerk III 18.09
01120 - Housing Referral Assistant 19.19
01141 - Messenger Courier 17.13
01191 - Order Clerk I 12.79
01192 - Order Clerk II 13.95
01261 - Personnel Assistant (Employment) I 15.40
01262 - Personnel Assistant (Employment) II 17.22
01263 - Personnel Assistant (Employment) III 19.19
01270 - Production Control Clerk 19.66
01290 - Rental Clerk 13.44
01300 - Scheduler Maintenance 15.40
01311 - Secretary I 15.40
01312 - Secretary II 17.22
01313 - Secretary III 19.19
01320 - Service Order Dispatcher 16.23
01410 - Supply Technician 19.04
01420 - Survey Worker 15.56
01460 - Switchboard Operator/Receptionist 12.39
01531 - Travel Clerk I 13.68
01532 - Travel Clerk II 14.84
01533 - Travel Clerk III 15.96
01611 - Word Processor I 12.58
01612 - Word Processor II 15.29
01613 - Word Processor III 17.11
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.51
05010 - Automotive Electrician 17.80
05040 - Automotive Glass Installer 16.20
05070 - Automotive Worker 16.20
05110 - Mobile Equipment Servicer 13.95
05130 - Motor Equipment Metal Mechanic 18.91
05160 - Motor Equipment Metal Worker 16.20
05190 - Motor Vehicle Mechanic 18.90
05220 - Motor Vehicle Mechanic Helper 13.18
05250 - Motor Vehicle Upholstery Worker 15.08
05280 - Motor Vehicle Wrecker 16.20
05310 - Painter Automotive 17.30
05340 - Radiator Repair Specialist 16.20
05370 - Tire Repairer 11.70
05400 - Transmission Repair Specialist 18.91
07000 - Food Preparation And Service Occupations
07010 - Baker 12.29
07041 - Cook I 10.86
07042 - Cook II 12.33
07070 - Dishwasher 9.68
07130 - Food Service Worker 10.68
07210 - Meat Cutter 13.65
07260 - Waiter/Waitress 10.48
09000 - Furniture Maintenance And Repair Occupations

09010 - Electrostatic Spray Painter 18.78
09040 - Furniture Handler 11.68
09080 - Furniture Refinisher 18.78
09090 - Furniture Refinisher Helper 14.12
09110 - Furniture Repairer Minor 16.46
09130 - Upholsterer 18.78
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.20
11060 - Elevator Operator 11.93
11090 - Gardener 15.17
11122 - Housekeeping Aide 11.93
11150 - Janitor 11.93
11210 - Laborer Grounds Maintenance 11.59
11240 - Maid or Houseman 9.90
11260 - Pruner 10.43
11270 - Tractor Operator 14.01
11330 - Trail Maintenance Worker 11.59
11360 - Window Cleaner 13.25
12000 - Health Occupations
12010 - Ambulance Driver 16.67
12011 - Breath Alcohol Technician 18.05
12012 - Certified Occupational Therapist Assistant 31.09
12015 - Certified Physical Therapist Assistant 29.68
12020 - Dental Assistant 18.52
12025 - Dental Hygienist 32.56
12030 - EKG Technician 27.36
12035 - Electroneurodiagnostic Technologist 27.36
12040 - Emergency Medical Technician 16.67
12071 - Licensed Practical Nurse I 16.14
12072 - Licensed Practical Nurse II 18.05
12073 - Licensed Practical Nurse III 20.12
12100 - Medical Assistant 13.95
12130 - Medical Laboratory Technician 25.20
12160 - Medical Record Clerk 14.86
12190 - Medical Record Technician 16.92
12195 - Medical Transcriptionist 17.72
12210 - Nuclear Medicine Technologist 39.67
12221 - Nursing Assistant I 12.24
12222 - Nursing Assistant II 13.75
12223 - Nursing Assistant III 15.01
12224 - Nursing Assistant IV 16.86
12235 - Optical Dispenser 21.28
12236 - Optical Technician 16.14
12250 - Pharmacy Technician 14.44
12280 - Phlebotomist 15.72
12305 - Radiologic Technologist 25.05
12311 - Registered Nurse I 25.11
12312 - Registered Nurse II 30.72
12313 - Registered Nurse II Specialist 30.72
12314 - Registered Nurse III 37.18

12315 - Registered Nurse III Anesthetist		37.18
12316 - Registered Nurse IV		44.55
12317 - Scheduler (Drug and Alcohol Testing)		22.35
12320 - Substance Abuse Treatment Counselor		17.29
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.57
13012 - Exhibits Specialist II		24.23
13013 - Exhibits Specialist III		29.65
13041 - Illustrator I		19.57
13042 - Illustrator II		24.23
13043 - Illustrator III		29.65
13047 - Librarian		26.84
13050 - Library Aide/Clerk		12.40
13054 - Library Information Technology Systems Administrator		24.23
13058 - Library Technician		14.80
13061 - Media Specialist I		17.49
13062 - Media Specialist II		19.57
13063 - Media Specialist III		21.81
13071 - Photographer I		16.41
13072 - Photographer II		19.36
13073 - Photographer III		22.75
13074 - Photographer IV		27.83
13075 - Photographer V		33.66
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		17.49
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.78
14042 - Computer Operator II		16.53
14043 - Computer Operator III		18.66
14044 - Computer Operator IV		21.35
14045 - Computer Operator V		23.65
14071 - Computer Programmer I	(see 1)	24.20
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - 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		21.35
14170 - System Support Specialist		26.83
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)		39.61
15050 - Computer Based Training Specialist / Instructor		28.19
15060 - Educational Technologist		28.39
15070 - Flight Instructor (Pilot)		39.61
15080 - Graphic Artist		24.77

15085 - Maintenance Test Pilot Fixed Jet/Prop 38.16
15086 - Maintenance Test Pilot Rotary Wing 38.16
15088 - Non-Maintenance Test/Co-Pilot 38.16
15090 - Technical Instructor 20.53
15095 - Technical Instructor/Course Developer 25.11
15110 - Test Proctor 16.56
15120 - Tutor 16.56
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.04
16030 - Counter Attendant 10.04
16040 - Dry Cleaner 12.82
16070 - Finisher Flatwork Machine 10.04
16090 - Presser Hand 10.04
16110 - Presser Machine Drycleaning 10.04
16130 - Presser Machine Shirts 10.04
16160 - Presser Machine Wearing Apparel Laundry 10.04
16190 - Sewing Machine Operator 13.67
16220 - Tailor 14.50
16250 - Washer Machine 10.94
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 18.78
19040 - Tool And Die Maker 23.56
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.73
21030 - Material Coordinator 19.66
21040 - Material Expediter 19.66
21050 - Material Handling Laborer 12.93
21071 - Order Filler 12.55
21080 - Production Line Worker (Food Processing) 16.73
21110 - Shipping Packer 15.95
21130 - Shipping/Receiving Clerk 15.95
21140 - Store Worker I 11.72
21150 - Stock Clerk 16.30
21210 - Tools And Parts Attendant 16.73
21410 - Warehouse Specialist 16.73
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.15
23019 - Aircraft Logs and Records Technician 17.67
23021 - Aircraft Mechanic I 23.72
23022 - Aircraft Mechanic II 25.15
23023 - Aircraft Mechanic III 26.71
23040 - Aircraft Mechanic Helper 15.08
23050 - Aircraft Painter 20.64
23060 - Aircraft Servicer 17.67
23070 - Aircraft Survival Flight Equipment Technician 20.64
23080 - Aircraft Worker 18.98
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 18.98
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.72

23110 - Appliance Mechanic 22.21
23120 - Bicycle Repairer 15.29
23125 - Cable Splicer 30.62
23130 - Carpenter Maintenance 19.58
23140 - Carpet Layer 19.31
23160 - Electrician Maintenance 20.10
23181 - Electronics Technician Maintenance I 22.35
23182 - Electronics Technician Maintenance II 23.94
23183 - Electronics Technician Maintenance III 25.41
23260 - Fabric Worker 16.46
23290 - Fire Alarm System Mechanic 19.99
23310 - Fire Extinguisher Repairer 15.29
23311 - Fuel Distribution System Mechanic 23.13
23312 - Fuel Distribution System Operator 18.23
23370 - General Maintenance Worker 15.63
23380 - Ground Support Equipment Mechanic 23.72
23381 - Ground Support Equipment Servicer 17.67
23382 - Ground Support Equipment Worker 18.98
23391 - Gunsmith I 16.81
23392 - Gunsmith II 18.67
23393 - Gunsmith III 20.74
23410 - Heating Ventilation And Air-Conditioning Mechanic 19.33
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 20.50
23430 - Heavy Equipment Mechanic 23.50
23440 - Heavy Equipment Operator 20.02
23460 - Instrument Mechanic 24.25
23465 - Laboratory/Shelter Mechanic 18.79
23470 - Laborer 12.93
23510 - Locksmith 18.78
23530 - Machinery Maintenance Mechanic 25.76
23550 - Machinist Maintenance 19.91
23580 - Maintenance Trades Helper 12.81
23591 - Metrology Technician I 24.25
23592 - Metrology Technician II 25.81
23593 - Metrology Technician III 27.31
23640 - Millwright 20.21
23710 - Office Appliance Repairer 21.11
23760 - Painter Maintenance 17.25
23790 - Pipefitter Maintenance 20.04
23810 - Plumber Maintenance 18.80
23820 - Pneudraulic Systems Mechanic 20.02
23850 - Rigger 19.99
23870 - Scale Mechanic 17.62
23890 - Sheet-Metal Worker Maintenance 19.99
23910 - Small Engine Mechanic 18.42
23931 - Telecommunications Mechanic I 28.42
23932 - Telecommunications Mechanic II 30.25
23950 - Telephone Lineman 21.89

23960 - Welder Combination Maintenance 19.47
23965 - Well Driller 20.02
23970 - Woodcraft Worker 20.02
23980 - Woodworker 15.29
24000 - Personal Needs Occupations
24550 - Case Manager 14.20
24570 - Child Care Attendant 9.99
24580 - Child Care Center Clerk 13.34
24610 - Chore Aide 10.86
24620 - Family Readiness And Support Services Coordinator 14.20
24630 - Homemaker 19.49
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 24.50
25040 - Sewage Plant Operator 22.26
25070 - Stationary Engineer 24.50
25190 - Ventilation Equipment Tender 17.02
25210 - Water Treatment Plant Operator 22.26
27000 - Protective Service Occupations
27004 - Alarm Monitor 15.83
27007 - Baggage Inspector 14.04
27008 - Corrections Officer 17.05
27010 - Court Security Officer 17.20
27030 - Detection Dog Handler 16.65
27040 - Detention Officer 17.05
27070 - Firefighter 15.37
27101 - Guard I 14.04
27102 - Guard II 16.65
27131 - Police Officer I 19.81
27132 - Police Officer II 22.02
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.74
28042 - Carnival Equipment Repairer 14.37
28043 - Carnival Worker 10.65
28210 - Gate Attendant/Gate Tender 15.21
28310 - Lifeguard 13.54
28350 - Park Attendant (Aide) 17.01
28510 - Recreation Aide/Health Facility Attendant 12.41
28515 - Recreation Specialist 21.07
28630 - Sports Official 13.54
28690 - Swimming Pool Operator 19.31
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 22.98
29020 - Hatch Tender 22.98
29030 - Line Handler 22.98
29041 - Stevedore I 21.44
29042 - Stevedore II 24.72
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 17.39
30022 - Archeological Technician II 19.46
30023 - Archeological Technician III 24.10
30030 - Cartographic Technician 24.10
30040 - Civil Engineering Technician 24.10
30051 - Cryogenic Technician I 26.58
30052 - Cryogenic Technician II 29.36
30061 - Drafter/CAD Operator I 17.39
30062 - Drafter/CAD Operator II 19.46
30063 - Drafter/CAD Operator III 21.69
30064 - Drafter/CAD Operator IV 26.70
30081 - Engineering Technician I 14.94
30082 - Engineering Technician II 16.57
30083 - Engineering Technician III 20.34
30084 - Engineering Technician IV 23.88
30085 - Engineering Technician V 29.16
30086 - Engineering Technician VI 35.34
30090 - Environmental Technician 24.10
30095 - Evidence Control Specialist 23.98
30210 - Laboratory Technician 20.94
30221 - Latent Fingerprint Technician I 26.58
30222 - Latent Fingerprint Technician II 29.36
30240 - Mathematical Technician 24.10
30361 - Paralegal/Legal Assistant I 18.17
30362 - Paralegal/Legal Assistant II 22.79
30363 - Paralegal/Legal Assistant III 27.87
30364 - Paralegal/Legal Assistant IV 33.75
30375 - Petroleum Supply Specialist 29.36
30390 - Photo-Optics Technician 24.10
30395 - Radiation Control Technician 29.36
30461 - Technical Writer I 24.10
30462 - Technical Writer II 29.49
30463 - Technical Writer III 35.67
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 26.70
30502 - Weather Forecaster II 32.47
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.69
30621 - Weather Observer Senior (see 2) 24.10
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.98
31020 - Bus Aide 13.82
31030 - Bus Driver 18.11
31043 - Driver Courier 15.95
31260 - Parking and Lot Attendant 11.88

31290 - Shuttle Bus Driver	16.82
31310 - Taxi Driver	12.45
31361 - Truckdriver Light	17.28
31362 - Truckdriver Medium	18.60
31363 - Truckdriver Heavy	19.44
31364 - Truckdriver Tractor-Trailer	19.44
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	9.87
99050 - Desk Clerk	10.63
99095 - Embalmer	26.51
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	12.63
99252 - Laboratory Animal Caretaker II	13.74
99260 - Marketing Analyst	28.83
99310 - Mortician	26.51
99410 - Pest Controller	17.67
99510 - Photofinishing Worker	13.91
99710 - Recycling Laborer	15.26
99711 - Recycling Specialist	19.47
99730 - Refuse Collector	13.54
99810 - Sales Clerk	12.62
99820 - School Crossing Guard	12.38
99830 - Survey Party Chief	23.04
99831 - Surveying Aide	13.06
99832 - Surveying Technician	17.89
99840 - Vending Machine Attendant	17.80
99841 - Vending Machine Repairer	22.21
99842 - Vending Machine Repairer Helper	17.80

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or

stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 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.: 2015-4580
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: Florida

Area: Florida Counties of Columbia Hamilton Lafayette Madison Putnam Suwannee Taylor

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.46
01012 - Accounting Clerk II		15.11
01013 - Accounting Clerk III		17.33
01020 - Administrative Assistant		18.33
01035 - Court Reporter		16.60
01041 - Customer Service Representative I		11.94
01042 - Customer Service Representative II		13.42
01043 - Customer Service Representative III		14.64
01051 - Data Entry Operator I		12.29
01052 - Data Entry Operator II		13.41
01060 - Dispatcher Motor Vehicle		18.16

01070 - Document Preparation Clerk 13.21
01090 - Duplicating Machine Operator 13.21
01111 - General Clerk I 12.12
01112 - General Clerk II 13.22
01113 - General Clerk III 18.09
01120 - Housing Referral Assistant 18.50
01141 - Messenger Courier 15.57
01191 - Order Clerk I 12.79
01192 - Order Clerk II 13.95
01261 - Personnel Assistant (Employment) I 14.83
01262 - Personnel Assistant (Employment) II 16.60
01263 - Personnel Assistant (Employment) III 18.50
01270 - Production Control Clerk 19.66
01290 - Rental Clerk 13.07
01300 - Scheduler Maintenance 14.83
01311 - Secretary I 14.83
01312 - Secretary II 16.60
01313 - Secretary III 18.50
01320 - Service Order Dispatcher 16.23
01410 - Supply Technician 18.33
01420 - Survey Worker 15.56
01460 - Switchboard Operator/Receptionist 11.93
01531 - Travel Clerk I 13.14
01532 - Travel Clerk II 14.28
01533 - Travel Clerk III 15.34
01611 - Word Processor I 12.58
01612 - Word Processor II 15.29
01613 - Word Processor III 17.11
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.86
05010 - Automotive Electrician 17.80
05040 - Automotive Glass Installer 16.20
05070 - Automotive Worker 16.20
05110 - Mobile Equipment Servicer 13.95
05130 - Motor Equipment Metal Mechanic 18.91
05160 - Motor Equipment Metal Worker 16.20
05190 - Motor Vehicle Mechanic 18.90
05220 - Motor Vehicle Mechanic Helper 13.18
05250 - Motor Vehicle Upholstery Worker 15.08
05280 - Motor Vehicle Wrecker 16.20
05310 - Painter Automotive 17.30
05340 - Radiator Repair Specialist 16.20
05370 - Tire Repairer 11.70
05400 - Transmission Repair Specialist 18.91
07000 - Food Preparation And Service Occupations
07010 - Baker 12.29
07041 - Cook I 10.86
07042 - Cook II 12.33
07070 - Dishwasher 9.55
07130 - Food Service Worker 9.71

07210 - Meat Cutter	13.65
07260 - Waiter/Waitress	9.87
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.78
09040 - Furniture Handler	11.68
09080 - Furniture Refinisher	18.78
09090 - Furniture Refinisher Helper	14.12
09110 - Furniture Repairer Minor	16.46
09130 - Upholsterer	18.78
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.96
11060 - Elevator Operator	11.27
11090 - Gardener	14.61
11122 - Housekeeping Aide	11.17
11150 - Janitor	11.17
11210 - Laborer Grounds Maintenance	11.30
11240 - Maid or Houseman	9.90
11260 - Pruner	10.07
11270 - Tractor Operator	13.49
11330 - Trail Maintenance Worker	11.30
11360 - Window Cleaner	12.59
12000 - Health Occupations	
12010 - Ambulance Driver	16.67
12011 - Breath Alcohol Technician	17.91
12012 - Certified Occupational Therapist Assistant	31.09
12015 - Certified Physical Therapist Assistant	29.68
12020 - Dental Assistant	17.91
12025 - Dental Hygienist	32.56
12030 - EKG Technician	27.13
12035 - Electroneurodiagnostic Technologist	27.13
12040 - Emergency Medical Technician	16.67
12071 - Licensed Practical Nurse I	16.01
12072 - Licensed Practical Nurse II	17.91
12073 - Licensed Practical Nurse III	19.97
12100 - Medical Assistant	13.57
12130 - Medical Laboratory Technician	22.91
12160 - Medical Record Clerk	13.75
12190 - Medical Record Technician	16.92
12195 - Medical Transcriptionist	17.72
12210 - Nuclear Medicine Technologist	39.36
12221 - Nursing Assistant I	11.51
12222 - Nursing Assistant II	12.95
12223 - Nursing Assistant III	14.13
12224 - Nursing Assistant IV	15.86
12235 - Optical Dispenser	21.28
12236 - Optical Technician	16.01
12250 - Pharmacy Technician	14.44
12280 - Phlebotomist	15.43
12305 - Radiologic Technologist	24.40
12311 - Registered Nurse I	24.23

12312 - Registered Nurse II		29.65
12313 - Registered Nurse II Specialist		29.65
12314 - Registered Nurse III		35.87
12315 - Registered Nurse III Anesthetist		35.87
12316 - Registered Nurse IV		43.00
12317 - Scheduler (Drug and Alcohol Testing)		22.19
12320 - Substance Abuse Treatment Counselor		17.29
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.57
13012 - Exhibits Specialist II		24.23
13013 - Exhibits Specialist III		29.65
13041 - Illustrator I		19.57
13042 - Illustrator II		24.23
13043 - Illustrator III		29.65
13047 - Librarian		26.84
13050 - Library Aide/Clerk		12.40
13054 - Library Information Technology Systems Administrator		24.23
13058 - Library Technician		14.80
13061 - Media Specialist I		17.49
13062 - Media Specialist II		19.57
13063 - Media Specialist III		21.81
13071 - Photographer I		16.41
13072 - Photographer II		19.36
13073 - Photographer III		22.75
13074 - Photographer IV		27.83
13075 - Photographer V		33.66
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		17.49
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.44
14042 - Computer Operator II		15.03
14043 - Computer Operator III		16.96
14044 - Computer Operator IV		20.82
14045 - Computer Operator V		23.11
14071 - Computer Programmer I	(see 1)	24.20
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.41
14160 - Personal Computer Support Technician		20.82
14170 - System Support Specialist		26.83
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)		39.61
15050 - Computer Based Training Specialist / Instructor		28.19

15060 - Educational Technologist 28.39
15070 - Flight Instructor (Pilot) 39.61
15080 - Graphic Artist 24.77
15085 - Maintenance Test Pilot Fixed Jet/Prop 38.16
15086 - Maintenance Test Pilot Rotary Wing 38.16
15088 - Non-Maintenance Test/Co-Pilot 38.16
15090 - Technical Instructor 20.53
15095 - Technical Instructor/Course Developer 25.11
15110 - Test Proctor 16.56
15120 - Tutor 16.56
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.04
16030 - Counter Attendant 10.04
16040 - Dry Cleaner 12.82
16070 - Finisher Flatwork Machine 10.04
16090 - Presser Hand 10.04
16110 - Presser Machine Drycleaning 10.04
16130 - Presser Machine Shirts 10.04
16160 - Presser Machine Wearing Apparel Laundry 10.04
16190 - Sewing Machine Operator 13.67
16220 - Tailor 14.50
16250 - Washer Machine 10.94
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 18.78
19040 - Tool And Die Maker 23.56
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.73
21030 - Material Coordinator 19.66
21040 - Material Expediter 19.66
21050 - Material Handling Laborer 12.93
21071 - Order Filler 12.08
21080 - Production Line Worker (Food Processing) 16.73
21110 - Shipping Packer 15.95
21130 - Shipping/Receiving Clerk 15.95
21140 - Store Worker I 11.66
21150 - Stock Clerk 16.22
21210 - Tools And Parts Attendant 16.73
21410 - Warehouse Specialist 16.73
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.15
23019 - Aircraft Logs and Records Technician 17.67
23021 - Aircraft Mechanic I 23.72
23022 - Aircraft Mechanic II 25.15
23023 - Aircraft Mechanic III 26.71
23040 - Aircraft Mechanic Helper 15.08
23050 - Aircraft Painter 20.64
23060 - Aircraft Servicer 17.67
23070 - Aircraft Survival Flight Equipment Technician 20.64
23080 - Aircraft Worker 18.98
23091 - Aircrew Life Support Equipment (ALSE) Mechanic 18.98

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 23.72
II
23110 - Appliance Mechanic 22.21
23120 - Bicycle Repairer 15.29
23125 - Cable Splicer 30.62
23130 - Carpenter Maintenance 19.58
23140 - Carpet Layer 19.31
23160 - Electrician Maintenance 20.10
23181 - Electronics Technician Maintenance I 22.35
23182 - Electronics Technician Maintenance II 23.94
23183 - Electronics Technician Maintenance III 25.41
23260 - Fabric Worker 16.46
23290 - Fire Alarm System Mechanic 19.99
23310 - Fire Extinguisher Repairer 15.29
23311 - Fuel Distribution System Mechanic 23.13
23312 - Fuel Distribution System Operator 18.23
23370 - General Maintenance Worker 15.63
23380 - Ground Support Equipment Mechanic 23.72
23381 - Ground Support Equipment Servicer 17.67
23382 - Ground Support Equipment Worker 18.98
23391 - Gunsmith I 16.81
23392 - Gunsmith II 18.67
23393 - Gunsmith III 20.74
23410 - Heating Ventilation And Air-Conditioning Mechanic 19.33
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 20.50
23430 - Heavy Equipment Mechanic 21.36
23440 - Heavy Equipment Operator 20.02
23460 - Instrument Mechanic 24.25
23465 - Laboratory/Shelter Mechanic 18.79
23470 - Laborer 12.93
23510 - Locksmith 18.78
23530 - Machinery Maintenance Mechanic 25.76
23550 - Machinist Maintenance 19.91
23580 - Maintenance Trades Helper 12.29
23591 - Metrology Technician I 24.25
23592 - Metrology Technician II 25.81
23593 - Metrology Technician III 27.31
23640 - Millwright 20.21
23710 - Office Appliance Repairer 21.11
23760 - Painter Maintenance 16.69
23790 - Pipefitter Maintenance 20.04
23810 - Plumber Maintenance 18.80
23820 - Pneudraulic Systems Mechanic 20.02
23850 - Rigger 19.99
23870 - Scale Mechanic 17.62
23890 - Sheet-Metal Worker Maintenance 19.99
23910 - Small Engine Mechanic 17.83

23931 - Telecommunications Mechanic I	28.42
23932 - Telecommunications Mechanic II	30.25
23950 - Telephone Lineman	21.89
23960 - Welder Combination Maintenance	17.94
23965 - Well Driller	20.02
23970 - Woodcraft Worker	20.02
23980 - Woodworker	15.29
24000 - Personal Needs Occupations	
24550 - Case Manager	14.20
24570 - Child Care Attendant	9.99
24580 - Child Care Center Clerk	13.34
24610 - Chore Aide	10.86
24620 - Family Readiness And Support Services Coordinator	14.20
24630 - Homemaker	19.49
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.50
25040 - Sewage Plant Operator	22.26
25070 - Stationary Engineer	24.50
25190 - Ventilation Equipment Tender	17.02
25210 - Water Treatment Plant Operator	22.26
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.83
27007 - Baggage Inspector	13.99
27008 - Corrections Officer	17.05
27010 - Court Security Officer	16.92
27030 - Detection Dog Handler	16.65
27040 - Detention Officer	17.05
27070 - Firefighter	14.72
27101 - Guard I	13.99
27102 - Guard II	16.65
27131 - Police Officer I	19.58
27132 - Police Officer II	21.77
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.74
28042 - Carnival Equipment Repairer	14.37
28043 - Carnival Worker	10.65
28210 - Gate Attendant/Gate Tender	14.46
28310 - Lifeguard	12.88
28350 - Park Attendant (Aide)	16.18
28510 - Recreation Aide/Health Facility Attendant	11.81
28515 - Recreation Specialist	20.04
28630 - Sports Official	12.88
28690 - Swimming Pool Operator	19.31
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.98
29020 - Hatch Tender	22.98
29030 - Line Handler	22.98
29041 - Stevedore I	21.44
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		17.39
30022 - Archeological Technician II		19.46
30023 - Archeological Technician III		24.10
30030 - Cartographic Technician		24.10
30040 - Civil Engineering Technician		24.10
30051 - Cryogenic Technician I		26.58
30052 - Cryogenic Technician II		29.36
30061 - Drafter/CAD Operator I		17.39
30062 - Drafter/CAD Operator II		19.46
30063 - Drafter/CAD Operator III		21.69
30064 - Drafter/CAD Operator IV		26.70
30081 - Engineering Technician I		14.94
30082 - Engineering Technician II		16.57
30083 - Engineering Technician III		20.34
30084 - Engineering Technician IV		23.88
30085 - Engineering Technician V		29.16
30086 - Engineering Technician VI		35.34
30090 - Environmental Technician		24.10
30095 - Evidence Control Specialist		23.98
30210 - Laboratory Technician		20.56
30221 - Latent Fingerprint Technician I		26.58
30222 - Latent Fingerprint Technician II		29.36
30240 - Mathematical Technician		24.10
30361 - Paralegal/Legal Assistant I		18.17
30362 - Paralegal/Legal Assistant II		22.79
30363 - Paralegal/Legal Assistant III		27.87
30364 - Paralegal/Legal Assistant IV		33.75
30375 - Petroleum Supply Specialist		29.36
30390 - Photo-Optics Technician		24.10
30395 - Radiation Control Technician		29.36
30461 - Technical Writer I		24.10
30462 - Technical Writer II		29.49
30463 - Technical Writer III		35.67
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		26.70
30502 - Weather Forecaster II		32.47
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.69
30621 - Weather Observer Senior	(see 2)	24.10

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		30.67
31020 - Bus Aide		13.82

31030 - Bus Driver	18.11
31043 - Driver Courier	15.53
31260 - Parking and Lot Attendant	11.20
31290 - Shuttle Bus Driver	16.82
31310 - Taxi Driver	12.45
31361 - Truckdriver Light	16.82
31362 - Truckdriver Medium	18.16
31363 - Truckdriver Heavy	19.44
31364 - Truckdriver Tractor-Trailer	19.44
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.55
99050 - Desk Clerk	10.63
99095 - Embalmer	26.51
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.63
99252 - Laboratory Animal Caretaker II	13.74
99260 - Marketing Analyst	28.83
99310 - Mortician	26.51
99410 - Pest Controller	17.67
99510 - Photofinishing Worker	13.91
99710 - Recycling Laborer	15.26
99711 - Recycling Specialist	19.47
99730 - Refuse Collector	13.54
99810 - Sales Clerk	12.62
99820 - School Crossing Guard	11.25
99830 - Survey Party Chief	21.49
99831 - Surveying Aide	12.18
99832 - Surveying Technician	16.69
99840 - Vending Machine Attendant	17.71
99841 - Vending Machine Repairer	22.10
99842 - Vending Machine Repairer Helper	17.71

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill

injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 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.: 2015-4581
Revision No.: 15
Date Of Last Revision: 04/23/2021

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: Florida

Area: Florida Counties of Glades Hendry Okeechobee

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		16.74
01013 - Accounting Clerk III		18.73
01020 - Administrative Assistant		22.64
01035 - Court Reporter		19.23
01041 - Customer Service Representative I		13.59
01042 - Customer Service Representative II		15.27
01043 - Customer Service Representative III		16.67
01051 - Data Entry Operator I		14.30
01052 - Data Entry Operator II		15.60
01060 - Dispatcher Motor Vehicle		17.16
01070 - Document Preparation Clerk		15.31
01090 - Duplicating Machine Operator		15.31
01111 - General Clerk I		14.15
01112 - General Clerk II		15.44

01113 - General Clerk III 17.34
01120 - Housing Referral Assistant 21.44
01141 - Messenger Courier 14.04
01191 - Order Clerk I 15.40
01192 - Order Clerk II 16.81
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 23.97
01290 - Rental Clerk 17.54
01300 - Scheduler Maintenance 17.20
01311 - Secretary I 17.20
01312 - Secretary II 19.23
01313 - Secretary III 21.44
01320 - Service Order Dispatcher 15.35
01410 - Supply Technician 23.21
01420 - Survey Worker 19.23
01460 - Switchboard Operator/Receptionist 14.88
01531 - Travel Clerk I 12.57
01532 - Travel Clerk II 13.48
01533 - Travel Clerk III 14.33
01611 - Word Processor I 13.64
01612 - Word Processor II 15.31
01613 - Word Processor III 17.12
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 17.84
05010 - Automotive Electrician 18.32
05040 - Automotive Glass Installer 17.14
05070 - Automotive Worker 17.14
05110 - Mobile Equipment Servicer 14.58
05130 - Motor Equipment Metal Mechanic 19.57
05160 - Motor Equipment Metal Worker 17.14
05190 - Motor Vehicle Mechanic 19.57
05220 - Motor Vehicle Mechanic Helper 13.27
05250 - Motor Vehicle Upholstery Worker 15.89
05280 - Motor Vehicle Wrecker 17.14
05310 - Painter Automotive 18.32
05340 - Radiator Repair Specialist 17.14
05370 - Tire Repairer 14.58
05400 - Transmission Repair Specialist 19.57
07000 - Food Preparation And Service Occupations
07010 - Baker 14.27
07041 - Cook I 11.70
07042 - Cook II 13.76
07070 - Dishwasher 11.89
07130 - Food Service Worker 12.29
07210 - Meat Cutter 20.06
07260 - Waiter/Waitress 11.40
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 20.37

09040 - Furniture Handler 11.85
09080 - Furniture Refinisher 20.37
09090 - Furniture Refinisher Helper 14.77
09110 - Furniture Repairer Minor 17.67
09130 - Upholsterer 20.37
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 14.05
11060 - Elevator Operator 12.44
11090 - Gardener 21.26
11122 - Housekeeping Aide 12.44
11150 - Janitor 12.44
11210 - Laborer Grounds Maintenance 15.54
11240 - Maid or Houseman 12.52
11260 - Pruner 13.59
11270 - Tractor Operator 19.37
11330 - Trail Maintenance Worker 15.54
11360 - Window Cleaner 14.24
12000 - Health Occupations
12010 - Ambulance Driver 19.38
12011 - Breath Alcohol Technician 19.99
12012 - Certified Occupational Therapist Assistant 33.19
12015 - Certified Physical Therapist Assistant 34.23
12020 - Dental Assistant 21.42
12025 - Dental Hygienist 39.12
12030 - EKG Technician 30.31
12035 - Electroneurodiagnostic Technologist 30.31
12040 - Emergency Medical Technician 19.38
12071 - Licensed Practical Nurse I 17.88
12072 - Licensed Practical Nurse II 19.99
12073 - Licensed Practical Nurse III 22.29
12100 - Medical Assistant 15.63
12130 - Medical Laboratory Technician 26.20
12160 - Medical Record Clerk 16.28
12190 - Medical Record Technician 19.56
12195 - Medical Transcriptionist 17.88
12210 - Nuclear Medicine Technologist 43.94
12221 - Nursing Assistant I 12.73
12222 - Nursing Assistant II 14.30
12223 - Nursing Assistant III 15.61
12224 - Nursing Assistant IV 17.52
12235 - Optical Dispenser 19.99
12236 - Optical Technician 17.88
12250 - Pharmacy Technician 16.21
12280 - Phlebotomist 16.55
12305 - Radiologic Technologist 29.94
12311 - Registered Nurse I 26.32
12312 - Registered Nurse II 29.92
12313 - Registered Nurse II Specialist 29.92
12314 - Registered Nurse III 36.21
12315 - Registered Nurse III Anesthetist 36.21

12316 - Registered Nurse IV		43.39
12317 - Scheduler (Drug and Alcohol Testing)		24.77
12320 - Substance Abuse Treatment Counselor		23.73
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.42
13012 - Exhibits Specialist II		24.05
13013 - Exhibits Specialist III		29.42
13041 - Illustrator I		20.64
13042 - Illustrator II		25.57
13043 - Illustrator III		30.22
13047 - Librarian		30.39
13050 - Library Aide/Clerk		16.14
13054 - Library Information Technology Systems Administrator		26.99
13058 - Library Technician		18.87
13061 - Media Specialist I		17.35
13062 - Media Specialist II		19.42
13063 - Media Specialist III		21.64
13071 - Photographer I		16.87
13072 - Photographer II		18.87
13073 - Photographer III		23.38
13074 - Photographer IV		28.60
13075 - Photographer V		34.60
13090 - Technical Order Library Clerk		20.27
13110 - Video Teleconference Technician		20.44
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.41
14042 - Computer Operator II		18.36
14043 - Computer Operator III		20.47
14044 - Computer Operator IV		22.75
14045 - Computer Operator V		25.19
14071 - Computer Programmer I	(see 1)	22.94
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.41
14160 - Personal Computer Support Technician		22.75
14170 - System Support Specialist		25.19
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.48
15020 - Aircrew Training Devices Instructor (Rated)		38.08
15030 - Air Crew Training Devices Instructor (Pilot)		45.63
15050 - Computer Based Training Specialist / Instructor		31.48
15060 - Educational Technologist		26.06
15070 - Flight Instructor (Pilot)		45.63
15080 - Graphic Artist		23.71
15085 - Maintenance Test Pilot Fixed Jet/Prop		45.63

15086 - Maintenance Test Pilot Rotary Wing 45.63
15088 - Non-Maintenance Test/Co-Pilot 45.63
15090 - Technical Instructor 21.38
15095 - Technical Instructor/Course Developer 26.16
15110 - Test Proctor 17.26
15120 - Tutor 17.26
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 11.42
16030 - Counter Attendant 11.42
16040 - Dry Cleaner 13.95
16070 - Finisher Flatwork Machine 11.42
16090 - Presser Hand 11.42
16110 - Presser Machine Drycleaning 11.42
16130 - Presser Machine Shirts 11.42
16160 - Presser Machine Wearing Apparel Laundry 11.42
16190 - Sewing Machine Operator 14.62
16220 - Tailor 15.30
16250 - Washer Machine 12.34
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.37
19040 - Tool And Die Maker 25.68
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.71
21030 - Material Coordinator 23.01
21040 - Material Expediter 23.01
21050 - Material Handling Laborer 15.27
21071 - Order Filler 15.57
21080 - Production Line Worker (Food Processing) 19.71
21110 - Shipping Packer 17.80
21130 - Shipping/Receiving Clerk 17.80
21140 - Store Worker I 10.88
21150 - Stock Clerk 16.24
21210 - Tools And Parts Attendant 19.71
21410 - Warehouse Specialist 19.71
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 31.74
23019 - Aircraft Logs and Records Technician 24.28
23021 - Aircraft Mechanic I 29.90
23022 - Aircraft Mechanic II 31.74
23023 - Aircraft Mechanic III 33.48
23040 - Aircraft Mechanic Helper 20.29
23050 - Aircraft Painter 26.88
23060 - Aircraft Servicer 24.28
23070 - Aircraft Survival Flight Equipment Technician 26.88
23080 - Aircraft Worker 26.19
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 26.19
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 29.90
23110 - Appliance Mechanic 20.37

23120 - Bicycle Repairer 16.21
23125 - Cable Splicer 28.12
23130 - Carpenter Maintenance 22.51
23140 - Carpet Layer 19.06
23160 - Electrician Maintenance 23.86
23181 - Electronics Technician Maintenance I 21.43
23182 - Electronics Technician Maintenance II 26.58
23183 - Electronics Technician Maintenance III 29.81
23260 - Fabric Worker 17.67
23290 - Fire Alarm System Mechanic 22.58
23310 - Fire Extinguisher Repairer 16.21
23311 - Fuel Distribution System Mechanic 23.73
23312 - Fuel Distribution System Operator 17.69
23370 - General Maintenance Worker 17.38
23380 - Ground Support Equipment Mechanic 29.90
23381 - Ground Support Equipment Servicer 24.28
23382 - Ground Support Equipment Worker 26.19
23391 - Gunsmith I 16.21
23392 - Gunsmith II 19.06
23393 - Gunsmith III 21.76
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.12
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.35
23430 - Heavy Equipment Mechanic 22.42
23440 - Heavy Equipment Operator 19.18
23460 - Instrument Mechanic 21.76
23465 - Laboratory/Shelter Mechanic 20.37
23470 - Laborer 15.27
23510 - Locksmith 20.37
23530 - Machinery Maintenance Mechanic 26.45
23550 - Machinist Maintenance 21.76
23580 - Maintenance Trades Helper 13.95
23591 - Metrology Technician I 21.76
23592 - Metrology Technician II 23.10
23593 - Metrology Technician III 24.37
23640 - Millwright 21.76
23710 - Office Appliance Repairer 20.37
23760 - Painter Maintenance 17.51
23790 - Pipefitter Maintenance 20.20
23810 - Plumber Maintenance 19.23
23820 - Pneudraulic Systems Mechanic 21.76
23850 - Rigger 21.76
23870 - Scale Mechanic 19.06
23890 - Sheet-Metal Worker Maintenance 21.57
23910 - Small Engine Mechanic 19.06
23931 - Telecommunications Mechanic I 32.12
23932 - Telecommunications Mechanic II 34.09
23950 - Telephone Lineman 21.76
23960 - Welder Combination Maintenance 21.43

23965 - Well Driller		21.76
23970 - Woodcraft Worker		21.76
23980 - Woodworker		16.21
24000 - Personal Needs Occupations		
24550 - Case Manager		18.28
24570 - Child Care Attendant		10.32
24580 - Child Care Center Clerk		15.33
24610 - Chore Aide		11.75
24620 - Family Readiness And Support Services Coordinator		18.28
24630 - Homemaker		18.28
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		21.76
25040 - Sewage Plant Operator		23.53
25070 - Stationary Engineer		21.76
25190 - Ventilation Equipment Tender		16.10
25210 - Water Treatment Plant Operator		23.53
27000 - Protective Service Occupations		
27004 - Alarm Monitor		20.47
27007 - Baggage Inspector		15.26
27008 - Corrections Officer		25.15
27010 - Court Security Officer		28.50
27030 - Detection Dog Handler		18.11
27040 - Detention Officer		25.15
27070 - Firefighter		26.09
27101 - Guard I		15.26
27102 - Guard II		18.11
27131 - Police Officer I		30.90
27132 - Police Officer II		34.34
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		15.47
28042 - Carnival Equipment Repairer		16.98
28043 - Carnival Worker		10.90
28210 - Gate Attendant/Gate Tender		16.29
28310 - Lifeguard		14.84
28350 - Park Attendant (Aide)		18.23
28510 - Recreation Aide/Health Facility Attendant		13.30
28515 - Recreation Specialist		22.58
28630 - Sports Official		14.51
28690 - Swimming Pool Operator		19.97
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		21.65
29020 - Hatch Tender		21.65
29030 - Line Handler		21.65
29041 - Stevedore I		20.86
29042 - Stevedore II		24.35
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	42.91
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	29.59
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	32.58

30021 - Archeological Technician I		19.44
30022 - Archeological Technician II		21.75
30023 - Archeological Technician III		26.93
30030 - Cartographic Technician		26.93
30040 - Civil Engineering Technician		24.85
30051 - Cryogenic Technician I		29.84
30052 - Cryogenic Technician II		32.95
30061 - Drafter/CAD Operator I		19.44
30062 - Drafter/CAD Operator II		21.75
30063 - Drafter/CAD Operator III		24.25
30064 - Drafter/CAD Operator IV		29.84
30081 - Engineering Technician I		18.79
30082 - Engineering Technician II		21.92
30083 - Engineering Technician III		24.53
30084 - Engineering Technician IV		29.22
30085 - Engineering Technician V		35.73
30086 - Engineering Technician VI		41.29
30090 - Environmental Technician		26.93
30095 - Evidence Control Specialist		26.93
30210 - Laboratory Technician		24.25
30221 - Latent Fingerprint Technician I		29.84
30222 - Latent Fingerprint Technician II		32.95
30240 - Mathematical Technician		26.93
30361 - Paralegal/Legal Assistant I		20.18
30362 - Paralegal/Legal Assistant II		25.00
30363 - Paralegal/Legal Assistant III		30.57
30364 - Paralegal/Legal Assistant IV		36.99
30375 - Petroleum Supply Specialist		32.95
30390 - Photo-Optics Technician		25.86
30395 - Radiation Control Technician		32.95
30461 - Technical Writer I		26.93
30462 - Technical Writer II		32.95
30463 - Technical Writer III		39.87
30491 - Unexploded Ordnance (UXO) Technician I		27.27
30492 - Unexploded Ordnance (UXO) Technician II		33.00
30493 - Unexploded Ordnance (UXO) Technician III		39.55
30494 - Unexploded (UXO) Safety Escort		27.27
30495 - Unexploded (UXO) Sweep Personnel		27.27
30501 - Weather Forecaster I		29.84
30502 - Weather Forecaster II		36.30
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	24.25
30621 - Weather Observer Senior	(see 2)	26.93
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		33.00
31020 - Bus Aide		12.80
31030 - Bus Driver		19.08
31043 - Driver Courier		15.95
31260 - Parking and Lot Attendant		11.19
31290 - Shuttle Bus Driver		17.51

31310 - Taxi Driver	14.67
31361 - Truckdriver Light	17.51
31362 - Truckdriver Medium	19.08
31363 - Truckdriver Heavy	19.96
31364 - Truckdriver Tractor-Trailer	19.96
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.09
99030 - Cashier	11.74
99050 - Desk Clerk	12.56
99095 - Embalmer	27.27
99130 - Flight Follower	27.27
99251 - Laboratory Animal Caretaker I	16.05
99252 - Laboratory Animal Caretaker II	17.61
99260 - Marketing Analyst	27.84
99310 - Mortician	27.27
99410 - Pest Controller	18.99
99510 - Photofinishing Worker	14.33
99710 - Recycling Laborer	20.02
99711 - Recycling Specialist	24.95
99730 - Refuse Collector	17.50
99810 - Sales Clerk	13.27
99820 - School Crossing Guard	14.43
99830 - Survey Party Chief	20.59
99831 - Surveying Aide	12.43
99832 - Surveying Technician	18.76
99840 - Vending Machine Attendant	18.00
99841 - Vending Machine Repairer	23.23
99842 - Vending Machine Repairer Helper	18.00

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4582
Revision No.: 14
Date Of Last Revision: 05/03/2020

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: Florida

Area: Florida Counties of Glades Hendry Okeechobee

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		16.74
01013 - Accounting Clerk III		18.73
01020 - Administrative Assistant		22.64
01035 - Court Reporter		18.82
01041 - Customer Service Representative I		12.35
01042 - Customer Service Representative II		13.88
01043 - Customer Service Representative III		15.15
01051 - Data Entry Operator I		14.30
01052 - Data Entry Operator II		15.60
01060 - Dispatcher Motor Vehicle		17.16
01070 - Document Preparation Clerk		14.89

01090 - Duplicating Machine Operator 14.89
01111 - General Clerk I 13.72
01112 - General Clerk II 14.98
01113 - General Clerk III 16.82
01120 - Housing Referral Assistant 20.88
01141 - Messenger Courier 13.84
01191 - Order Clerk I 14.00
01192 - Order Clerk II 15.29
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 23.97
01290 - Rental Clerk 16.42
01300 - Scheduler Maintenance 16.74
01311 - Secretary I 16.74
01312 - Secretary II 18.73
01313 - Secretary III 20.88
01320 - Service Order Dispatcher 15.35
01410 - Supply Technician 23.21
01420 - Survey Worker 18.82
01460 - Switchboard Operator/Receptionist 14.88
01531 - Travel Clerk I 12.57
01532 - Travel Clerk II 13.48
01533 - Travel Clerk III 14.33
01611 - Word Processor I 13.64
01612 - Word Processor II 15.31
01613 - Word Processor III 17.12
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 17.74
05010 - Automotive Electrician 18.32
05040 - Automotive Glass Installer 17.14
05070 - Automotive Worker 17.14
05110 - Mobile Equipment Servicer 14.58
05130 - Motor Equipment Metal Mechanic 19.57
05160 - Motor Equipment Metal Worker 17.14
05190 - Motor Vehicle Mechanic 19.57
05220 - Motor Vehicle Mechanic Helper 13.27
05250 - Motor Vehicle Upholstery Worker 15.89
05280 - Motor Vehicle Wrecker 17.14
05310 - Painter Automotive 18.32
05340 - Radiator Repair Specialist 17.14
05370 - Tire Repairer 14.58
05400 - Transmission Repair Specialist 19.57
07000 - Food Preparation And Service Occupations
07010 - Baker 13.94
07041 - Cook I 11.70
07042 - Cook II 13.76
07070 - Dishwasher 11.89
07130 - Food Service Worker 12.29
07210 - Meat Cutter 18.24

07260 - Waiter/Waitress	10.36
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.35
09040 - Furniture Handler	11.77
09080 - Furniture Refinisher	19.35
09090 - Furniture Refinisher Helper	14.02
09110 - Furniture Repairer Minor	16.78
09130 - Upholsterer	19.35
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.77
11060 - Elevator Operator	12.34
11090 - Gardener	19.33
11122 - Housekeeping Aide	12.34
11150 - Janitor	12.34
11210 - Laborer Grounds Maintenance	14.13
11240 - Maid or Houseman	11.92
11260 - Pruner	12.35
11270 - Tractor Operator	17.61
11330 - Trail Maintenance Worker	14.13
11360 - Window Cleaner	14.12
12000 - Health Occupations	
12010 - Ambulance Driver	18.56
12011 - Breath Alcohol Technician	19.99
12012 - Certified Occupational Therapist Assistant	30.17
12015 - Certified Physical Therapist Assistant	33.36
12020 - Dental Assistant	19.50
12025 - Dental Hygienist	39.12
12030 - EKG Technician	30.31
12035 - Electroneurodiagnostic Technologist	30.31
12040 - Emergency Medical Technician	18.56
12071 - Licensed Practical Nurse I	17.88
12072 - Licensed Practical Nurse II	19.99
12073 - Licensed Practical Nurse III	22.29
12100 - Medical Assistant	15.38
12130 - Medical Laboratory Technician	23.82
12160 - Medical Record Clerk	16.28
12190 - Medical Record Technician	19.56
12195 - Medical Transcriptionist	17.88
12210 - Nuclear Medicine Technologist	43.94
12221 - Nursing Assistant I	11.57
12222 - Nursing Assistant II	13.00
12223 - Nursing Assistant III	14.19
12224 - Nursing Assistant IV	15.93
12235 - Optical Dispenser	19.99
12236 - Optical Technician	17.88
12250 - Pharmacy Technician	16.10
12280 - Phlebotomist	16.55
12305 - Radiologic Technologist	27.22
12311 - Registered Nurse I	26.32
12312 - Registered Nurse II	29.80

12313 - Registered Nurse II Specialist		29.80
12314 - Registered Nurse III		36.04
12315 - Registered Nurse III Anesthetist		36.04
12316 - Registered Nurse IV		43.22
12317 - Scheduler (Drug and Alcohol Testing)		24.77
12320 - Substance Abuse Treatment Counselor		23.73
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.42
13012 - Exhibits Specialist II		24.05
13013 - Exhibits Specialist III		29.42
13041 - Illustrator I		20.64
13042 - Illustrator II		25.57
13043 - Illustrator III		30.22
13047 - Librarian		30.39
13050 - Library Aide/Clerk		15.58
13054 - Library Information Technology Systems Administrator		26.99
13058 - Library Technician		18.87
13061 - Media Specialist I		17.35
13062 - Media Specialist II		19.42
13063 - Media Specialist III		21.64
13071 - Photographer I		16.87
13072 - Photographer II		18.87
13073 - Photographer III		23.38
13074 - Photographer IV		28.60
13075 - Photographer V		34.60
13090 - Technical Order Library Clerk		19.56
13110 - Video Teleconference Technician		19.80
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.41
14042 - Computer Operator II		18.36
14043 - Computer Operator III		20.47
14044 - Computer Operator IV		22.75
14045 - Computer Operator V		25.19
14071 - Computer Programmer I	(see 1)	22.94
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.41
14160 - Personal Computer Support Technician		22.75
14170 - System Support Specialist		25.19
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.48
15020 - Aircrew Training Devices Instructor (Rated)		38.08
15030 - Air Crew Training Devices Instructor (Pilot)		41.70
15050 - Computer Based Training Specialist / Instructor		31.48
15060 - Educational Technologist		26.06

15070 - Flight Instructor (Pilot) 41.70
15080 - Graphic Artist 23.71
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.57
15086 - Maintenance Test Pilot Rotary Wing 41.57
15088 - Non-Maintenance Test/Co-Pilot 41.57
15090 - Technical Instructor 21.38
15095 - Technical Instructor/Course Developer 26.16
15110 - Test Proctor 17.26
15120 - Tutor 17.26
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 11.42
16030 - Counter Attendant 11.42
16040 - Dry Cleaner 13.95
16070 - Finisher Flatwork Machine 11.42
16090 - Presser Hand 11.42
16110 - Presser Machine Drycleaning 11.42
16130 - Presser Machine Shirts 11.42
16160 - Presser Machine Wearing Apparel Laundry 11.42
16190 - Sewing Machine Operator 14.62
16220 - Tailor 15.30
16250 - Washer Machine 12.34
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.20
19040 - Tool And Die Maker 25.45
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.92
21030 - Material Coordinator 23.01
21040 - Material Expediter 23.01
21050 - Material Handling Laborer 13.88
21071 - Order Filler 14.38
21080 - Production Line Worker (Food Processing) 17.92
21110 - Shipping Packer 16.18
21130 - Shipping/Receiving Clerk 16.18
21140 - Store Worker I 10.78
21150 - Stock Clerk 16.09
21210 - Tools And Parts Attendant 17.92
21410 - Warehouse Specialist 17.92
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.02
23019 - Aircraft Logs and Records Technician 22.75
23021 - Aircraft Mechanic I 28.20
23022 - Aircraft Mechanic II 30.02
23023 - Aircraft Mechanic III 31.80
23040 - Aircraft Mechanic Helper 18.87
23050 - Aircraft Painter 24.44
23060 - Aircraft Servicer 22.75
23070 - Aircraft Survival Flight Equipment Technician 24.44
23080 - Aircraft Worker 24.60
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.60

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.20
23110 - Appliance Mechanic 20.20
23120 - Bicycle Repairer 15.40
23125 - Cable Splicer 28.12
23130 - Carpenter Maintenance 22.51
23140 - Carpet Layer 18.90
23160 - Electrician Maintenance 23.86
23181 - Electronics Technician Maintenance I 21.43
23182 - Electronics Technician Maintenance II 26.58
23183 - Electronics Technician Maintenance III 29.81
23260 - Fabric Worker 17.63
23290 - Fire Alarm System Mechanic 21.57
23310 - Fire Extinguisher Repairer 16.08
23311 - Fuel Distribution System Mechanic 21.57
23312 - Fuel Distribution System Operator 16.08
23370 - General Maintenance Worker 17.05
23380 - Ground Support Equipment Mechanic 28.20
23381 - Ground Support Equipment Servicer 22.75
23382 - Ground Support Equipment Worker 24.60
23391 - Gunsmith I 16.08
23392 - Gunsmith II 18.90
23393 - Gunsmith III 21.57
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.12
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.35
23430 - Heavy Equipment Mechanic 21.57
23440 - Heavy Equipment Operator 19.18
23460 - Instrument Mechanic 21.57
23465 - Laboratory/Shelter Mechanic 20.20
23470 - Laborer 13.88
23510 - Locksmith 20.20
23530 - Machinery Maintenance Mechanic 24.98
23550 - Machinist Maintenance 20.68
23580 - Maintenance Trades Helper 13.95
23591 - Metrology Technician I 21.57
23592 - Metrology Technician II 22.89
23593 - Metrology Technician III 24.16
23640 - Millwright 21.57
23710 - Office Appliance Repairer 20.20
23760 - Painter Maintenance 17.51
23790 - Pipefitter Maintenance 20.20
23810 - Plumber Maintenance 19.23
23820 - Pneudraulic Systems Mechanic 21.57
23850 - Rigger 21.57
23870 - Scale Mechanic 18.90
23890 - Sheet-Metal Worker Maintenance 21.57
23910 - Small Engine Mechanic 18.78
23931 - Telecommunications Mechanic I 32.12

23932 - Telecommunications Mechanic II 34.09
23950 - Telephone Lineman 21.57
23960 - Welder Combination Maintenance 21.43
23965 - Well Driller 21.57
23970 - Woodcraft Worker 21.57
23980 - Woodworker 16.08
24000 - Personal Needs Occupations
24550 - Case Manager 16.96
24570 - Child Care Attendant 10.32
24580 - Child Care Center Clerk 15.33
24610 - Chore Aide 11.57
24620 - Family Readiness And Support Services Coordinator 16.96
24630 - Homemaker 17.05
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 21.57
25040 - Sewage Plant Operator 23.53
25070 - Stationary Engineer 21.57
25190 - Ventilation Equipment Tender 14.64
25210 - Water Treatment Plant Operator 23.53
27000 - Protective Service Occupations
27004 - Alarm Monitor 20.47
27007 - Baggage Inspector 13.97
27008 - Corrections Officer 25.15
27010 - Court Security Officer 28.50
27030 - Detection Dog Handler 18.11
27040 - Detention Officer 25.15
27070 - Firefighter 26.09
27101 - Guard I 13.97
27102 - Guard II 18.11
27131 - Police Officer I 30.90
27132 - Police Officer II 34.34
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.47
28042 - Carnival Equipment Repairer 16.98
28043 - Carnival Worker 10.90
28210 - Gate Attendant/Gate Tender 16.29
28310 - Lifeguard 13.49
28350 - Park Attendant (Aide) 18.23
28510 - Recreation Aide/Health Facility Attendant 13.30
28515 - Recreation Specialist 22.58
28630 - Sports Official 14.51
28690 - Swimming Pool Operator 19.97
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 21.65
29020 - Hatch Tender 21.65
29030 - Line Handler 21.65
29041 - Stevedore I 20.86
29042 - Stevedore II 24.35
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 42.48
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 29.30
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 32.27
30021 - Archeological Technician I 19.44
30022 - Archeological Technician II 21.75
30023 - Archeological Technician III 26.93
30030 - Cartographic Technician 26.93
30040 - Civil Engineering Technician 24.85
30051 - Cryogenic Technician I 29.84
30052 - Cryogenic Technician II 32.95
30061 - Drafter/CAD Operator I 19.44
30062 - Drafter/CAD Operator II 21.75
30063 - Drafter/CAD Operator III 24.25
30064 - Drafter/CAD Operator IV 29.84
30081 - Engineering Technician I 18.79
30082 - Engineering Technician II 21.92
30083 - Engineering Technician III 24.53
30084 - Engineering Technician IV 29.22
30085 - Engineering Technician V 35.73
30086 - Engineering Technician VI 41.29
30090 - Environmental Technician 26.93
30095 - Evidence Control Specialist 26.93
30210 - Laboratory Technician 24.25
30221 - Latent Fingerprint Technician I 29.84
30222 - Latent Fingerprint Technician II 32.95
30240 - Mathematical Technician 26.93
30361 - Paralegal/Legal Assistant I 20.18
30362 - Paralegal/Legal Assistant II 25.00
30363 - Paralegal/Legal Assistant III 30.57
30364 - Paralegal/Legal Assistant IV 36.99
30375 - Petroleum Supply Specialist 32.95
30390 - Photo-Optics Technician 25.86
30395 - Radiation Control Technician 32.95
30461 - Technical Writer I 26.93
30462 - Technical Writer II 32.95
30463 - Technical Writer III 39.87
30491 - Unexploded Ordnance (UXO) Technician I 27.00
30492 - Unexploded Ordnance (UXO) Technician II 32.67
30493 - Unexploded Ordnance (UXO) Technician III 39.16
30494 - Unexploded (UXO) Safety Escort 27.00
30495 - Unexploded (UXO) Sweep Personnel 27.00
30501 - Weather Forecaster I 29.84
30502 - Weather Forecaster II 36.30
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 24.25
30621 - Weather Observer Senior (see 2) 26.93
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 32.67
31020 - Bus Aide 12.80
31030 - Bus Driver 19.08

31043 - Driver Courier	15.95
31260 - Parking and Lot Attendant	11.19
31290 - Shuttle Bus Driver	17.51
31310 - Taxi Driver	14.67
31361 - Truckdriver Light	17.51
31362 - Truckdriver Medium	19.08
31363 - Truckdriver Heavy	19.54
31364 - Truckdriver Tractor-Trailer	19.54
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.93
99030 - Cashier	11.19
99050 - Desk Clerk	11.42
99095 - Embalmer	27.00
99130 - Flight Follower	27.00
99251 - Laboratory Animal Caretaker I	14.59
99252 - Laboratory Animal Caretaker II	16.01
99260 - Marketing Analyst	27.84
99310 - Mortician	27.00
99410 - Pest Controller	18.99
99510 - Photofinishing Worker	14.19
99710 - Recycling Laborer	18.20
99711 - Recycling Specialist	22.68
99730 - Refuse Collector	15.91
99810 - Sales Clerk	13.09
99820 - School Crossing Guard	13.40
99830 - Survey Party Chief	20.59
99831 - Surveying Aide	12.43
99832 - Surveying Technician	18.76
99840 - Vending Machine Attendant	17.83
99841 - Vending Machine Repairer	23.02
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 5 years 4 weeks after 15 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4583
Revision No.: 15
Date Of Last Revision: 04/23/2021

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: Florida

Area: Florida County of Monroe

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		16.71
01013 - Accounting Clerk III		18.69
01020 - Administrative Assistant		22.64
01035 - Court Reporter		19.23
01041 - Customer Service Representative I		13.59
01042 - Customer Service Representative II		15.27
01043 - Customer Service Representative III		16.67
01051 - Data Entry Operator I		14.30
01052 - Data Entry Operator II		15.60
01060 - Dispatcher Motor Vehicle		17.04
01070 - Document Preparation Clerk		15.31
01090 - Duplicating Machine Operator		15.31
01111 - General Clerk I		14.15
01112 - General Clerk II		15.44

01113 - General Clerk III 17.34
01120 - Housing Referral Assistant 21.44
01141 - Messenger Courier 14.04
01191 - Order Clerk I 15.40
01192 - Order Clerk II 16.81
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 23.97
01290 - Rental Clerk 17.54
01300 - Scheduler Maintenance 17.20
01311 - Secretary I 17.20
01312 - Secretary II 19.23
01313 - Secretary III 21.44
01320 - Service Order Dispatcher 15.23
01410 - Supply Technician 23.21
01420 - Survey Worker 19.23
01460 - Switchboard Operator/Receptionist 14.88
01531 - Travel Clerk I 12.57
01532 - Travel Clerk II 13.48
01533 - Travel Clerk III 14.33
01611 - Word Processor I 13.64
01612 - Word Processor II 15.31
01613 - Word Processor III 17.12
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 17.84
05010 - Automotive Electrician 18.32
05040 - Automotive Glass Installer 17.14
05070 - Automotive Worker 17.14
05110 - Mobile Equipment Servicer 14.58
05130 - Motor Equipment Metal Mechanic 19.57
05160 - Motor Equipment Metal Worker 17.14
05190 - Motor Vehicle Mechanic 19.57
05220 - Motor Vehicle Mechanic Helper 13.27
05250 - Motor Vehicle Upholstery Worker 15.89
05280 - Motor Vehicle Wrecker 17.14
05310 - Painter Automotive 18.32
05340 - Radiator Repair Specialist 17.14
05370 - Tire Repairer 14.58
05400 - Transmission Repair Specialist 19.57
07000 - Food Preparation And Service Occupations
07010 - Baker 14.27
07041 - Cook I 11.70
07042 - Cook II 13.76
07070 - Dishwasher 11.89
07130 - Food Service Worker 12.29
07210 - Meat Cutter 20.06
07260 - Waiter/Waitress 11.40
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 20.37

09040 - Furniture Handler 11.85
09080 - Furniture Refinisher 20.37
09090 - Furniture Refinisher Helper 14.77
09110 - Furniture Repairer Minor 17.67
09130 - Upholsterer 20.37
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 14.05
11060 - Elevator Operator 12.44
11090 - Gardener 21.26
11122 - Housekeeping Aide 12.44
11150 - Janitor 12.44
11210 - Laborer Grounds Maintenance 15.54
11240 - Maid or Houseman 12.52
11260 - Pruner 13.59
11270 - Tractor Operator 19.37
11330 - Trail Maintenance Worker 15.54
11360 - Window Cleaner 14.24
12000 - Health Occupations
12010 - Ambulance Driver 19.38
12011 - Breath Alcohol Technician 19.99
12012 - Certified Occupational Therapist Assistant 33.19
12015 - Certified Physical Therapist Assistant 34.23
12020 - Dental Assistant 21.42
12025 - Dental Hygienist 39.12
12030 - EKG Technician 30.31
12035 - Electroneurodiagnostic Technologist 30.31
12040 - Emergency Medical Technician 19.38
12071 - Licensed Practical Nurse I 17.88
12072 - Licensed Practical Nurse II 19.99
12073 - Licensed Practical Nurse III 22.29
12100 - Medical Assistant 15.63
12130 - Medical Laboratory Technician 26.20
12160 - Medical Record Clerk 16.28
12190 - Medical Record Technician 19.56
12195 - Medical Transcriptionist 17.88
12210 - Nuclear Medicine Technologist 43.94
12221 - Nursing Assistant I 12.73
12222 - Nursing Assistant II 14.30
12223 - Nursing Assistant III 15.61
12224 - Nursing Assistant IV 17.52
12235 - Optical Dispenser 19.99
12236 - Optical Technician 17.88
12250 - Pharmacy Technician 16.21
12280 - Phlebotomist 16.55
12305 - Radiologic Technologist 29.94
12311 - Registered Nurse I 26.32
12312 - Registered Nurse II 29.92
12313 - Registered Nurse II Specialist 29.92
12314 - Registered Nurse III 36.61
12315 - Registered Nurse III Anesthetist 36.61

12316 - Registered Nurse IV		43.39
12317 - Scheduler (Drug and Alcohol Testing)		24.77
12320 - Substance Abuse Treatment Counselor		23.73
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.42
13012 - Exhibits Specialist II		24.05
13013 - Exhibits Specialist III		29.42
13041 - Illustrator I		20.64
13042 - Illustrator II		25.57
13043 - Illustrator III		31.27
13047 - Librarian		31.86
13050 - Library Aide/Clerk		16.14
13054 - Library Information Technology Systems Administrator		26.99
13058 - Library Technician		18.87
13061 - Media Specialist I		17.35
13062 - Media Specialist II		19.42
13063 - Media Specialist III		21.64
13071 - Photographer I		16.87
13072 - Photographer II		18.87
13073 - Photographer III		23.38
13074 - Photographer IV		28.60
13075 - Photographer V		34.60
13090 - Technical Order Library Clerk		20.27
13110 - Video Teleconference Technician		20.44
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.41
14042 - Computer Operator II		18.36
14043 - Computer Operator III		20.47
14044 - Computer Operator IV		22.75
14045 - Computer Operator V		25.19
14071 - Computer Programmer I	(see 1)	22.94
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.41
14160 - Personal Computer Support Technician		22.75
14170 - System Support Specialist		25.19
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.48
15020 - Aircrew Training Devices Instructor (Rated)		38.08
15030 - Air Crew Training Devices Instructor (Pilot)		45.63
15050 - Computer Based Training Specialist / Instructor		31.48
15060 - Educational Technologist		26.06
15070 - Flight Instructor (Pilot)		45.63
15080 - Graphic Artist		25.96
15085 - Maintenance Test Pilot Fixed Jet/Prop		45.63

15086 - Maintenance Test Pilot Rotary Wing 45.63
15088 - Non-Maintenance Test/Co-Pilot 45.63
15090 - Technical Instructor 21.38
15095 - Technical Instructor/Course Developer 26.16
15110 - Test Proctor 17.26
15120 - Tutor 17.26
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 11.42
16030 - Counter Attendant 11.42
16040 - Dry Cleaner 13.95
16070 - Finisher Flatwork Machine 11.42
16090 - Presser Hand 11.42
16110 - Presser Machine Drycleaning 11.42
16130 - Presser Machine Shirts 11.42
16160 - Presser Machine Wearing Apparel Laundry 11.42
16190 - Sewing Machine Operator 14.62
16220 - Tailor 15.30
16250 - Washer Machine 12.34
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.37
19040 - Tool And Die Maker 25.68
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.71
21030 - Material Coordinator 23.01
21040 - Material Expediter 23.01
21050 - Material Handling Laborer 15.27
21071 - Order Filler 15.57
21080 - Production Line Worker (Food Processing) 19.71
21110 - Shipping Packer 17.80
21130 - Shipping/Receiving Clerk 17.80
21140 - Store Worker I 10.88
21150 - Stock Clerk 16.24
21210 - Tools And Parts Attendant 19.71
21410 - Warehouse Specialist 19.71
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 31.74
23019 - Aircraft Logs and Records Technician 24.28
23021 - Aircraft Mechanic I 29.90
23022 - Aircraft Mechanic II 31.74
23023 - Aircraft Mechanic III 33.48
23040 - Aircraft Mechanic Helper 20.29
23050 - Aircraft Painter 26.88
23060 - Aircraft Servicer 24.28
23070 - Aircraft Survival Flight Equipment Technician 26.88
23080 - Aircraft Worker 26.19
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 26.19
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 29.90
23110 - Appliance Mechanic 20.37

23120 - Bicycle Repairer 16.21
23125 - Cable Splicer 28.12
23130 - Carpenter Maintenance 22.51
23140 - Carpet Layer 19.06
23160 - Electrician Maintenance 23.86
23181 - Electronics Technician Maintenance I 21.43
23182 - Electronics Technician Maintenance II 23.32
23183 - Electronics Technician Maintenance III 25.75
23260 - Fabric Worker 17.67
23290 - Fire Alarm System Mechanic 22.58
23310 - Fire Extinguisher Repairer 16.21
23311 - Fuel Distribution System Mechanic 23.73
23312 - Fuel Distribution System Operator 17.69
23370 - General Maintenance Worker 17.38
23380 - Ground Support Equipment Mechanic 29.90
23381 - Ground Support Equipment Servicer 24.28
23382 - Ground Support Equipment Worker 26.19
23391 - Gunsmith I 16.21
23392 - Gunsmith II 19.06
23393 - Gunsmith III 21.76
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.12
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.35
23430 - Heavy Equipment Mechanic 22.42
23440 - Heavy Equipment Operator 18.20
23460 - Instrument Mechanic 21.76
23465 - Laboratory/Shelter Mechanic 20.37
23470 - Laborer 15.27
23510 - Locksmith 20.37
23530 - Machinery Maintenance Mechanic 26.45
23550 - Machinist Maintenance 21.76
23580 - Maintenance Trades Helper 13.95
23591 - Metrology Technician I 21.76
23592 - Metrology Technician II 23.10
23593 - Metrology Technician III 24.37
23640 - Millwright 21.76
23710 - Office Appliance Repairer 20.37
23760 - Painter Maintenance 17.51
23790 - Pipefitter Maintenance 20.20
23810 - Plumber Maintenance 19.23
23820 - Pneudraulic Systems Mechanic 21.76
23850 - Rigger 21.76
23870 - Scale Mechanic 19.06
23890 - Sheet-Metal Worker Maintenance 21.57
23910 - Small Engine Mechanic 19.06
23931 - Telecommunications Mechanic I 32.12
23932 - Telecommunications Mechanic II 34.09
23950 - Telephone Lineman 21.76
23960 - Welder Combination Maintenance 21.43

23965 - Well Driller	21.76
23970 - Woodcraft Worker	21.76
23980 - Woodworker	16.21
24000 - Personal Needs Occupations	
24550 - Case Manager	18.28
24570 - Child Care Attendant	10.32
24580 - Child Care Center Clerk	15.33
24610 - Chore Aide	11.75
24620 - Family Readiness And Support Services Coordinator	18.28
24630 - Homemaker	18.28
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.76
25040 - Sewage Plant Operator	23.53
25070 - Stationary Engineer	21.76
25190 - Ventilation Equipment Tender	16.10
25210 - Water Treatment Plant Operator	23.53
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.47
27007 - Baggage Inspector	15.26
27008 - Corrections Officer	25.15
27010 - Court Security Officer	28.50
27030 - Detection Dog Handler	18.11
27040 - Detention Officer	25.15
27070 - Firefighter	26.09
27101 - Guard I	15.26
27102 - Guard II	18.11
27131 - Police Officer I	30.90
27132 - Police Officer II	34.34
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.47
28042 - Carnival Equipment Repairer	16.98
28043 - Carnival Worker	10.90
28210 - Gate Attendant/Gate Tender	16.29
28310 - Lifeguard	14.84
28350 - Park Attendant (Aide)	18.23
28510 - Recreation Aide/Health Facility Attendant	13.30
28515 - Recreation Specialist	22.58
28630 - Sports Official	14.51
28690 - Swimming Pool Operator	21.75
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.76
29020 - Hatch Tender	22.76
29030 - Line Handler	22.76
29041 - Stevedore I	20.86
29042 - Stevedore II	24.67
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	42.91
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	29.59
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	32.58

30021 - Archeological Technician I 19.44
30022 - Archeological Technician II 21.75
30023 - Archeological Technician III 26.93
30030 - Cartographic Technician 26.93
30040 - Civil Engineering Technician 24.85
30051 - Cryogenic Technician I 29.84
30052 - Cryogenic Technician II 32.95
30061 - Drafter/CAD Operator I 19.44
30062 - Drafter/CAD Operator II 21.75
30063 - Drafter/CAD Operator III 24.25
30064 - Drafter/CAD Operator IV 29.84
30081 - Engineering Technician I 17.93
30082 - Engineering Technician II 21.92
30083 - Engineering Technician III 24.53
30084 - Engineering Technician IV 27.90
30085 - Engineering Technician V 34.13
30086 - Engineering Technician VI 41.29
30090 - Environmental Technician 26.42
30095 - Evidence Control Specialist 26.93
30210 - Laboratory Technician 24.25
30221 - Latent Fingerprint Technician I 29.84
30222 - Latent Fingerprint Technician II 32.95
30240 - Mathematical Technician 26.93
30361 - Paralegal/Legal Assistant I 20.18
30362 - Paralegal/Legal Assistant II 25.00
30363 - Paralegal/Legal Assistant III 30.57
30364 - Paralegal/Legal Assistant IV 36.99
30375 - Petroleum Supply Specialist 32.95
30390 - Photo-Optics Technician 25.86
30395 - Radiation Control Technician 32.95
30461 - Technical Writer I 26.93
30462 - Technical Writer II 32.95
30463 - Technical Writer III 39.87
30491 - Unexploded Ordnance (UXO) Technician I 27.27
30492 - Unexploded Ordnance (UXO) Technician II 33.00
30493 - Unexploded Ordnance (UXO) Technician III 39.55
30494 - Unexploded (UXO) Safety Escort 27.27
30495 - Unexploded (UXO) Sweep Personnel 27.27
30501 - Weather Forecaster I 29.84
30502 - Weather Forecaster II 36.30
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 24.25
30621 - Weather Observer Senior (see 2) 26.93
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 33.00
31020 - Bus Aide 12.80
31030 - Bus Driver 19.08
31043 - Driver Courier 15.95
31260 - Parking and Lot Attendant 11.19
31290 - Shuttle Bus Driver 17.51

31310 - Taxi Driver	14.67
31361 - Truckdriver Light	17.51
31362 - Truckdriver Medium	19.08
31363 - Truckdriver Heavy	19.96
31364 - Truckdriver Tractor-Trailer	19.96
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.09
99030 - Cashier	11.74
99050 - Desk Clerk	12.56
99095 - Embalmer	27.27
99130 - Flight Follower	27.27
99251 - Laboratory Animal Caretaker I	16.05
99252 - Laboratory Animal Caretaker II	17.61
99260 - Marketing Analyst	27.84
99310 - Mortician	27.27
99410 - Pest Controller	19.24
99510 - Photofinishing Worker	14.33
99710 - Recycling Laborer	20.02
99711 - Recycling Specialist	24.95
99730 - Refuse Collector	17.50
99810 - Sales Clerk	13.27
99820 - School Crossing Guard	14.43
99830 - Survey Party Chief	21.02
99831 - Surveying Aide	11.45
99832 - Surveying Technician	18.76
99840 - Vending Machine Attendant	18.00
99841 - Vending Machine Repairer	23.23
99842 - Vending Machine Repairer Helper	18.00

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4584
Revision No.: 14
Date Of Last Revision: 05/03/2020

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: Florida

Area: Florida County of Monroe

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		16.71
01013 - Accounting Clerk III		18.69
01020 - Administrative Assistant		22.64
01035 - Court Reporter		18.82
01041 - Customer Service Representative I		12.35
01042 - Customer Service Representative II		13.88
01043 - Customer Service Representative III		15.15
01051 - Data Entry Operator I		14.30
01052 - Data Entry Operator II		15.60
01060 - Dispatcher Motor Vehicle		17.04
01070 - Document Preparation Clerk		14.89

01090 - Duplicating Machine Operator 14.89
01111 - General Clerk I 13.72
01112 - General Clerk II 14.98
01113 - General Clerk III 16.82
01120 - Housing Referral Assistant 20.88
01141 - Messenger Courier 13.84
01191 - Order Clerk I 14.00
01192 - Order Clerk II 15.29
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 23.97
01290 - Rental Clerk 16.42
01300 - Scheduler Maintenance 16.74
01311 - Secretary I 16.74
01312 - Secretary II 18.73
01313 - Secretary III 20.88
01320 - Service Order Dispatcher 15.23
01410 - Supply Technician 23.21
01420 - Survey Worker 18.82
01460 - Switchboard Operator/Receptionist 14.88
01531 - Travel Clerk I 12.57
01532 - Travel Clerk II 13.48
01533 - Travel Clerk III 14.33
01611 - Word Processor I 13.64
01612 - Word Processor II 15.31
01613 - Word Processor III 17.12
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 17.44
05010 - Automotive Electrician 18.32
05040 - Automotive Glass Installer 17.14
05070 - Automotive Worker 17.14
05110 - Mobile Equipment Servicer 14.58
05130 - Motor Equipment Metal Mechanic 19.57
05160 - Motor Equipment Metal Worker 17.14
05190 - Motor Vehicle Mechanic 19.57
05220 - Motor Vehicle Mechanic Helper 13.27
05250 - Motor Vehicle Upholstery Worker 15.89
05280 - Motor Vehicle Wrecker 17.14
05310 - Painter Automotive 18.32
05340 - Radiator Repair Specialist 17.14
05370 - Tire Repairer 14.58
05400 - Transmission Repair Specialist 19.57
07000 - Food Preparation And Service Occupations
07010 - Baker 13.94
07041 - Cook I 11.70
07042 - Cook II 13.76
07070 - Dishwasher 11.89
07130 - Food Service Worker 12.29
07210 - Meat Cutter 18.24

07260 - Waiter/Waitress	10.36
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.35
09040 - Furniture Handler	11.25
09080 - Furniture Refinisher	19.35
09090 - Furniture Refinisher Helper	14.02
09110 - Furniture Repairer Minor	16.78
09130 - Upholsterer	19.35
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.77
11060 - Elevator Operator	12.34
11090 - Gardener	19.33
11122 - Housekeeping Aide	12.34
11150 - Janitor	12.34
11210 - Laborer Grounds Maintenance	14.13
11240 - Maid or Houseman	11.92
11260 - Pruner	12.35
11270 - Tractor Operator	17.61
11330 - Trail Maintenance Worker	14.13
11360 - Window Cleaner	14.12
12000 - Health Occupations	
12010 - Ambulance Driver	18.56
12011 - Breath Alcohol Technician	19.99
12012 - Certified Occupational Therapist Assistant	30.17
12015 - Certified Physical Therapist Assistant	33.36
12020 - Dental Assistant	19.50
12025 - Dental Hygienist	39.12
12030 - EKG Technician	30.31
12035 - Electroneurodiagnostic Technologist	30.31
12040 - Emergency Medical Technician	18.56
12071 - Licensed Practical Nurse I	17.88
12072 - Licensed Practical Nurse II	19.99
12073 - Licensed Practical Nurse III	22.29
12100 - Medical Assistant	15.38
12130 - Medical Laboratory Technician	23.82
12160 - Medical Record Clerk	16.28
12190 - Medical Record Technician	19.56
12195 - Medical Transcriptionist	17.88
12210 - Nuclear Medicine Technologist	43.94
12221 - Nursing Assistant I	11.57
12222 - Nursing Assistant II	13.00
12223 - Nursing Assistant III	14.19
12224 - Nursing Assistant IV	15.93
12235 - Optical Dispenser	19.99
12236 - Optical Technician	17.88
12250 - Pharmacy Technician	16.10
12280 - Phlebotomist	16.55
12305 - Radiologic Technologist	27.22
12311 - Registered Nurse I	26.32
12312 - Registered Nurse II	29.80

12313 - Registered Nurse II Specialist		29.80
12314 - Registered Nurse III		36.61
12315 - Registered Nurse III Anesthetist		36.61
12316 - Registered Nurse IV		43.22
12317 - Scheduler (Drug and Alcohol Testing)		24.77
12320 - Substance Abuse Treatment Counselor		23.73
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.42
13012 - Exhibits Specialist II		24.05
13013 - Exhibits Specialist III		29.42
13041 - Illustrator I		20.64
13042 - Illustrator II		25.57
13043 - Illustrator III		31.27
13047 - Librarian		31.86
13050 - Library Aide/Clerk		15.58
13054 - Library Information Technology Systems Administrator		26.99
13058 - Library Technician		18.87
13061 - Media Specialist I		17.35
13062 - Media Specialist II		19.42
13063 - Media Specialist III		21.64
13071 - Photographer I		16.87
13072 - Photographer II		18.87
13073 - Photographer III		23.38
13074 - Photographer IV		28.60
13075 - Photographer V		34.60
13090 - Technical Order Library Clerk		19.56
13110 - Video Teleconference Technician		19.80
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.41
14042 - Computer Operator II		18.36
14043 - Computer Operator III		20.47
14044 - Computer Operator IV		22.75
14045 - Computer Operator V		25.19
14071 - Computer Programmer I	(see 1)	22.94
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.41
14160 - Personal Computer Support Technician		22.75
14170 - System Support Specialist		25.19
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.48
15020 - Aircrew Training Devices Instructor (Rated)		38.08
15030 - Air Crew Training Devices Instructor (Pilot)		42.90
15050 - Computer Based Training Specialist / Instructor		31.48
15060 - Educational Technologist		26.06

15070 - Flight Instructor (Pilot) 42.90
15080 - Graphic Artist 25.96
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.57
15086 - Maintenance Test Pilot Rotary Wing 41.57
15088 - Non-Maintenance Test/Co-Pilot 41.57
15090 - Technical Instructor 21.38
15095 - Technical Instructor/Course Developer 26.16
15110 - Test Proctor 17.26
15120 - Tutor 17.26
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 11.42
16030 - Counter Attendant 11.42
16040 - Dry Cleaner 13.95
16070 - Finisher Flatwork Machine 11.42
16090 - Presser Hand 11.42
16110 - Presser Machine Drycleaning 11.42
16130 - Presser Machine Shirts 11.42
16160 - Presser Machine Wearing Apparel Laundry 11.42
16190 - Sewing Machine Operator 14.62
16220 - Tailor 15.30
16250 - Washer Machine 12.34
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.20
19040 - Tool And Die Maker 25.45
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.92
21030 - Material Coordinator 23.01
21040 - Material Expediter 23.01
21050 - Material Handling Laborer 13.88
21071 - Order Filler 14.38
21080 - Production Line Worker (Food Processing) 17.92
21110 - Shipping Packer 16.18
21130 - Shipping/Receiving Clerk 16.18
21140 - Store Worker I 10.78
21150 - Stock Clerk 16.09
21210 - Tools And Parts Attendant 17.92
21410 - Warehouse Specialist 17.92
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.02
23019 - Aircraft Logs and Records Technician 22.75
23021 - Aircraft Mechanic I 28.20
23022 - Aircraft Mechanic II 30.02
23023 - Aircraft Mechanic III 31.80
23040 - Aircraft Mechanic Helper 18.87
23050 - Aircraft Painter 24.44
23060 - Aircraft Servicer 22.75
23070 - Aircraft Survival Flight Equipment Technician 24.44
23080 - Aircraft Worker 24.60
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.60

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.20
23110 - Appliance Mechanic 20.20
23120 - Bicycle Repairer 15.40
23125 - Cable Splicer 28.12
23130 - Carpenter Maintenance 22.51
23140 - Carpet Layer 18.90
23160 - Electrician Maintenance 23.86
23181 - Electronics Technician Maintenance I 21.43
23182 - Electronics Technician Maintenance II 23.32
23183 - Electronics Technician Maintenance III 25.75
23260 - Fabric Worker 17.63
23290 - Fire Alarm System Mechanic 21.57
23310 - Fire Extinguisher Repairer 16.08
23311 - Fuel Distribution System Mechanic 21.57
23312 - Fuel Distribution System Operator 16.08
23370 - General Maintenance Worker 17.05
23380 - Ground Support Equipment Mechanic 28.20
23381 - Ground Support Equipment Servicer 22.75
23382 - Ground Support Equipment Worker 24.60
23391 - Gunsmith I 16.08
23392 - Gunsmith II 18.90
23393 - Gunsmith III 21.57
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.12
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.35
23430 - Heavy Equipment Mechanic 21.57
23440 - Heavy Equipment Operator 18.20
23460 - Instrument Mechanic 21.57
23465 - Laboratory/Shelter Mechanic 20.20
23470 - Laborer 13.88
23510 - Locksmith 19.59
23530 - Machinery Maintenance Mechanic 24.98
23550 - Machinist Maintenance 20.68
23580 - Maintenance Trades Helper 13.95
23591 - Metrology Technician I 21.57
23592 - Metrology Technician II 22.89
23593 - Metrology Technician III 24.16
23640 - Millwright 21.57
23710 - Office Appliance Repairer 20.20
23760 - Painter Maintenance 17.51
23790 - Pipefitter Maintenance 20.20
23810 - Plumber Maintenance 19.23
23820 - Pneudraulic Systems Mechanic 21.57
23850 - Rigger 21.57
23870 - Scale Mechanic 18.90
23890 - Sheet-Metal Worker Maintenance 21.57
23910 - Small Engine Mechanic 18.35
23931 - Telecommunications Mechanic I 32.12

23932 - Telecommunications Mechanic II 34.09
23950 - Telephone Lineman 21.57
23960 - Welder Combination Maintenance 21.43
23965 - Well Driller 21.57
23970 - Woodcraft Worker 21.57
23980 - Woodworker 16.08
24000 - Personal Needs Occupations
24550 - Case Manager 16.96
24570 - Child Care Attendant 10.32
24580 - Child Care Center Clerk 15.33
24610 - Chore Aide 11.57
24620 - Family Readiness And Support Services Coordinator 16.96
24630 - Homemaker 17.05
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 21.57
25040 - Sewage Plant Operator 23.53
25070 - Stationary Engineer 21.57
25190 - Ventilation Equipment Tender 14.64
25210 - Water Treatment Plant Operator 23.53
27000 - Protective Service Occupations
27004 - Alarm Monitor 20.47
27007 - Baggage Inspector 13.97
27008 - Corrections Officer 25.15
27010 - Court Security Officer 28.50
27030 - Detection Dog Handler 18.11
27040 - Detention Officer 25.15
27070 - Firefighter 26.09
27101 - Guard I 13.97
27102 - Guard II 18.11
27131 - Police Officer I 30.90
27132 - Police Officer II 34.34
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.47
28042 - Carnival Equipment Repairer 16.98
28043 - Carnival Worker 10.90
28210 - Gate Attendant/Gate Tender 16.29
28310 - Lifeguard 13.49
28350 - Park Attendant (Aide) 18.23
28510 - Recreation Aide/Health Facility Attendant 13.30
28515 - Recreation Specialist 22.58
28630 - Sports Official 14.51
28690 - Swimming Pool Operator 21.75
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 22.76
29020 - Hatch Tender 22.76
29030 - Line Handler 22.76
29041 - Stevedore I 20.86
29042 - Stevedore II 24.67
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 42.48
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 29.30
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 32.27
30021 - Archeological Technician I 19.44
30022 - Archeological Technician II 21.75
30023 - Archeological Technician III 26.93
30030 - Cartographic Technician 26.93
30040 - Civil Engineering Technician 24.85
30051 - Cryogenic Technician I 29.84
30052 - Cryogenic Technician II 32.95
30061 - Drafter/CAD Operator I 19.44
30062 - Drafter/CAD Operator II 21.75
30063 - Drafter/CAD Operator III 24.25
30064 - Drafter/CAD Operator IV 29.84
30081 - Engineering Technician I 17.93
30082 - Engineering Technician II 21.92
30083 - Engineering Technician III 24.53
30084 - Engineering Technician IV 27.90
30085 - Engineering Technician V 34.13
30086 - Engineering Technician VI 41.29
30090 - Environmental Technician 26.42
30095 - Evidence Control Specialist 26.93
30210 - Laboratory Technician 24.25
30221 - Latent Fingerprint Technician I 29.84
30222 - Latent Fingerprint Technician II 32.95
30240 - Mathematical Technician 26.93
30361 - Paralegal/Legal Assistant I 20.18
30362 - Paralegal/Legal Assistant II 25.00
30363 - Paralegal/Legal Assistant III 30.57
30364 - Paralegal/Legal Assistant IV 36.99
30375 - Petroleum Supply Specialist 32.95
30390 - Photo-Optics Technician 25.86
30395 - Radiation Control Technician 32.95
30461 - Technical Writer I 26.93
30462 - Technical Writer II 32.95
30463 - Technical Writer III 39.87
30491 - Unexploded Ordnance (UXO) Technician I 27.00
30492 - Unexploded Ordnance (UXO) Technician II 32.67
30493 - Unexploded Ordnance (UXO) Technician III 39.16
30494 - Unexploded (UXO) Safety Escort 27.00
30495 - Unexploded (UXO) Sweep Personnel 27.00
30501 - Weather Forecaster I 29.84
30502 - Weather Forecaster II 36.30
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 24.25
30621 - Weather Observer Senior (see 2) 26.93
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 32.67
31020 - Bus Aide 12.80
31030 - Bus Driver 19.08

31043 - Driver Courier	15.95
31260 - Parking and Lot Attendant	11.19
31290 - Shuttle Bus Driver	17.51
31310 - Taxi Driver	14.67
31361 - Truckdriver Light	17.51
31362 - Truckdriver Medium	19.08
31363 - Truckdriver Heavy	19.54
31364 - Truckdriver Tractor-Trailer	19.54
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.93
99030 - Cashier	11.19
99050 - Desk Clerk	11.42
99095 - Embalmer	27.00
99130 - Flight Follower	27.00
99251 - Laboratory Animal Caretaker I	14.59
99252 - Laboratory Animal Caretaker II	16.01
99260 - Marketing Analyst	27.84
99310 - Mortician	27.00
99410 - Pest Controller	19.24
99510 - Photofinishing Worker	14.19
99710 - Recycling Laborer	18.20
99711 - Recycling Specialist	22.68
99730 - Refuse Collector	15.91
99810 - Sales Clerk	13.09
99820 - School Crossing Guard	13.40
99830 - Survey Party Chief	21.02
99831 - Surveying Aide	11.45
99832 - Surveying Technician	18.76
99840 - Vending Machine Attendant	17.83
99841 - Vending Machine Repairer	23.02
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 5 years 4 weeks after 15 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4585
Revision No.: 15
Date Of Last Revision: 04/23/2021

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: Florida

Area: Florida Counties of De Soto Hardee

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		16.71
01013 - Accounting Clerk III		18.69
01020 - Administrative Assistant		22.12
01035 - Court Reporter		19.23
01041 - Customer Service Representative I		13.59
01042 - Customer Service Representative II		15.27
01043 - Customer Service Representative III		16.67
01051 - Data Entry Operator I		14.30
01052 - Data Entry Operator II		15.60
01060 - Dispatcher Motor Vehicle		17.04
01070 - Document Preparation Clerk		15.31
01090 - Duplicating Machine Operator		15.31
01111 - General Clerk I		14.15
01112 - General Clerk II		15.44

01113 - General Clerk III 17.34
01120 - Housing Referral Assistant 21.44
01141 - Messenger Courier 14.04
01191 - Order Clerk I 15.40
01192 - Order Clerk II 16.81
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 23.97
01290 - Rental Clerk 17.54
01300 - Scheduler Maintenance 17.20
01311 - Secretary I 17.20
01312 - Secretary II 19.23
01313 - Secretary III 21.44
01320 - Service Order Dispatcher 15.23
01410 - Supply Technician 22.12
01420 - Survey Worker 17.16
01460 - Switchboard Operator/Receptionist 14.88
01531 - Travel Clerk I 12.46
01532 - Travel Clerk II 13.56
01533 - Travel Clerk III 14.75
01611 - Word Processor I 13.64
01612 - Word Processor II 15.31
01613 - Word Processor III 17.12
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.27
05010 - Automotive Electrician 20.79
05040 - Automotive Glass Installer 19.87
05070 - Automotive Worker 19.87
05110 - Mobile Equipment Servicer 18.02
05130 - Motor Equipment Metal Mechanic 21.75
05160 - Motor Equipment Metal Worker 19.87
05190 - Motor Vehicle Mechanic 20.88
05220 - Motor Vehicle Mechanic Helper 17.00
05250 - Motor Vehicle Upholstery Worker 18.94
05280 - Motor Vehicle Wrecker 19.87
05310 - Painter Automotive 20.79
05340 - Radiator Repair Specialist 19.87
05370 - Tire Repairer 14.58
05400 - Transmission Repair Specialist 21.53
07000 - Food Preparation And Service Occupations
07010 - Baker 14.27
07041 - Cook I 11.70
07042 - Cook II 13.29
07070 - Dishwasher 11.89
07130 - Food Service Worker 12.29
07210 - Meat Cutter 20.19
07260 - Waiter/Waitress 11.40
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 20.37

09040 - Furniture Handler	12.13
09080 - Furniture Refinisher	20.37
09090 - Furniture Refinisher Helper	14.77
09110 - Furniture Repairer Minor	17.67
09130 - Upholsterer	20.37
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.03
11060 - Elevator Operator	12.44
11090 - Gardener	21.26
11122 - Housekeeping Aide	12.44
11150 - Janitor	12.44
11210 - Laborer Grounds Maintenance	15.54
11240 - Maid or Houseman	12.52
11260 - Pruner	13.59
11270 - Tractor Operator	19.37
11330 - Trail Maintenance Worker	15.54
11360 - Window Cleaner	14.24
12000 - Health Occupations	
12010 - Ambulance Driver	19.38
12011 - Breath Alcohol Technician	19.97
12012 - Certified Occupational Therapist Assistant	33.19
12015 - Certified Physical Therapist Assistant	34.23
12020 - Dental Assistant	21.42
12025 - Dental Hygienist	39.12
12030 - EKG Technician	30.31
12035 - Electroneurodiagnostic Technologist	30.31
12040 - Emergency Medical Technician	19.38
12071 - Licensed Practical Nurse I	17.88
12072 - Licensed Practical Nurse II	19.99
12073 - Licensed Practical Nurse III	22.29
12100 - Medical Assistant	15.63
12130 - Medical Laboratory Technician	24.87
12160 - Medical Record Clerk	16.28
12190 - Medical Record Technician	19.56
12195 - Medical Transcriptionist	17.88
12210 - Nuclear Medicine Technologist	43.94
12221 - Nursing Assistant I	12.73
12222 - Nursing Assistant II	14.30
12223 - Nursing Assistant III	15.61
12224 - Nursing Assistant IV	17.52
12235 - Optical Dispenser	19.99
12236 - Optical Technician	17.88
12250 - Pharmacy Technician	16.21
12280 - Phlebotomist	16.35
12305 - Radiologic Technologist	29.94
12311 - Registered Nurse I	24.46
12312 - Registered Nurse II	29.92
12313 - Registered Nurse II Specialist	29.92
12314 - Registered Nurse III	36.21
12315 - Registered Nurse III Anesthetist	36.21

12316 - Registered Nurse IV		43.39
12317 - Scheduler (Drug and Alcohol Testing)		24.77
12320 - Substance Abuse Treatment Counselor		23.73
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.45
13012 - Exhibits Specialist II		26.22
13013 - Exhibits Specialist III		30.49
13041 - Illustrator I		19.42
13042 - Illustrator II		24.05
13043 - Illustrator III		29.42
13047 - Librarian		27.59
13050 - Library Aide/Clerk		16.14
13054 - Library Information Technology Systems Administrator		24.65
13058 - Library Technician		18.66
13061 - Media Specialist I		17.98
13062 - Media Specialist II		20.11
13063 - Media Specialist III		22.43
13071 - Photographer I		18.09
13072 - Photographer II		20.23
13073 - Photographer III		25.08
13074 - Photographer IV		29.18
13075 - Photographer V		35.30
13090 - Technical Order Library Clerk		20.27
13110 - Video Teleconference Technician		20.44
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.66
14042 - Computer Operator II		17.71
14043 - Computer Operator III		19.54
14044 - Computer Operator IV		21.70
14045 - Computer Operator V		23.54
14071 - Computer Programmer I	(see 1)	22.94
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.66
14160 - Personal Computer Support Technician		21.70
14170 - System Support Specialist		23.54
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.47
15020 - Aircrew Training Devices Instructor (Rated)		38.08
15030 - Air Crew Training Devices Instructor (Pilot)		45.63
15050 - Computer Based Training Specialist / Instructor		31.47
15060 - Educational Technologist		26.16
15070 - Flight Instructor (Pilot)		45.63
15080 - Graphic Artist		22.04
15085 - Maintenance Test Pilot Fixed Jet/Prop		45.63

15086 - Maintenance Test Pilot Rotary Wing 45.63
15088 - Non-Maintenance Test/Co-Pilot 45.63
15090 - Technical Instructor 19.47
15095 - Technical Instructor/Course Developer 25.39
15110 - Test Proctor 16.75
15120 - Tutor 16.75
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 11.42
16030 - Counter Attendant 11.42
16040 - Dry Cleaner 13.95
16070 - Finisher Flatwork Machine 11.42
16090 - Presser Hand 11.42
16110 - Presser Machine Drycleaning 11.42
16130 - Presser Machine Shirts 11.42
16160 - Presser Machine Wearing Apparel Laundry 11.42
16190 - Sewing Machine Operator 14.62
16220 - Tailor 15.30
16250 - Washer Machine 12.34
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.37
19040 - Tool And Die Maker 25.68
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 22.09
21030 - Material Coordinator 23.00
21040 - Material Expediter 23.00
21050 - Material Handling Laborer 15.27
21071 - Order Filler 15.57
21080 - Production Line Worker (Food Processing) 22.09
21110 - Shipping Packer 17.80
21130 - Shipping/Receiving Clerk 17.80
21140 - Store Worker I 10.88
21150 - Stock Clerk 16.24
21210 - Tools And Parts Attendant 22.09
21410 - Warehouse Specialist 22.09
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 31.74
23019 - Aircraft Logs and Records Technician 24.28
23021 - Aircraft Mechanic I 29.90
23022 - Aircraft Mechanic II 31.74
23023 - Aircraft Mechanic III 33.48
23040 - Aircraft Mechanic Helper 20.29
23050 - Aircraft Painter 26.88
23060 - Aircraft Servicer 24.28
23070 - Aircraft Survival Flight Equipment Technician 26.88
23080 - Aircraft Worker 26.19
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 26.19
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 29.90
23110 - Appliance Mechanic 20.37

23120 - Bicycle Repairer 16.21
23125 - Cable Splicer 27.69
23130 - Carpenter Maintenance 22.51
23140 - Carpet Layer 19.06
23160 - Electrician Maintenance 23.86
23181 - Electronics Technician Maintenance I 19.06
23182 - Electronics Technician Maintenance II 20.76
23183 - Electronics Technician Maintenance III 24.93
23260 - Fabric Worker 17.67
23290 - Fire Alarm System Mechanic 22.58
23310 - Fire Extinguisher Repairer 16.21
23311 - Fuel Distribution System Mechanic 23.51
23312 - Fuel Distribution System Operator 17.69
23370 - General Maintenance Worker 17.38
23380 - Ground Support Equipment Mechanic 29.90
23381 - Ground Support Equipment Servicer 24.28
23382 - Ground Support Equipment Worker 26.19
23391 - Gunsmith I 16.21
23392 - Gunsmith II 19.06
23393 - Gunsmith III 21.76
23410 - Heating Ventilation And Air-Conditioning Mechanic 19.37
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 20.55
23430 - Heavy Equipment Mechanic 22.42
23440 - Heavy Equipment Operator 17.33
23460 - Instrument Mechanic 21.76
23465 - Laboratory/Shelter Mechanic 20.37
23470 - Laborer 15.27
23510 - Locksmith 20.37
23530 - Machinery Maintenance Mechanic 26.45
23550 - Machinist Maintenance 21.76
23580 - Maintenance Trades Helper 14.98
23591 - Metrology Technician I 21.76
23592 - Metrology Technician II 23.10
23593 - Metrology Technician III 24.37
23640 - Millwright 21.76
23710 - Office Appliance Repairer 20.37
23760 - Painter Maintenance 17.67
23790 - Pipefitter Maintenance 19.38
23810 - Plumber Maintenance 18.15
23820 - Pneudraulic Systems Mechanic 21.76
23850 - Rigger 21.76
23870 - Scale Mechanic 19.06
23890 - Sheet-Metal Worker Maintenance 21.38
23910 - Small Engine Mechanic 19.06
23931 - Telecommunications Mechanic I 32.12
23932 - Telecommunications Mechanic II 34.09
23950 - Telephone Lineman 23.50
23960 - Welder Combination Maintenance 21.08

23965 - Well Driller		21.76
23970 - Woodcraft Worker		21.76
23980 - Woodworker		16.21
24000 - Personal Needs Occupations		
24550 - Case Manager		18.28
24570 - Child Care Attendant		10.32
24580 - Child Care Center Clerk		14.10
24610 - Chore Aide		11.75
24620 - Family Readiness And Support Services Coordinator		18.28
24630 - Homemaker		18.28
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		21.76
25040 - Sewage Plant Operator		23.53
25070 - Stationary Engineer		21.76
25190 - Ventilation Equipment Tender		16.10
25210 - Water Treatment Plant Operator		23.53
27000 - Protective Service Occupations		
27004 - Alarm Monitor		17.49
27007 - Baggage Inspector		15.26
27008 - Corrections Officer		22.81
27010 - Court Security Officer		21.45
27030 - Detection Dog Handler		17.06
27040 - Detention Officer		22.81
27070 - Firefighter		19.99
27101 - Guard I		15.26
27102 - Guard II		17.06
27131 - Police Officer I		24.05
27132 - Police Officer II		26.80
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		15.37
28042 - Carnival Equipment Repairer		16.87
28043 - Carnival Worker		10.78
28210 - Gate Attendant/Gate Tender		16.29
28310 - Lifeguard		12.76
28350 - Park Attendant (Aide)		18.23
28510 - Recreation Aide/Health Facility Attendant		12.86
28515 - Recreation Specialist		22.33
28630 - Sports Official		14.51
28690 - Swimming Pool Operator		19.84
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		19.06
29020 - Hatch Tender		19.06
29030 - Line Handler		19.06
29041 - Stevedore I		17.67
29042 - Stevedore II		20.37
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	42.91
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	29.59
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	32.58

30021 - Archeological Technician I 19.12
30022 - Archeological Technician II 21.75
30023 - Archeological Technician III 26.93
30030 - Cartographic Technician 26.93
30040 - Civil Engineering Technician 24.85
30051 - Cryogenic Technician I 29.84
30052 - Cryogenic Technician II 32.95
30061 - Drafter/CAD Operator I 19.12
30062 - Drafter/CAD Operator II 21.75
30063 - Drafter/CAD Operator III 24.25
30064 - Drafter/CAD Operator IV 29.84
30081 - Engineering Technician I 17.32
30082 - Engineering Technician II 19.44
30083 - Engineering Technician III 21.75
30084 - Engineering Technician IV 26.93
30085 - Engineering Technician V 32.95
30086 - Engineering Technician VI 39.17
30090 - Environmental Technician 24.18
30095 - Evidence Control Specialist 26.93
30210 - Laboratory Technician 23.30
30221 - Latent Fingerprint Technician I 29.84
30222 - Latent Fingerprint Technician II 32.95
30240 - Mathematical Technician 26.93
30361 - Paralegal/Legal Assistant I 20.18
30362 - Paralegal/Legal Assistant II 25.00
30363 - Paralegal/Legal Assistant III 30.57
30364 - Paralegal/Legal Assistant IV 36.99
30375 - Petroleum Supply Specialist 32.95
30390 - Photo-Optics Technician 22.93
30395 - Radiation Control Technician 32.95
30461 - Technical Writer I 24.94
30462 - Technical Writer II 30.56
30463 - Technical Writer III 36.91
30491 - Unexploded Ordnance (UXO) Technician I 27.27
30492 - Unexploded Ordnance (UXO) Technician II 33.00
30493 - Unexploded Ordnance (UXO) Technician III 39.55
30494 - Unexploded (UXO) Safety Escort 27.27
30495 - Unexploded (UXO) Sweep Personnel 27.27
30501 - Weather Forecaster I 29.84
30502 - Weather Forecaster II 36.30
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 24.25
30621 - Weather Observer Senior (see 2) 25.42
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 33.00
31020 - Bus Aide 12.80
31030 - Bus Driver 19.08
31043 - Driver Courier 15.95
31260 - Parking and Lot Attendant 11.19
31290 - Shuttle Bus Driver 17.51

31310 - Taxi Driver	14.67
31361 - Truckdriver Light	17.51
31362 - Truckdriver Medium	19.08
31363 - Truckdriver Heavy	19.96
31364 - Truckdriver Tractor-Trailer	19.96
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.09
99030 - Cashier	11.74
99050 - Desk Clerk	12.56
99095 - Embalmer	27.27
99130 - Flight Follower	27.27
99251 - Laboratory Animal Caretaker I	16.05
99252 - Laboratory Animal Caretaker II	17.61
99260 - Marketing Analyst	27.84
99310 - Mortician	27.27
99410 - Pest Controller	17.37
99510 - Photofinishing Worker	14.33
99710 - Recycling Laborer	20.02
99711 - Recycling Specialist	24.95
99730 - Refuse Collector	17.50
99810 - Sales Clerk	13.27
99820 - School Crossing Guard	14.43
99830 - Survey Party Chief	19.97
99831 - Surveying Aide	12.28
99832 - Surveying Technician	18.76
99840 - Vending Machine Attendant	18.00
99841 - Vending Machine Repairer	23.23
99842 - Vending Machine Repairer Helper	18.00

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4586
Revision No.: 14
Date Of Last Revision: 05/03/2020

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: Florida

Area: Florida Counties of De Soto Hardee

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		16.71
01013 - Accounting Clerk III		18.69
01020 - Administrative Assistant		22.12
01035 - Court Reporter		18.70
01041 - Customer Service Representative I		12.35
01042 - Customer Service Representative II		13.88
01043 - Customer Service Representative III		15.15
01051 - Data Entry Operator I		14.30
01052 - Data Entry Operator II		15.60
01060 - Dispatcher Motor Vehicle		17.04
01070 - Document Preparation Clerk		14.89

01090 - Duplicating Machine Operator 14.89
01111 - General Clerk I 13.72
01112 - General Clerk II 14.98
01113 - General Clerk III 16.60
01120 - Housing Referral Assistant 20.86
01141 - Messenger Courier 13.74
01191 - Order Clerk I 14.00
01192 - Order Clerk II 15.33
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 23.97
01290 - Rental Clerk 16.20
01300 - Scheduler Maintenance 16.72
01311 - Secretary I 16.72
01312 - Secretary II 18.70
01313 - Secretary III 20.86
01320 - Service Order Dispatcher 15.23
01410 - Supply Technician 22.12
01420 - Survey Worker 15.60
01460 - Switchboard Operator/Receptionist 14.88
01531 - Travel Clerk I 12.46
01532 - Travel Clerk II 13.56
01533 - Travel Clerk III 14.75
01611 - Word Processor I 13.64
01612 - Word Processor II 15.31
01613 - Word Processor III 17.12
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.27
05010 - Automotive Electrician 20.79
05040 - Automotive Glass Installer 19.87
05070 - Automotive Worker 19.87
05110 - Mobile Equipment Servicer 18.02
05130 - Motor Equipment Metal Mechanic 21.75
05160 - Motor Equipment Metal Worker 19.87
05190 - Motor Vehicle Mechanic 20.88
05220 - Motor Vehicle Mechanic Helper 17.00
05250 - Motor Vehicle Upholstery Worker 18.94
05280 - Motor Vehicle Wrecker 19.87
05310 - Painter Automotive 20.79
05340 - Radiator Repair Specialist 19.87
05370 - Tire Repairer 14.58
05400 - Transmission Repair Specialist 21.53
07000 - Food Preparation And Service Occupations
07010 - Baker 13.94
07041 - Cook I 11.70
07042 - Cook II 13.29
07070 - Dishwasher 11.89
07130 - Food Service Worker 12.29
07210 - Meat Cutter 18.35

07260 - Waiter/Waitress	10.36
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.35
09040 - Furniture Handler	12.13
09080 - Furniture Refinisher	19.35
09090 - Furniture Refinisher Helper	14.64
09110 - Furniture Repairer Minor	16.84
09130 - Upholsterer	19.35
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.75
11060 - Elevator Operator	12.34
11090 - Gardener	19.33
11122 - Housekeeping Aide	12.34
11150 - Janitor	12.34
11210 - Laborer Grounds Maintenance	14.13
11240 - Maid or Houseman	11.92
11260 - Pruner	12.35
11270 - Tractor Operator	17.61
11330 - Trail Maintenance Worker	14.13
11360 - Window Cleaner	14.12
12000 - Health Occupations	
12010 - Ambulance Driver	18.92
12011 - Breath Alcohol Technician	19.56
12012 - Certified Occupational Therapist Assistant	30.17
12015 - Certified Physical Therapist Assistant	33.63
12020 - Dental Assistant	19.50
12025 - Dental Hygienist	39.12
12030 - EKG Technician	30.31
12035 - Electroneurodiagnostic Technologist	30.31
12040 - Emergency Medical Technician	18.92
12071 - Licensed Practical Nurse I	17.88
12072 - Licensed Practical Nurse II	19.99
12073 - Licensed Practical Nurse III	22.29
12100 - Medical Assistant	15.34
12130 - Medical Laboratory Technician	22.61
12160 - Medical Record Clerk	16.28
12190 - Medical Record Technician	19.56
12195 - Medical Transcriptionist	17.88
12210 - Nuclear Medicine Technologist	43.94
12221 - Nursing Assistant I	11.57
12222 - Nursing Assistant II	13.00
12223 - Nursing Assistant III	14.19
12224 - Nursing Assistant IV	15.93
12235 - Optical Dispenser	19.99
12236 - Optical Technician	17.88
12250 - Pharmacy Technician	16.10
12280 - Phlebotomist	16.35
12305 - Radiologic Technologist	27.22
12311 - Registered Nurse I	24.30
12312 - Registered Nurse II	29.73

12313 - Registered Nurse II Specialist		29.73
12314 - Registered Nurse III		35.97
12315 - Registered Nurse III Anesthetist		35.97
12316 - Registered Nurse IV		43.12
12317 - Scheduler (Drug and Alcohol Testing)		24.77
12320 - Substance Abuse Treatment Counselor		23.73
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.45
13012 - Exhibits Specialist II		26.22
13013 - Exhibits Specialist III		30.49
13041 - Illustrator I		19.42
13042 - Illustrator II		24.05
13043 - Illustrator III		29.42
13047 - Librarian		27.59
13050 - Library Aide/Clerk		15.03
13054 - Library Information Technology Systems Administrator		24.65
13058 - Library Technician		18.28
13061 - Media Specialist I		17.98
13062 - Media Specialist II		20.11
13063 - Media Specialist III		22.43
13071 - Photographer I		18.09
13072 - Photographer II		20.23
13073 - Photographer III		25.08
13074 - Photographer IV		29.18
13075 - Photographer V		35.30
13090 - Technical Order Library Clerk		19.56
13110 - Video Teleconference Technician		19.80
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.66
14042 - Computer Operator II		17.71
14043 - Computer Operator III		19.54
14044 - Computer Operator IV		21.70
14045 - Computer Operator V		23.54
14071 - Computer Programmer I	(see 1)	22.94
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.66
14160 - Personal Computer Support Technician		21.70
14170 - System Support Specialist		23.54
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.67
15020 - Aircrew Training Devices Instructor (Rated)		34.68
15030 - Air Crew Training Devices Instructor (Pilot)		41.57
15050 - Computer Based Training Specialist / Instructor		29.03
15060 - Educational Technologist		26.16

15070 - Flight Instructor (Pilot) 41.57
15080 - Graphic Artist 22.04
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.57
15086 - Maintenance Test Pilot Rotary Wing 41.57
15088 - Non-Maintenance Test/Co-Pilot 41.57
15090 - Technical Instructor 19.47
15095 - Technical Instructor/Course Developer 25.39
15110 - Test Proctor 16.75
15120 - Tutor 16.75
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 11.42
16030 - Counter Attendant 11.42
16040 - Dry Cleaner 13.95
16070 - Finisher Flatwork Machine 11.42
16090 - Presser Hand 11.42
16110 - Presser Machine Drycleaning 11.42
16130 - Presser Machine Shirts 11.42
16160 - Presser Machine Wearing Apparel Laundry 11.42
16190 - Sewing Machine Operator 14.62
16220 - Tailor 15.30
16250 - Washer Machine 12.34
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.76
19040 - Tool And Die Maker 24.40
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.11
21030 - Material Coordinator 23.00
21040 - Material Expediter 23.00
21050 - Material Handling Laborer 13.88
21071 - Order Filler 14.38
21080 - Production Line Worker (Food Processing) 20.11
21110 - Shipping Packer 16.18
21130 - Shipping/Receiving Clerk 16.18
21140 - Store Worker I 10.78
21150 - Stock Clerk 16.09
21210 - Tools And Parts Attendant 20.11
21410 - Warehouse Specialist 20.11
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.88
23019 - Aircraft Logs and Records Technician 23.62
23021 - Aircraft Mechanic I 29.10
23022 - Aircraft Mechanic II 30.88
23023 - Aircraft Mechanic III 32.59
23040 - Aircraft Mechanic Helper 19.74
23050 - Aircraft Painter 24.44
23060 - Aircraft Servicer 23.62
23070 - Aircraft Survival Flight Equipment Technician 24.44
23080 - Aircraft Worker 25.48
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.48

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 29.10
23110 - Appliance Mechanic 20.20
23120 - Bicycle Repairer 15.40
23125 - Cable Splicer 27.69
23130 - Carpenter Maintenance 22.51
23140 - Carpet Layer 18.90
23160 - Electrician Maintenance 23.86
23181 - Electronics Technician Maintenance I 18.96
23182 - Electronics Technician Maintenance II 20.76
23183 - Electronics Technician Maintenance III 24.93
23260 - Fabric Worker 17.52
23290 - Fire Alarm System Mechanic 21.43
23310 - Fire Extinguisher Repairer 16.08
23311 - Fuel Distribution System Mechanic 21.37
23312 - Fuel Distribution System Operator 16.08
23370 - General Maintenance Worker 17.25
23380 - Ground Support Equipment Mechanic 29.10
23381 - Ground Support Equipment Servicer 23.62
23382 - Ground Support Equipment Worker 25.48
23391 - Gunsmith I 16.08
23392 - Gunsmith II 18.90
23393 - Gunsmith III 21.57
23410 - Heating Ventilation And Air-Conditioning Mechanic 19.37
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 20.30
23430 - Heavy Equipment Mechanic 21.57
23440 - Heavy Equipment Operator 17.33
23460 - Instrument Mechanic 21.57
23465 - Laboratory/Shelter Mechanic 20.20
23470 - Laborer 13.88
23510 - Locksmith 20.15
23530 - Machinery Maintenance Mechanic 24.98
23550 - Machinist Maintenance 20.68
23580 - Maintenance Trades Helper 14.98
23591 - Metrology Technician I 21.57
23592 - Metrology Technician II 22.89
23593 - Metrology Technician III 24.16
23640 - Millwright 21.57
23710 - Office Appliance Repairer 20.20
23760 - Painter Maintenance 17.67
23790 - Pipefitter Maintenance 19.38
23810 - Plumber Maintenance 18.15
23820 - Pneudraulic Systems Mechanic 21.57
23850 - Rigger 21.48
23870 - Scale Mechanic 18.90
23890 - Sheet-Metal Worker Maintenance 21.38
23910 - Small Engine Mechanic 18.90
23931 - Telecommunications Mechanic I 32.12

23932 - Telecommunications Mechanic II 34.09
23950 - Telephone Lineman 23.50
23960 - Welder Combination Maintenance 21.08
23965 - Well Driller 21.48
23970 - Woodcraft Worker 21.57
23980 - Woodworker 16.08
24000 - Personal Needs Occupations
24550 - Case Manager 16.96
24570 - Child Care Attendant 10.32
24580 - Child Care Center Clerk 14.10
24610 - Chore Aide 11.57
24620 - Family Readiness And Support Services Coordinator 16.96
24630 - Homemaker 17.33
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 21.57
25040 - Sewage Plant Operator 23.53
25070 - Stationary Engineer 21.57
25190 - Ventilation Equipment Tender 14.64
25210 - Water Treatment Plant Operator 23.53
27000 - Protective Service Occupations
27004 - Alarm Monitor 17.49
27007 - Baggage Inspector 13.97
27008 - Corrections Officer 22.81
27010 - Court Security Officer 21.45
27030 - Detection Dog Handler 16.69
27040 - Detention Officer 22.81
27070 - Firefighter 19.59
27101 - Guard I 13.97
27102 - Guard II 16.29
27131 - Police Officer I 24.05
27132 - Police Officer II 26.80
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.74
28042 - Carnival Equipment Repairer 16.18
28043 - Carnival Worker 10.34
28210 - Gate Attendant/Gate Tender 16.29
28310 - Lifeguard 11.60
28350 - Park Attendant (Aide) 18.23
28510 - Recreation Aide/Health Facility Attendant 12.86
28515 - Recreation Specialist 22.33
28630 - Sports Official 14.51
28690 - Swimming Pool Operator 19.03
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 18.90
29020 - Hatch Tender 18.90
29030 - Line Handler 18.90
29041 - Stevedore I 17.52
29042 - Stevedore II 20.20
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 42.48
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 29.30
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 32.27
30021 - Archeological Technician I 19.12
30022 - Archeological Technician II 21.75
30023 - Archeological Technician III 26.93
30030 - Cartographic Technician 26.93
30040 - Civil Engineering Technician 24.85
30051 - Cryogenic Technician I 29.84
30052 - Cryogenic Technician II 32.95
30061 - Drafter/CAD Operator I 19.12
30062 - Drafter/CAD Operator II 21.75
30063 - Drafter/CAD Operator III 24.25
30064 - Drafter/CAD Operator IV 29.84
30081 - Engineering Technician I 17.32
30082 - Engineering Technician II 19.44
30083 - Engineering Technician III 21.75
30084 - Engineering Technician IV 26.93
30085 - Engineering Technician V 32.95
30086 - Engineering Technician VI 39.17
30090 - Environmental Technician 24.18
30095 - Evidence Control Specialist 26.93
30210 - Laboratory Technician 23.30
30221 - Latent Fingerprint Technician I 29.84
30222 - Latent Fingerprint Technician II 32.95
30240 - Mathematical Technician 26.93
30361 - Paralegal/Legal Assistant I 20.18
30362 - Paralegal/Legal Assistant II 25.00
30363 - Paralegal/Legal Assistant III 30.57
30364 - Paralegal/Legal Assistant IV 36.99
30375 - Petroleum Supply Specialist 32.95
30390 - Photo-Optics Technician 22.93
30395 - Radiation Control Technician 32.95
30461 - Technical Writer I 24.94
30462 - Technical Writer II 30.56
30463 - Technical Writer III 36.91
30491 - Unexploded Ordnance (UXO) Technician I 27.00
30492 - Unexploded Ordnance (UXO) Technician II 32.67
30493 - Unexploded Ordnance (UXO) Technician III 39.16
30494 - Unexploded (UXO) Safety Escort 27.00
30495 - Unexploded (UXO) Sweep Personnel 27.00
30501 - Weather Forecaster I 29.84
30502 - Weather Forecaster II 36.30
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 24.25
30621 - Weather Observer Senior (see 2) 25.42
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 32.67
31020 - Bus Aide 12.80
31030 - Bus Driver 19.08

31043 - Driver Courier	15.95
31260 - Parking and Lot Attendant	11.19
31290 - Shuttle Bus Driver	17.51
31310 - Taxi Driver	14.67
31361 - Truckdriver Light	17.51
31362 - Truckdriver Medium	19.08
31363 - Truckdriver Heavy	19.43
31364 - Truckdriver Tractor-Trailer	19.43
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.93
99030 - Cashier	11.19
99050 - Desk Clerk	11.42
99095 - Embalmer	27.00
99130 - Flight Follower	27.00
99251 - Laboratory Animal Caretaker I	14.59
99252 - Laboratory Animal Caretaker II	16.01
99260 - Marketing Analyst	27.84
99310 - Mortician	27.00
99410 - Pest Controller	17.30
99510 - Photofinishing Worker	14.19
99710 - Recycling Laborer	18.20
99711 - Recycling Specialist	22.68
99730 - Refuse Collector	15.91
99810 - Sales Clerk	13.09
99820 - School Crossing Guard	13.40
99830 - Survey Party Chief	19.97
99831 - Surveying Aide	12.28
99832 - Surveying Technician	18.76
99840 - Vending Machine Attendant	17.83
99841 - Vending Machine Repairer	23.02
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 5 years 4 weeks after 15 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4587
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: Alabama

Area: Alabama County of Calhoun

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.99
01012 - Accounting Clerk II		15.70
01013 - Accounting Clerk III		17.57
01020 - Administrative Assistant		26.07
01035 - Court Reporter		18.40
01041 - Customer Service Representative I		11.98
01042 - Customer Service Representative II		13.46
01043 - Customer Service Representative III		14.69
01051 - Data Entry Operator I		12.84
01052 - Data Entry Operator II		14.01
01060 - Dispatcher Motor Vehicle		22.34
01070 - Document Preparation Clerk		14.65
01090 - Duplicating Machine Operator		14.65
01111 - General Clerk I		11.20
01112 - General Clerk II		12.22

01113 - General Clerk III 13.71
01120 - Housing Referral Assistant 20.51
01141 - Messenger Courier 11.94
01191 - Order Clerk I 13.43
01192 - Order Clerk II 14.65
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 22.31
01290 - Rental Clerk 11.86
01300 - Scheduler Maintenance 16.44
01311 - Secretary I 16.44
01312 - Secretary II 18.40
01313 - Secretary III 20.51
01320 - Service Order Dispatcher 20.84
01410 - Supply Technician 26.07
01420 - Survey Worker 13.78
01460 - Switchboard Operator/Receptionist 11.90
01531 - Travel Clerk I 11.67
01532 - Travel Clerk II 12.40
01533 - Travel Clerk III 13.13
01611 - Word Processor I 14.65
01612 - Word Processor II 16.44
01613 - Word Processor III 18.40
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.89
05010 - Automotive Electrician 18.27
05040 - Automotive Glass Installer 17.44
05070 - Automotive Worker 17.44
05110 - Mobile Equipment Servicer 15.54
05130 - Motor Equipment Metal Mechanic 19.12
05160 - Motor Equipment Metal Worker 17.44
05190 - Motor Vehicle Mechanic 19.12
05220 - Motor Vehicle Mechanic Helper 14.66
05250 - Motor Vehicle Upholstery Worker 16.50
05280 - Motor Vehicle Wrecker 17.44
05310 - Painter Automotive 18.27
05340 - Radiator Repair Specialist 17.44
05370 - Tire Repairer 15.35
05400 - Transmission Repair Specialist 19.12
07000 - Food Preparation And Service Occupations
07010 - Baker 14.48
07041 - Cook I 12.03
07042 - Cook II 13.55
07070 - Dishwasher 9.17
07130 - Food Service Worker 10.09
07210 - Meat Cutter 14.73
07260 - Waiter/Waitress 9.79
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 17.30

09040 - Furniture Handler 13.22
09080 - Furniture Refinisher 18.38
09090 - Furniture Refinisher Helper 14.93
09110 - Furniture Repairer Minor 16.67
09130 - Upholsterer 18.38
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.88
11060 - Elevator Operator 10.57
11090 - Gardener 13.62
11122 - Housekeeping Aide 10.57
11150 - Janitor 10.57
11210 - Laborer Grounds Maintenance 11.08
11240 - Maid or Houseman 9.44
11260 - Pruner 10.30
11270 - Tractor Operator 12.59
11330 - Trail Maintenance Worker 11.08
11360 - Window Cleaner 11.38
12000 - Health Occupations
12010 - Ambulance Driver 15.90
12011 - Breath Alcohol Technician 18.47
12012 - Certified Occupational Therapist Assistant 25.34
12015 - Certified Physical Therapist Assistant 26.19
12020 - Dental Assistant 17.99
12025 - Dental Hygienist 27.87
12030 - EKG Technician 27.99
12035 - Electroneurodiagnostic Technologist 27.99
12040 - Emergency Medical Technician 15.90
12071 - Licensed Practical Nurse I 16.50
12072 - Licensed Practical Nurse II 18.47
12073 - Licensed Practical Nurse III 20.59
12100 - Medical Assistant 14.30
12130 - Medical Laboratory Technician 17.67
12160 - Medical Record Clerk 13.50
12190 - Medical Record Technician 15.70
12195 - Medical Transcriptionist 15.44
12210 - Nuclear Medicine Technologist 40.58
12221 - Nursing Assistant I 11.31
12222 - Nursing Assistant II 12.72
12223 - Nursing Assistant III 13.88
12224 - Nursing Assistant IV 15.59
12235 - Optical Dispenser 16.58
12236 - Optical Technician 16.50
12250 - Pharmacy Technician 13.82
12280 - Phlebotomist 16.50
12305 - Radiologic Technologist 21.46
12311 - Registered Nurse I 23.35
12312 - Registered Nurse II 28.57
12313 - Registered Nurse II Specialist 28.57
12314 - Registered Nurse III 34.57
12315 - Registered Nurse III Anesthetist 34.57

12316 - Registered Nurse IV		41.43
12317 - Scheduler (Drug and Alcohol Testing)		22.87
12320 - Substance Abuse Treatment Counselor		21.40
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.71
13012 - Exhibits Specialist II		23.17
13013 - Exhibits Specialist III		28.36
13041 - Illustrator I		18.71
13042 - Illustrator II		23.17
13043 - Illustrator III		28.36
13047 - Librarian		25.67
13050 - Library Aide/Clerk		10.80
13054 - Library Information Technology Systems Administrator		23.17
13058 - Library Technician		17.46
13061 - Media Specialist I		16.73
13062 - Media Specialist II		18.71
13063 - Media Specialist III		20.85
13071 - Photographer I		16.70
13072 - Photographer II		18.68
13073 - Photographer III		23.14
13074 - Photographer IV		28.31
13075 - Photographer V		34.25
13090 - Technical Order Library Clerk		15.74
13110 - Video Teleconference Technician		16.73
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.61
14042 - Computer Operator II		16.35
14043 - Computer Operator III		18.23
14044 - Computer Operator IV		20.25
14045 - Computer Operator V		22.43
14071 - Computer Programmer I	(see 1)	17.17
14072 - Computer Programmer II	(see 1)	21.27
14073 - Computer Programmer III	(see 1)	26.02
14074 - Computer Programmer IV	(see 1)	
14101 - 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		22.43
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.04
15020 - Aircrew Training Devices Instructor (Rated)		35.13
15030 - Air Crew Training Devices Instructor (Pilot)		42.11
15050 - Computer Based Training Specialist / Instructor		29.04
15060 - Educational Technologist		34.12
15070 - Flight Instructor (Pilot)		42.11
15080 - Graphic Artist		24.76
15085 - Maintenance Test Pilot Fixed Jet/Prop		42.11

15086 - Maintenance Test Pilot Rotary Wing 42.11
15088 - Non-Maintenance Test/Co-Pilot 42.11
15090 - Technical Instructor 20.24
15095 - Technical Instructor/Course Developer 24.76
15110 - Test Proctor 16.33
15120 - Tutor 16.33
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.93
16030 - Counter Attendant 9.93
16040 - Dry Cleaner 11.88
16070 - Finisher Flatwork Machine 9.93
16090 - Presser Hand 9.93
16110 - Presser Machine Drycleaning 9.93
16130 - Presser Machine Shirts 9.93
16160 - Presser Machine Wearing Apparel Laundry 9.93
16190 - Sewing Machine Operator 12.54
16220 - Tailor 13.17
16250 - Washer Machine 10.59
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.73
19040 - Tool And Die Maker 27.06
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.76
21030 - Material Coordinator 22.31
21040 - Material Expediter 22.31
21050 - Material Handling Laborer 14.47
21071 - Order Filler 13.44
21080 - Production Line Worker (Food Processing) 16.76
21110 - Shipping Packer 17.65
21130 - Shipping/Receiving Clerk 17.65
21140 - Store Worker I 13.65
21150 - Stock Clerk 16.88
21210 - Tools And Parts Attendant 16.76
21410 - Warehouse Specialist 16.76
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.13
23019 - Aircraft Logs and Records Technician 20.15
23021 - Aircraft Mechanic I 23.15
23022 - Aircraft Mechanic II 24.13
23023 - Aircraft Mechanic III 25.11
23040 - Aircraft Mechanic Helper 17.13
23050 - Aircraft Painter 22.19
23060 - Aircraft Servicer 20.15
23070 - Aircraft Survival Flight Equipment Technician 22.19
23080 - Aircraft Worker 21.20
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.20
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.15
23110 - Appliance Mechanic 22.19

23120 - Bicycle Repairer	17.07
23125 - Cable Splicer	23.35
23130 - Carpenter Maintenance	16.83
23140 - Carpet Layer	21.20
23160 - Electrician Maintenance	23.16
23181 - Electronics Technician Maintenance I	23.72
23182 - Electronics Technician Maintenance II	24.83
23183 - Electronics Technician Maintenance III	25.90
23260 - Fabric Worker	20.15
23290 - Fire Alarm System Mechanic	20.09
23310 - Fire Extinguisher Repairer	23.52
23311 - Fuel Distribution System Mechanic	24.59
23312 - Fuel Distribution System Operator	19.99
23370 - General Maintenance Worker	17.67
23380 - Ground Support Equipment Mechanic	23.15
23381 - Ground Support Equipment Servicer	20.15
23382 - Ground Support Equipment Worker	21.20
23391 - Gunsmith I	18.26
23392 - Gunsmith II	21.00
23393 - Gunsmith III	23.15
23410 - Heating Ventilation And Air-Conditioning Mechanic	17.17
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	17.92
23430 - Heavy Equipment Mechanic	24.59
23440 - Heavy Equipment Operator	16.12
23460 - Instrument Mechanic	23.15
23465 - Laboratory/Shelter Mechanic	22.19
23470 - Laborer	14.47
23510 - Locksmith	22.19
23530 - Machinery Maintenance Mechanic	25.10
23550 - Machinist Maintenance	24.60
23580 - Maintenance Trades Helper	12.77
23591 - Metrology Technician I	23.15
23592 - Metrology Technician II	24.13
23593 - Metrology Technician III	25.11
23640 - Millwright	22.79
23710 - Office Appliance Repairer	22.19
23760 - Painter Maintenance	22.84
23790 - Pipefitter Maintenance	22.04
23810 - Plumber Maintenance	21.13
23820 - Pneudraulic Systems Mechanic	23.15
23850 - Rigger	23.15
23870 - Scale Mechanic	21.20
23890 - Sheet-Metal Worker Maintenance	23.15
23910 - Small Engine Mechanic	20.39
23931 - Telecommunications Mechanic I	24.11
23932 - Telecommunications Mechanic II	25.15
23950 - Telephone Lineman	23.15
23960 - Welder Combination Maintenance	23.21

23965 - Well Driller	23.15
23970 - Woodcraft Worker	23.15
23980 - Woodworker	18.26
24000 - Personal Needs Occupations	
24550 - Case Manager	13.52
24570 - Child Care Attendant	10.25
24580 - Child Care Center Clerk	12.77
24610 - Chore Aide	9.26
24620 - Family Readiness And Support Services Coordinator	13.52
24630 - Homemaker	13.52
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.15
25040 - Sewage Plant Operator	21.57
25070 - Stationary Engineer	23.15
25190 - Ventilation Equipment Tender	17.13
25210 - Water Treatment Plant Operator	21.57
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.90
27007 - Baggage Inspector	14.26
27008 - Corrections Officer	15.52
27010 - Court Security Officer	17.67
27030 - Detection Dog Handler	15.96
27040 - Detention Officer	15.52
27070 - Firefighter	19.64
27101 - Guard I	14.26
27102 - Guard II	15.96
27131 - Police Officer I	19.82
27132 - Police Officer II	22.02
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.75
28042 - Carnival Equipment Repairer	11.46
28043 - Carnival Worker	8.73
28210 - Gate Attendant/Gate Tender	12.76
28310 - Lifeguard	12.53
28350 - Park Attendant (Aide)	14.28
28510 - Recreation Aide/Health Facility Attendant	11.48
28515 - Recreation Specialist	17.68
28630 - Sports Official	11.37
28690 - Swimming Pool Operator	21.90
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.50
29020 - Hatch Tender	23.50
29030 - Line Handler	23.50
29041 - Stevedore I	22.35
29042 - Stevedore II	24.59
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		14.72
30022 - Archeological Technician II		16.72
30023 - Archeological Technician III		18.68
30030 - Cartographic Technician		20.59
30040 - Civil Engineering Technician		18.43
30051 - Cryogenic Technician I		22.24
30052 - Cryogenic Technician II		24.55
30061 - Drafter/CAD Operator I		14.72
30062 - Drafter/CAD Operator II		16.72
30063 - Drafter/CAD Operator III		18.07
30064 - Drafter/CAD Operator IV		22.24
30081 - Engineering Technician I		13.75
30082 - Engineering Technician II		14.72
30083 - Engineering Technician III		17.27
30084 - Engineering Technician IV		21.40
30085 - Engineering Technician V		26.17
30086 - Engineering Technician VI		28.78
30090 - Environmental Technician		20.23
30095 - Evidence Control Specialist		19.49
30210 - Laboratory Technician		20.19
30221 - Latent Fingerprint Technician I		22.24
30222 - Latent Fingerprint Technician II		24.55
30240 - Mathematical Technician		20.59
30361 - Paralegal/Legal Assistant I		18.27
30362 - Paralegal/Legal Assistant II		22.63
30363 - Paralegal/Legal Assistant III		27.68
30364 - Paralegal/Legal Assistant IV		33.49
30375 - Petroleum Supply Specialist		23.85
30390 - Photo-Optics Technician		20.59
30395 - Radiation Control Technician		23.85
30461 - Technical Writer I		18.74
30462 - Technical Writer II		22.92
30463 - Technical Writer III		26.34
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		22.24
30502 - Weather Forecaster II		27.05
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	18.25
30621 - Weather Observer Senior	(see 2)	20.27
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		13.97
31030 - Bus Driver		17.86
31043 - Driver Courier		13.55
31260 - Parking and Lot Attendant		12.98
31290 - Shuttle Bus Driver		13.92

31310 - Taxi Driver	14.10
31361 - Truckdriver Light	13.92
31362 - Truckdriver Medium	14.65
31363 - Truckdriver Heavy	19.69
31364 - Truckdriver Tractor-Trailer	19.69
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.18
99050 - Desk Clerk	10.07
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	16.20
99252 - Laboratory Animal Caretaker II	17.13
99260 - Marketing Analyst	23.60
99310 - Mortician	25.35
99410 - Pest Controller	17.80
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	15.81
99711 - Recycling Specialist	17.95
99730 - Refuse Collector	14.67
99810 - Sales Clerk	10.56
99820 - School Crossing Guard	14.67
99830 - Survey Party Chief	18.64
99831 - Surveying Aide	12.20
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	17.93
99841 - Vending Machine Repairer	21.90
99842 - Vending Machine Repairer Helper	17.93

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 and 4 weeks after 15 years. Length of service includes the whole span of continuous service 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.: 2015-4588
Revision No.: 13
Date Of Last Revision: 06/18/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Alabama

Area: Alabama County of Calhoun

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.99
01012 - Accounting Clerk II		15.70
01013 - Accounting Clerk III		17.57
01020 - Administrative Assistant		26.07
01035 - Court Reporter		18.40
01041 - Customer Service Representative I		11.98
01042 - Customer Service Representative II		13.46
01043 - Customer Service Representative III		14.69
01051 - Data Entry Operator I		12.84
01052 - Data Entry Operator II		14.01
01060 - Dispatcher Motor Vehicle		22.34
01070 - Document Preparation Clerk		14.65

01090 - Duplicating Machine Operator	14.65
01111 - General Clerk I	11.20
01112 - General Clerk II	12.22
01113 - General Clerk III	13.71
01120 - Housing Referral Assistant	20.51
01141 - Messenger Courier	11.94
01191 - Order Clerk I	13.43
01192 - Order Clerk II	14.65
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	22.31
01290 - Rental Clerk	11.86
01300 - Scheduler Maintenance	16.44
01311 - Secretary I	16.44
01312 - Secretary II	18.40
01313 - Secretary III	20.51
01320 - Service Order Dispatcher	20.84
01410 - Supply Technician	26.07
01420 - Survey Worker	13.78
01460 - Switchboard Operator/Receptionist	11.90
01531 - Travel Clerk I	11.67
01532 - Travel Clerk II	12.40
01533 - Travel Clerk III	13.13
01611 - Word Processor I	14.65
01612 - Word Processor II	16.44
01613 - Word Processor III	18.40
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	20.89
05010 - Automotive Electrician	18.27
05040 - Automotive Glass Installer	17.44
05070 - Automotive Worker	17.44
05110 - Mobile Equipment Servicer	15.54
05130 - Motor Equipment Metal Mechanic	19.12
05160 - Motor Equipment Metal Worker	17.44
05190 - Motor Vehicle Mechanic	19.12
05220 - Motor Vehicle Mechanic Helper	14.66
05250 - Motor Vehicle Upholstery Worker	16.50
05280 - Motor Vehicle Wrecker	17.44
05310 - Painter Automotive	18.27
05340 - Radiator Repair Specialist	17.44
05370 - Tire Repairer	15.35
05400 - Transmission Repair Specialist	19.12
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.48
07041 - Cook I	12.03
07042 - Cook II	13.55
07070 - Dishwasher	9.17
07130 - Food Service Worker	10.09
07210 - Meat Cutter	14.73

07260 - Waiter/Waitress	9.79
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.30
09040 - Furniture Handler	13.22
09080 - Furniture Refinisher	18.38
09090 - Furniture Refinisher Helper	14.93
09110 - Furniture Repairer Minor	16.67
09130 - Upholsterer	18.38
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.88
11060 - Elevator Operator	10.57
11090 - Gardener	13.62
11122 - Housekeeping Aide	10.57
11150 - Janitor	10.57
11210 - Laborer Grounds Maintenance	11.08
11240 - Maid or Houseman	9.44
11260 - Pruner	10.30
11270 - Tractor Operator	12.59
11330 - Trail Maintenance Worker	11.08
11360 - Window Cleaner	11.38
12000 - Health Occupations	
12010 - Ambulance Driver	15.90
12011 - Breath Alcohol Technician	18.47
12012 - Certified Occupational Therapist Assistant	25.34
12015 - Certified Physical Therapist Assistant	26.19
12020 - Dental Assistant	17.99
12025 - Dental Hygienist	27.87
12030 - EKG Technician	27.99
12035 - Electroneurodiagnostic Technologist	27.99
12040 - Emergency Medical Technician	15.90
12071 - Licensed Practical Nurse I	16.50
12072 - Licensed Practical Nurse II	18.47
12073 - Licensed Practical Nurse III	20.59
12100 - Medical Assistant	14.30
12130 - Medical Laboratory Technician	17.67
12160 - Medical Record Clerk	13.50
12190 - Medical Record Technician	15.70
12195 - Medical Transcriptionist	15.44
12210 - Nuclear Medicine Technologist	40.58
12221 - Nursing Assistant I	11.31
12222 - Nursing Assistant II	12.72
12223 - Nursing Assistant III	13.88
12224 - Nursing Assistant IV	15.59
12235 - Optical Dispenser	16.58
12236 - Optical Technician	16.50
12250 - Pharmacy Technician	13.82
12280 - Phlebotomist	16.50
12305 - Radiologic Technologist	21.46
12311 - Registered Nurse I	23.35
12312 - Registered Nurse II	28.57

12313 - Registered Nurse II Specialist		28.57
12314 - Registered Nurse III		34.57
12315 - Registered Nurse III Anesthetist		34.57
12316 - Registered Nurse IV		41.43
12317 - Scheduler (Drug and Alcohol Testing)		22.87
12320 - Substance Abuse Treatment Counselor		21.40
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.71
13012 - Exhibits Specialist II		23.17
13013 - Exhibits Specialist III		28.36
13041 - Illustrator I		18.71
13042 - Illustrator II		23.17
13043 - Illustrator III		28.36
13047 - Librarian		25.67
13050 - Library Aide/Clerk		10.80
13054 - Library Information Technology Systems Administrator		23.17
13058 - Library Technician		17.46
13061 - Media Specialist I		16.73
13062 - Media Specialist II		18.71
13063 - Media Specialist III		20.85
13071 - Photographer I		16.70
13072 - Photographer II		18.68
13073 - Photographer III		23.14
13074 - Photographer IV		28.31
13075 - Photographer V		34.25
13090 - Technical Order Library Clerk		15.74
13110 - Video Teleconference Technician		16.73
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.61
14042 - Computer Operator II		16.35
14043 - Computer Operator III		18.23
14044 - Computer Operator IV		20.25
14045 - Computer Operator V		22.43
14071 - Computer Programmer I	(see 1)	17.17
14072 - Computer Programmer II	(see 1)	21.27
14073 - Computer Programmer III	(see 1)	26.02
14074 - Computer Programmer IV	(see 1)	
14101 - 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		22.43
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.04
15020 - Aircrew Training Devices Instructor (Rated)		35.13
15030 - Air Crew Training Devices Instructor (Pilot)		42.11
15050 - Computer Based Training Specialist / Instructor		29.04
15060 - Educational Technologist		34.12

15070 - Flight Instructor (Pilot) 42.11
15080 - Graphic Artist 24.76
15085 - Maintenance Test Pilot Fixed Jet/Prop 42.11
15086 - Maintenance Test Pilot Rotary Wing 42.11
15088 - Non-Maintenance Test/Co-Pilot 42.11
15090 - Technical Instructor 20.24
15095 - Technical Instructor/Course Developer 24.76
15110 - Test Proctor 16.33
15120 - Tutor 16.33
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.93
16030 - Counter Attendant 9.93
16040 - Dry Cleaner 11.88
16070 - Finisher Flatwork Machine 9.93
16090 - Presser Hand 9.93
16110 - Presser Machine Drycleaning 9.93
16130 - Presser Machine Shirts 9.93
16160 - Presser Machine Wearing Apparel Laundry 9.93
16190 - Sewing Machine Operator 12.54
16220 - Tailor 13.17
16250 - Washer Machine 10.59
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.73
19040 - Tool And Die Maker 27.06
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.76
21030 - Material Coordinator 22.31
21040 - Material Expediter 22.31
21050 - Material Handling Laborer 14.47
21071 - Order Filler 13.44
21080 - Production Line Worker (Food Processing) 16.76
21110 - Shipping Packer 17.65
21130 - Shipping/Receiving Clerk 17.65
21140 - Store Worker I 13.65
21150 - Stock Clerk 16.88
21210 - Tools And Parts Attendant 16.76
21410 - Warehouse Specialist 16.76
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.13
23019 - Aircraft Logs and Records Technician 20.15
23021 - Aircraft Mechanic I 23.15
23022 - Aircraft Mechanic II 24.13
23023 - Aircraft Mechanic III 25.11
23040 - Aircraft Mechanic Helper 17.13
23050 - Aircraft Painter 22.19
23060 - Aircraft Servicer 20.15
23070 - Aircraft Survival Flight Equipment Technician 22.19
23080 - Aircraft Worker 21.20
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.20

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.15
23110 - Appliance Mechanic 22.19
23120 - Bicycle Repairer 17.07
23125 - Cable Splicer 23.35
23130 - Carpenter Maintenance 16.83
23140 - Carpet Layer 21.20
23160 - Electrician Maintenance 23.16
23181 - Electronics Technician Maintenance I 23.72
23182 - Electronics Technician Maintenance II 24.83
23183 - Electronics Technician Maintenance III 25.90
23260 - Fabric Worker 20.15
23290 - Fire Alarm System Mechanic 20.09
23310 - Fire Extinguisher Repairer 23.52
23311 - Fuel Distribution System Mechanic 24.59
23312 - Fuel Distribution System Operator 19.99
23370 - General Maintenance Worker 17.67
23380 - Ground Support Equipment Mechanic 23.15
23381 - Ground Support Equipment Servicer 20.15
23382 - Ground Support Equipment Worker 21.20
23391 - Gunsmith I 18.26
23392 - Gunsmith II 21.00
23393 - Gunsmith III 23.15
23410 - Heating Ventilation And Air-Conditioning Mechanic 17.17
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 17.92
23430 - Heavy Equipment Mechanic 24.59
23440 - Heavy Equipment Operator 16.12
23460 - Instrument Mechanic 23.15
23465 - Laboratory/Shelter Mechanic 22.19
23470 - Laborer 14.47
23510 - Locksmith 22.19
23530 - Machinery Maintenance Mechanic 25.10
23550 - Machinist Maintenance 24.60
23580 - Maintenance Trades Helper 12.77
23591 - Metrology Technician I 23.15
23592 - Metrology Technician II 24.13
23593 - Metrology Technician III 25.11
23640 - Millwright 22.79
23710 - Office Appliance Repairer 22.19
23760 - Painter Maintenance 22.84
23790 - Pipefitter Maintenance 22.04
23810 - Plumber Maintenance 21.13
23820 - Pneudraulic Systems Mechanic 23.15
23850 - Rigger 23.15
23870 - Scale Mechanic 21.20
23890 - Sheet-Metal Worker Maintenance 23.15
23910 - Small Engine Mechanic 20.39
23931 - Telecommunications Mechanic I 24.11

23932 - Telecommunications Mechanic II 25.15
23950 - Telephone Lineman 23.15
23960 - Welder Combination Maintenance 23.21
23965 - Well Driller 23.15
23970 - Woodcraft Worker 23.15
23980 - Woodworker 18.26
24000 - Personal Needs Occupations
24550 - Case Manager 13.52
24570 - Child Care Attendant 10.25
24580 - Child Care Center Clerk 12.77
24610 - Chore Aide 9.26
24620 - Family Readiness And Support Services Coordinator 13.52
24630 - Homemaker 13.52
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 23.15
25040 - Sewage Plant Operator 21.57
25070 - Stationary Engineer 23.15
25190 - Ventilation Equipment Tender 17.13
25210 - Water Treatment Plant Operator 21.57
27000 - Protective Service Occupations
27004 - Alarm Monitor 15.90
27007 - Baggage Inspector 14.26
27008 - Corrections Officer 15.52
27010 - Court Security Officer 17.67
27030 - Detection Dog Handler 15.96
27040 - Detention Officer 15.52
27070 - Firefighter 19.64
27101 - Guard I 14.26
27102 - Guard II 15.96
27131 - Police Officer I 19.82
27132 - Police Officer II 22.02
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 10.75
28042 - Carnival Equipment Repairer 11.46
28043 - Carnival Worker 8.73
28210 - Gate Attendant/Gate Tender 12.76
28310 - Lifeguard 12.53
28350 - Park Attendant (Aide) 14.28
28510 - Recreation Aide/Health Facility Attendant 11.48
28515 - Recreation Specialist 17.68
28630 - Sports Official 11.37
28690 - Swimming Pool Operator 21.90
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 23.50
29020 - Hatch Tender 23.50
29030 - Line Handler 23.50
29041 - Stevedore I 22.35
29042 - Stevedore II 24.59
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 14.72
30022 - Archeological Technician II 16.72
30023 - Archeological Technician III 18.68
30030 - Cartographic Technician 20.59
30040 - Civil Engineering Technician 18.43
30051 - Cryogenic Technician I 22.24
30052 - Cryogenic Technician II 24.55
30061 - Drafter/CAD Operator I 14.72
30062 - Drafter/CAD Operator II 16.72
30063 - Drafter/CAD Operator III 18.07
30064 - Drafter/CAD Operator IV 22.24
30081 - Engineering Technician I 13.75
30082 - Engineering Technician II 14.72
30083 - Engineering Technician III 17.27
30084 - Engineering Technician IV 21.40
30085 - Engineering Technician V 26.17
30086 - Engineering Technician VI 28.78
30090 - Environmental Technician 20.23
30095 - Evidence Control Specialist 19.49
30210 - Laboratory Technician 20.19
30221 - Latent Fingerprint Technician I 22.24
30222 - Latent Fingerprint Technician II 24.55
30240 - Mathematical Technician 20.59
30361 - Paralegal/Legal Assistant I 18.27
30362 - Paralegal/Legal Assistant II 22.63
30363 - Paralegal/Legal Assistant III 27.68
30364 - Paralegal/Legal Assistant IV 33.49
30375 - Petroleum Supply Specialist 23.85
30390 - Photo-Optics Technician 20.59
30395 - Radiation Control Technician 23.85
30461 - Technical Writer I 18.74
30462 - Technical Writer II 22.92
30463 - Technical Writer III 26.34
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 22.24
30502 - Weather Forecaster II 27.05
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 18.25
30621 - Weather Observer Senior (see 2) 20.27
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 13.97
31030 - Bus Driver 17.86

31043 - Driver Courier	13.55
31260 - Parking and Lot Attendant	12.98
31290 - Shuttle Bus Driver	13.92
31310 - Taxi Driver	14.10
31361 - Truckdriver Light	13.92
31362 - Truckdriver Medium	14.65
31363 - Truckdriver Heavy	19.69
31364 - Truckdriver Tractor-Trailer	19.69
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.18
99050 - Desk Clerk	10.07
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	16.20
99252 - Laboratory Animal Caretaker II	17.13
99260 - Marketing Analyst	23.60
99310 - Mortician	25.35
99410 - Pest Controller	17.80
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	15.81
99711 - Recycling Specialist	17.95
99730 - Refuse Collector	14.67
99810 - Sales Clerk	10.56
99820 - School Crossing Guard	14.67
99830 - Survey Party Chief	18.64
99831 - Surveying Aide	12.20
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	17.93
99841 - Vending Machine Repairer	21.90
99842 - Vending Machine Repairer Helper	17.93

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 and 4 weeks after 15 years. Length of service includes the whole span of continuous service 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.: 2015-4589
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: Alabama

Area: Alabama County of Lee

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.70
01012 - Accounting Clerk II		16.50
01013 - Accounting Clerk III		18.46
01020 - Administrative Assistant		25.16
01035 - Court Reporter		17.90
01041 - Customer Service Representative I		11.46
01042 - Customer Service Representative II		12.89
01043 - Customer Service Representative III		14.06
01051 - Data Entry Operator I		13.07
01052 - Data Entry Operator II		14.26
01060 - Dispatcher Motor Vehicle		20.11
01070 - Document Preparation Clerk		14.25
01090 - Duplicating Machine Operator		14.25
01111 - General Clerk I		11.62
01112 - General Clerk II		12.68

01113 - General Clerk III 14.23
01120 - Housing Referral Assistant 19.95
01141 - Messenger Courier 11.62
01191 - Order Clerk I 14.21
01192 - Order Clerk II 15.50
01261 - Personnel Assistant (Employment) I 16.00
01262 - Personnel Assistant (Employment) II 17.90
01263 - Personnel Assistant (Employment) III 19.95
01270 - Production Control Clerk 21.92
01290 - Rental Clerk 12.67
01300 - Scheduler Maintenance 16.00
01311 - Secretary I 16.00
01312 - Secretary II 17.90
01313 - Secretary III 19.95
01320 - Service Order Dispatcher 19.56
01410 - Supply Technician 25.16
01420 - Survey Worker 13.81
01460 - Switchboard Operator/Receptionist 11.92
01531 - Travel Clerk I 12.09
01532 - Travel Clerk II 12.89
01533 - Travel Clerk III 14.01
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 24.56
05010 - Automotive Electrician 22.12
05040 - Automotive Glass Installer 20.89
05070 - Automotive Worker 20.89
05110 - Mobile Equipment Servicer 18.18
05130 - Motor Equipment Metal Mechanic 23.38
05160 - Motor Equipment Metal Worker 20.89
05190 - Motor Vehicle Mechanic 23.38
05220 - Motor Vehicle Mechanic Helper 16.92
05250 - Motor Vehicle Upholstery Worker 19.54
05280 - Motor Vehicle Wrecker 20.89
05310 - Painter Automotive 22.12
05340 - Radiator Repair Specialist 20.89
05370 - Tire Repairer 13.78
05400 - Transmission Repair Specialist 23.38
07000 - Food Preparation And Service Occupations
07010 - Baker 13.84
07041 - Cook I 10.34
07042 - Cook II 11.88
07070 - Dishwasher 9.05
07130 - Food Service Worker 9.63
07210 - Meat Cutter 13.72
07260 - Waiter/Waitress 9.94
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 16.78

09040 - Furniture Handler 11.16
09080 - Furniture Refinisher 16.73
09090 - Furniture Refinisher Helper 13.03
09110 - Furniture Repairer Minor 14.91
09130 - Upholsterer 16.78
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.85
11060 - Elevator Operator 10.49
11090 - Gardener 16.65
11122 - Housekeeping Aide 10.49
11150 - Janitor 10.49
11210 - Laborer Grounds Maintenance 13.24
11240 - Maid or Houseman 9.03
11260 - Pruner 12.11
11270 - Tractor Operator 15.50
11330 - Trail Maintenance Worker 13.24
11360 - Window Cleaner 11.46
12000 - Health Occupations
12010 - Ambulance Driver 17.65
12011 - Breath Alcohol Technician 18.43
12012 - Certified Occupational Therapist Assistant 25.28
12015 - Certified Physical Therapist Assistant 29.04
12020 - Dental Assistant 15.08
12025 - Dental Hygienist 32.84
12030 - EKG Technician 27.93
12035 - Electroneurodiagnostic Technologist 27.93
12040 - Emergency Medical Technician 17.65
12071 - Licensed Practical Nurse I 16.47
12072 - Licensed Practical Nurse II 18.43
12073 - Licensed Practical Nurse III 20.55
12100 - Medical Assistant 14.56
12130 - Medical Laboratory Technician 20.35
12160 - Medical Record Clerk 13.78
12190 - Medical Record Technician 17.78
12195 - Medical Transcriptionist 16.47
12210 - Nuclear Medicine Technologist 40.50
12221 - Nursing Assistant I 11.07
12222 - Nursing Assistant II 12.45
12223 - Nursing Assistant III 13.58
12224 - Nursing Assistant IV 15.24
12235 - Optical Dispenser 18.43
12236 - Optical Technician 16.47
12250 - Pharmacy Technician 15.67
12280 - Phlebotomist 16.47
12305 - Radiologic Technologist 23.01
12311 - Registered Nurse I 23.32
12312 - Registered Nurse II 28.53
12313 - Registered Nurse II Specialist 28.53
12314 - Registered Nurse III 34.52
12315 - Registered Nurse III Anesthetist 34.52

12316 - Registered Nurse IV		41.37
12317 - Scheduler (Drug and Alcohol Testing)		22.83
12320 - Substance Abuse Treatment Counselor		21.17
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.39
13012 - Exhibits Specialist II		26.49
13013 - Exhibits Specialist III		32.41
13041 - Illustrator I		21.39
13042 - Illustrator II		26.49
13043 - Illustrator III		32.41
13047 - Librarian		29.34
13050 - Library Aide/Clerk		17.03
13054 - Library Information Technology Systems Administrator		26.49
13058 - Library Technician		19.12
13061 - Media Specialist I		19.11
13062 - Media Specialist II		21.39
13063 - Media Specialist III		23.84
13071 - Photographer I		19.11
13072 - Photographer II		21.39
13073 - Photographer III		26.49
13074 - Photographer IV		32.41
13075 - Photographer V		39.21
13090 - Technical Order Library Clerk		20.94
13110 - Video Teleconference Technician		19.11
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.36
14042 - Computer Operator II		16.07
14043 - Computer Operator III		17.92
14044 - Computer Operator IV		19.91
14045 - Computer Operator V		20.70
14071 - Computer Programmer I	(see 1)	20.24
14072 - Computer Programmer II	(see 1)	25.08
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		14.36
14160 - Personal Computer Support Technician		19.91
14170 - System Support Specialist		30.31
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.93
15020 - Aircrew Training Devices Instructor (Rated)		33.98
15030 - Air Crew Training Devices Instructor (Pilot)		37.50
15050 - Computer Based Training Specialist / Instructor		26.93
15060 - Educational Technologist		30.80
15070 - Flight Instructor (Pilot)		37.50
15080 - Graphic Artist		22.04
15085 - Maintenance Test Pilot Fixed Jet/Prop		37.50

15086 - Maintenance Test Pilot Rotary Wing 37.50
15088 - Non-Maintenance Test/Co-Pilot 37.50
15090 - Technical Instructor 23.32
15095 - Technical Instructor/Course Developer 28.53
15110 - Test Proctor 18.83
15120 - Tutor 18.83
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.65
16030 - Counter Attendant 9.65
16040 - Dry Cleaner 11.70
16070 - Finisher Flatwork Machine 9.65
16090 - Presser Hand 9.65
16110 - Presser Machine Drycleaning 9.65
16130 - Presser Machine Shirts 9.65
16160 - Presser Machine Wearing Apparel Laundry 9.65
16190 - Sewing Machine Operator 12.39
16220 - Tailor 13.09
16250 - Washer Machine 10.34
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.86
19040 - Tool And Die Maker 24.52
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.86
21030 - Material Coordinator 21.92
21040 - Material Expediter 21.92
21050 - Material Handling Laborer 11.84
21071 - Order Filler 14.95
21080 - Production Line Worker (Food Processing) 16.86
21110 - Shipping Packer 16.07
21130 - Shipping/Receiving Clerk 16.07
21140 - Store Worker I 11.70
21150 - Stock Clerk 15.32
21210 - Tools And Parts Attendant 16.86
21410 - Warehouse Specialist 16.86
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 22.50
23019 - Aircraft Logs and Records Technician 17.78
23021 - Aircraft Mechanic I 21.27
23022 - Aircraft Mechanic II 22.50
23023 - Aircraft Mechanic III 23.63
23040 - Aircraft Mechanic Helper 15.40
23050 - Aircraft Painter 20.13
23060 - Aircraft Servicer 17.78
23070 - Aircraft Survival Flight Equipment Technician 20.13
23080 - Aircraft Worker 19.01
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 19.01
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 21.27
23110 - Appliance Mechanic 19.00

23120 - Bicycle Repairer	15.62
23125 - Cable Splicer	26.97
23130 - Carpenter Maintenance	18.20
23140 - Carpet Layer	17.95
23160 - Electrician Maintenance	18.99
23181 - Electronics Technician Maintenance I	19.46
23182 - Electronics Technician Maintenance II	20.76
23183 - Electronics Technician Maintenance III	23.23
23260 - Fabric Worker	16.79
23290 - Fire Alarm System Mechanic	20.09
23310 - Fire Extinguisher Repairer	15.62
23311 - Fuel Distribution System Mechanic	21.46
23312 - Fuel Distribution System Operator	16.91
23370 - General Maintenance Worker	16.66
23380 - Ground Support Equipment Mechanic	21.27
23381 - Ground Support Equipment Servicer	17.78
23382 - Ground Support Equipment Worker	19.01
23391 - Gunsmith I	16.54
23392 - Gunsmith II	19.01
23393 - Gunsmith III	21.27
23410 - Heating Ventilation And Air-Conditioning Mechanic	19.40
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	20.51
23430 - Heavy Equipment Mechanic	20.13
23440 - Heavy Equipment Operator	17.84
23460 - Instrument Mechanic	20.09
23465 - Laboratory/Shelter Mechanic	20.13
23470 - Laborer	11.84
23510 - Locksmith	19.00
23530 - Machinery Maintenance Mechanic	21.09
23550 - Machinist Maintenance	18.99
23580 - Maintenance Trades Helper	13.60
23591 - Metrology Technician I	20.09
23592 - Metrology Technician II	21.24
23593 - Metrology Technician III	22.32
23640 - Millwright	20.76
23710 - Office Appliance Repairer	19.00
23760 - Painter Maintenance	15.93
23790 - Pipefitter Maintenance	20.69
23810 - Plumber Maintenance	19.58
23820 - Pneudraulic Systems Mechanic	20.09
23850 - Rigger	20.09
23870 - Scale Mechanic	17.95
23890 - Sheet-Metal Worker Maintenance	20.09
23910 - Small Engine Mechanic	17.95
23931 - Telecommunications Mechanic I	28.53
23932 - Telecommunications Mechanic II	29.98
23950 - Telephone Lineman	20.09
23960 - Welder Combination Maintenance	18.58

23965 - Well Driller		20.09
23970 - Woodcraft Worker		20.09
23980 - Woodworker		15.62
24000 - Personal Needs Occupations		
24550 - Case Manager		13.96
24570 - Child Care Attendant		11.06
24580 - Child Care Center Clerk		13.83
24610 - Chore Aide		9.10
24620 - Family Readiness And Support Services Coordinator		13.96
24630 - Homemaker		15.32
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		20.09
25040 - Sewage Plant Operator		20.95
25070 - Stationary Engineer		20.09
25190 - Ventilation Equipment Tender		14.53
25210 - Water Treatment Plant Operator		20.95
27000 - Protective Service Occupations		
27004 - Alarm Monitor		17.36
27007 - Baggage Inspector		13.38
27008 - Corrections Officer		18.41
27010 - Court Security Officer		18.05
27030 - Detection Dog Handler		15.58
27040 - Detention Officer		18.41
27070 - Firefighter		15.68
27101 - Guard I		13.38
27102 - Guard II		15.58
27131 - Police Officer I		20.71
27132 - Police Officer II		23.01
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		11.67
28042 - Carnival Equipment Repairer		12.54
28043 - Carnival Worker		9.12
28210 - Gate Attendant/Gate Tender		12.94
28310 - Lifeguard		11.53
28350 - Park Attendant (Aide)		14.48
28510 - Recreation Aide/Health Facility Attendant		10.57
28515 - Recreation Specialist		17.59
28630 - Sports Official		11.53
28690 - Swimming Pool Operator		19.38
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		17.95
29020 - Hatch Tender		17.95
29030 - Line Handler		17.95
29041 - Stevedore I		16.79
29042 - Stevedore II		19.00
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29

30021 - Archeological Technician I		15.68
30022 - Archeological Technician II		17.53
30023 - Archeological Technician III		21.72
30030 - Cartographic Technician		21.72
30040 - Civil Engineering Technician		20.50
30051 - Cryogenic Technician I		23.75
30052 - Cryogenic Technician II		26.23
30061 - Drafter/CAD Operator I		15.68
30062 - Drafter/CAD Operator II		17.53
30063 - Drafter/CAD Operator III		19.55
30064 - Drafter/CAD Operator IV		24.06
30081 - Engineering Technician I		14.46
30082 - Engineering Technician II		16.24
30083 - Engineering Technician III		18.16
30084 - Engineering Technician IV		27.52
30085 - Engineering Technician V		33.30
30086 - Engineering Technician VI		33.30
30090 - Environmental Technician		21.72
30095 - Evidence Control Specialist		19.49
30210 - Laboratory Technician		19.09
30221 - Latent Fingerprint Technician I		23.75
30222 - Latent Fingerprint Technician II		26.23
30240 - Mathematical Technician		21.72
30361 - Paralegal/Legal Assistant I		17.48
30362 - Paralegal/Legal Assistant II		21.65
30363 - Paralegal/Legal Assistant III		26.49
30364 - Paralegal/Legal Assistant IV		32.05
30375 - Petroleum Supply Specialist		23.85
30390 - Photo-Optics Technician		23.24
30395 - Radiation Control Technician		23.85
30461 - Technical Writer I		19.51
30462 - Technical Writer II		23.87
30463 - Technical Writer III		28.88
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		24.06
30502 - Weather Forecaster II		29.26
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	20.94
30621 - Weather Observer Senior	(see 2)	23.24
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		12.46
31030 - Bus Driver		16.83
31043 - Driver Courier		14.51
31260 - Parking and Lot Attendant		11.40
31290 - Shuttle Bus Driver		15.46

31310 - Taxi Driver	14.01
31361 - Truckdriver Light	15.46
31362 - Truckdriver Medium	16.48
31363 - Truckdriver Heavy	16.91
31364 - Truckdriver Tractor-Trailer	16.91
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.42
99050 - Desk Clerk	10.10
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.12
99252 - Laboratory Animal Caretaker II	14.10
99260 - Marketing Analyst	23.01
99310 - Mortician	25.35
99410 - Pest Controller	19.09
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	16.42
99711 - Recycling Specialist	19.42
99730 - Refuse Collector	15.18
99810 - Sales Clerk	10.80
99820 - School Crossing Guard	12.92
99830 - Survey Party Chief	17.26
99831 - Surveying Aide	12.24
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	16.53
99841 - Vending Machine Repairer	20.41
99842 - Vending Machine Repairer Helper	16.53

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4590
Revision No.: 12
Date Of Last Revision: 06/18/2020

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: Alabama

Area: Alabama County of Lee

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.70
01012 - Accounting Clerk II		16.50
01013 - Accounting Clerk III		18.46
01020 - Administrative Assistant		25.16
01035 - Court Reporter		17.90
01041 - Customer Service Representative I		11.46
01042 - Customer Service Representative II		12.89
01043 - Customer Service Representative III		14.06
01051 - Data Entry Operator I		13.07
01052 - Data Entry Operator II		14.26
01060 - Dispatcher Motor Vehicle		20.11
01070 - Document Preparation Clerk		14.25

01090 - Duplicating Machine Operator 14.25
01111 - General Clerk I 11.62
01112 - General Clerk II 12.68
01113 - General Clerk III 14.23
01120 - Housing Referral Assistant 19.95
01141 - Messenger Courier 11.62
01191 - Order Clerk I 14.21
01192 - Order Clerk II 15.50
01261 - Personnel Assistant (Employment) I 16.00
01262 - Personnel Assistant (Employment) II 17.90
01263 - Personnel Assistant (Employment) III 19.95
01270 - Production Control Clerk 21.92
01290 - Rental Clerk 12.67
01300 - Scheduler Maintenance 16.00
01311 - Secretary I 16.00
01312 - Secretary II 17.90
01313 - Secretary III 19.95
01320 - Service Order Dispatcher 19.56
01410 - Supply Technician 25.16
01420 - Survey Worker 13.81
01460 - Switchboard Operator/Receptionist 11.92
01531 - Travel Clerk I 12.09
01532 - Travel Clerk II 12.89
01533 - Travel Clerk III 14.01
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 24.56
05010 - Automotive Electrician 22.12
05040 - Automotive Glass Installer 20.89
05070 - Automotive Worker 20.89
05110 - Mobile Equipment Servicer 18.18
05130 - Motor Equipment Metal Mechanic 23.38
05160 - Motor Equipment Metal Worker 20.89
05190 - Motor Vehicle Mechanic 23.38
05220 - Motor Vehicle Mechanic Helper 16.92
05250 - Motor Vehicle Upholstery Worker 19.54
05280 - Motor Vehicle Wrecker 20.89
05310 - Painter Automotive 22.12
05340 - Radiator Repair Specialist 20.89
05370 - Tire Repairer 13.78
05400 - Transmission Repair Specialist 23.38
07000 - Food Preparation And Service Occupations
07010 - Baker 13.84
07041 - Cook I 10.34
07042 - Cook II 11.88
07070 - Dishwasher 9.05
07130 - Food Service Worker 9.63
07210 - Meat Cutter 13.72

07260 - Waiter/Waitress	9.94
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.78
09040 - Furniture Handler	11.16
09080 - Furniture Refinisher	16.73
09090 - Furniture Refinisher Helper	13.03
09110 - Furniture Repairer Minor	14.91
09130 - Upholsterer	16.78
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.85
11060 - Elevator Operator	10.49
11090 - Gardener	16.65
11122 - Housekeeping Aide	10.49
11150 - Janitor	10.49
11210 - Laborer Grounds Maintenance	13.24
11240 - Maid or Houseman	9.03
11260 - Pruner	12.11
11270 - Tractor Operator	15.50
11330 - Trail Maintenance Worker	13.24
11360 - Window Cleaner	11.46
12000 - Health Occupations	
12010 - Ambulance Driver	17.65
12011 - Breath Alcohol Technician	18.43
12012 - Certified Occupational Therapist Assistant	25.28
12015 - Certified Physical Therapist Assistant	29.04
12020 - Dental Assistant	15.08
12025 - Dental Hygienist	32.84
12030 - EKG Technician	27.93
12035 - Electroneurodiagnostic Technologist	27.93
12040 - Emergency Medical Technician	17.65
12071 - Licensed Practical Nurse I	16.47
12072 - Licensed Practical Nurse II	18.43
12073 - Licensed Practical Nurse III	20.55
12100 - Medical Assistant	14.56
12130 - Medical Laboratory Technician	20.35
12160 - Medical Record Clerk	13.78
12190 - Medical Record Technician	17.78
12195 - Medical Transcriptionist	16.47
12210 - Nuclear Medicine Technologist	40.50
12221 - Nursing Assistant I	11.07
12222 - Nursing Assistant II	12.45
12223 - Nursing Assistant III	13.58
12224 - Nursing Assistant IV	15.24
12235 - Optical Dispenser	18.43
12236 - Optical Technician	16.47
12250 - Pharmacy Technician	15.67
12280 - Phlebotomist	16.47
12305 - Radiologic Technologist	23.01
12311 - Registered Nurse I	23.32
12312 - Registered Nurse II	28.53

12313 - Registered Nurse II Specialist		28.53
12314 - Registered Nurse III		34.52
12315 - Registered Nurse III Anesthetist		34.52
12316 - Registered Nurse IV		41.37
12317 - Scheduler (Drug and Alcohol Testing)		22.83
12320 - Substance Abuse Treatment Counselor		21.17
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.39
13012 - Exhibits Specialist II		26.49
13013 - Exhibits Specialist III		32.41
13041 - Illustrator I		21.39
13042 - Illustrator II		26.49
13043 - Illustrator III		32.41
13047 - Librarian		29.34
13050 - Library Aide/Clerk		17.03
13054 - Library Information Technology Systems Administrator		26.49
13058 - Library Technician		19.12
13061 - Media Specialist I		19.11
13062 - Media Specialist II		21.39
13063 - Media Specialist III		23.84
13071 - Photographer I		19.11
13072 - Photographer II		21.39
13073 - Photographer III		26.49
13074 - Photographer IV		32.41
13075 - Photographer V		39.21
13090 - Technical Order Library Clerk		20.94
13110 - Video Teleconference Technician		19.11
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.36
14042 - Computer Operator II		16.07
14043 - Computer Operator III		17.92
14044 - Computer Operator IV		19.91
14045 - Computer Operator V		20.70
14071 - Computer Programmer I	(see 1)	20.24
14072 - Computer Programmer II	(see 1)	25.08
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		14.36
14160 - Personal Computer Support Technician		19.91
14170 - System Support Specialist		30.31
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.93
15020 - Aircrew Training Devices Instructor (Rated)		33.98
15030 - Air Crew Training Devices Instructor (Pilot)		37.50
15050 - Computer Based Training Specialist / Instructor		26.93
15060 - Educational Technologist		30.80

15070 - Flight Instructor (Pilot) 37.50
15080 - Graphic Artist 22.04
15085 - Maintenance Test Pilot Fixed Jet/Prop 37.50
15086 - Maintenance Test Pilot Rotary Wing 37.50
15088 - Non-Maintenance Test/Co-Pilot 37.50
15090 - Technical Instructor 23.32
15095 - Technical Instructor/Course Developer 28.53
15110 - Test Proctor 18.83
15120 - Tutor 18.83
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.65
16030 - Counter Attendant 9.65
16040 - Dry Cleaner 11.70
16070 - Finisher Flatwork Machine 9.65
16090 - Presser Hand 9.65
16110 - Presser Machine Drycleaning 9.65
16130 - Presser Machine Shirts 9.65
16160 - Presser Machine Wearing Apparel Laundry 9.65
16190 - Sewing Machine Operator 12.39
16220 - Tailor 13.09
16250 - Washer Machine 10.34
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.86
19040 - Tool And Die Maker 24.52
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.86
21030 - Material Coordinator 21.92
21040 - Material Expediter 21.92
21050 - Material Handling Laborer 11.84
21071 - Order Filler 14.95
21080 - Production Line Worker (Food Processing) 16.86
21110 - Shipping Packer 16.07
21130 - Shipping/Receiving Clerk 16.07
21140 - Store Worker I 11.70
21150 - Stock Clerk 15.32
21210 - Tools And Parts Attendant 16.86
21410 - Warehouse Specialist 16.86
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 22.50
23019 - Aircraft Logs and Records Technician 17.78
23021 - Aircraft Mechanic I 21.27
23022 - Aircraft Mechanic II 22.50
23023 - Aircraft Mechanic III 23.63
23040 - Aircraft Mechanic Helper 15.40
23050 - Aircraft Painter 20.13
23060 - Aircraft Servicer 17.78
23070 - Aircraft Survival Flight Equipment Technician 20.13
23080 - Aircraft Worker 19.01
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 19.01

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 21.27
23110 - Appliance Mechanic 19.00
23120 - Bicycle Repairer 15.62
23125 - Cable Splicer 26.97
23130 - Carpenter Maintenance 18.20
23140 - Carpet Layer 17.95
23160 - Electrician Maintenance 18.99
23181 - Electronics Technician Maintenance I 19.46
23182 - Electronics Technician Maintenance II 20.76
23183 - Electronics Technician Maintenance III 23.23
23260 - Fabric Worker 16.79
23290 - Fire Alarm System Mechanic 20.09
23310 - Fire Extinguisher Repairer 15.62
23311 - Fuel Distribution System Mechanic 21.46
23312 - Fuel Distribution System Operator 16.91
23370 - General Maintenance Worker 16.66
23380 - Ground Support Equipment Mechanic 21.27
23381 - Ground Support Equipment Servicer 17.78
23382 - Ground Support Equipment Worker 19.01
23391 - Gunsmith I 16.54
23392 - Gunsmith II 19.01
23393 - Gunsmith III 21.27
23410 - Heating Ventilation And Air-Conditioning Mechanic 19.40
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 20.51
23430 - Heavy Equipment Mechanic 20.13
23440 - Heavy Equipment Operator 17.84
23460 - Instrument Mechanic 20.09
23465 - Laboratory/Shelter Mechanic 20.13
23470 - Laborer 11.84
23510 - Locksmith 19.00
23530 - Machinery Maintenance Mechanic 21.09
23550 - Machinist Maintenance 18.99
23580 - Maintenance Trades Helper 13.60
23591 - Metrology Technician I 20.09
23592 - Metrology Technician II 21.24
23593 - Metrology Technician III 22.32
23640 - Millwright 20.76
23710 - Office Appliance Repairer 19.00
23760 - Painter Maintenance 15.93
23790 - Pipefitter Maintenance 20.69
23810 - Plumber Maintenance 19.58
23820 - Pneudraulic Systems Mechanic 20.09
23850 - Rigger 20.09
23870 - Scale Mechanic 17.95
23890 - Sheet-Metal Worker Maintenance 20.09
23910 - Small Engine Mechanic 17.95
23931 - Telecommunications Mechanic I 28.53

23932 - Telecommunications Mechanic II 29.98
23950 - Telephone Lineman 20.09
23960 - Welder Combination Maintenance 18.58
23965 - Well Driller 20.09
23970 - Woodcraft Worker 20.09
23980 - Woodworker 15.62
24000 - Personal Needs Occupations
24550 - Case Manager 13.96
24570 - Child Care Attendant 11.06
24580 - Child Care Center Clerk 13.83
24610 - Chore Aide 9.10
24620 - Family Readiness And Support Services Coordinator 13.96
24630 - Homemaker 15.32
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 20.09
25040 - Sewage Plant Operator 20.95
25070 - Stationary Engineer 20.09
25190 - Ventilation Equipment Tender 14.53
25210 - Water Treatment Plant Operator 20.95
27000 - Protective Service Occupations
27004 - Alarm Monitor 17.36
27007 - Baggage Inspector 13.38
27008 - Corrections Officer 18.41
27010 - Court Security Officer 18.05
27030 - Detection Dog Handler 15.58
27040 - Detention Officer 18.41
27070 - Firefighter 15.68
27101 - Guard I 13.38
27102 - Guard II 15.58
27131 - Police Officer I 20.71
27132 - Police Officer II 23.01
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 11.67
28042 - Carnival Equipment Repairer 12.54
28043 - Carnival Worker 9.12
28210 - Gate Attendant/Gate Tender 12.94
28310 - Lifeguard 11.53
28350 - Park Attendant (Aide) 14.48
28510 - Recreation Aide/Health Facility Attendant 10.57
28515 - Recreation Specialist 17.59
28630 - Sports Official 11.53
28690 - Swimming Pool Operator 19.38
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 17.95
29020 - Hatch Tender 17.95
29030 - Line Handler 17.95
29041 - Stevedore I 16.79
29042 - Stevedore II 19.00
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 15.68
30022 - Archeological Technician II 17.53
30023 - Archeological Technician III 21.72
30030 - Cartographic Technician 21.72
30040 - Civil Engineering Technician 20.50
30051 - Cryogenic Technician I 23.75
30052 - Cryogenic Technician II 26.23
30061 - Drafter/CAD Operator I 15.68
30062 - Drafter/CAD Operator II 17.53
30063 - Drafter/CAD Operator III 19.55
30064 - Drafter/CAD Operator IV 24.06
30081 - Engineering Technician I 14.46
30082 - Engineering Technician II 16.24
30083 - Engineering Technician III 18.16
30084 - Engineering Technician IV 27.52
30085 - Engineering Technician V 33.30
30086 - Engineering Technician VI 33.30
30090 - Environmental Technician 21.72
30095 - Evidence Control Specialist 19.49
30210 - Laboratory Technician 19.09
30221 - Latent Fingerprint Technician I 23.75
30222 - Latent Fingerprint Technician II 26.23
30240 - Mathematical Technician 21.72
30361 - Paralegal/Legal Assistant I 17.48
30362 - Paralegal/Legal Assistant II 21.65
30363 - Paralegal/Legal Assistant III 26.49
30364 - Paralegal/Legal Assistant IV 32.05
30375 - Petroleum Supply Specialist 23.85
30390 - Photo-Optics Technician 23.24
30395 - Radiation Control Technician 23.85
30461 - Technical Writer I 19.51
30462 - Technical Writer II 23.87
30463 - Technical Writer III 28.88
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 24.06
30502 - Weather Forecaster II 29.26
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.94
30621 - Weather Observer Senior (see 2) 23.24
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.46
31030 - Bus Driver 16.83

31043 - Driver Courier	14.51
31260 - Parking and Lot Attendant	11.40
31290 - Shuttle Bus Driver	15.46
31310 - Taxi Driver	14.01
31361 - Truckdriver Light	15.46
31362 - Truckdriver Medium	16.48
31363 - Truckdriver Heavy	16.91
31364 - Truckdriver Tractor-Trailer	16.91
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.42
99050 - Desk Clerk	10.10
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.12
99252 - Laboratory Animal Caretaker II	14.10
99260 - Marketing Analyst	23.01
99310 - Mortician	25.35
99410 - Pest Controller	19.09
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	16.42
99711 - Recycling Specialist	19.42
99730 - Refuse Collector	15.18
99810 - Sales Clerk	10.80
99820 - School Crossing Guard	12.92
99830 - Survey Party Chief	17.26
99831 - Surveying Aide	12.24
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	16.53
99841 - Vending Machine Repairer	20.41
99842 - Vending Machine Repairer Helper	16.53

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4591
Revision No.: 15
Date Of Last Revision: 04/23/2021

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: Alabama

Area: Alabama Counties of Bibb Blount Jefferson Shelby St Clair Walker

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		20.01
01013 - Accounting Clerk III		20.98
01020 - Administrative Assistant		29.51
01035 - Court Reporter		19.71
01041 - Customer Service Representative I		13.90
01042 - Customer Service Representative II		15.17
01043 - Customer Service Representative III		17.04
01051 - Data Entry Operator I		14.62
01052 - Data Entry Operator II		15.95
01060 - Dispatcher Motor Vehicle		18.97
01070 - Document Preparation Clerk		16.60
01090 - Duplicating Machine Operator		16.60
01111 - General Clerk I		13.41
01112 - General Clerk II		14.66

01113 - General Clerk III 16.52
01120 - Housing Referral Assistant 20.52
01141 - Messenger Courier 12.61
01191 - Order Clerk I 14.83
01192 - Order Clerk II 16.18
01261 - Personnel Assistant (Employment) I 17.24
01262 - Personnel Assistant (Employment) II 20.67
01263 - Personnel Assistant (Employment) III 24.58
01270 - Production Control Clerk 25.83
01290 - Rental Clerk 14.86
01300 - Scheduler Maintenance 16.45
01311 - Secretary I 16.45
01312 - Secretary II 18.26
01313 - Secretary III 20.52
01320 - Service Order Dispatcher 16.95
01410 - Supply Technician 29.51
01420 - Survey Worker 17.92
01460 - Switchboard Operator/Receptionist 14.12
01531 - Travel Clerk I 16.29
01532 - Travel Clerk II 17.40
01533 - Travel Clerk III 18.41
01611 - Word Processor I 15.64
01612 - Word Processor II 17.56
01613 - Word Processor III 19.64
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.85
05010 - Automotive Electrician 20.45
05040 - Automotive Glass Installer 19.12
05070 - Automotive Worker 19.12
05110 - Mobile Equipment Servicer 16.40
05130 - Motor Equipment Metal Mechanic 21.83
05160 - Motor Equipment Metal Worker 19.12
05190 - Motor Vehicle Mechanic 21.83
05220 - Motor Vehicle Mechanic Helper 15.04
05250 - Motor Vehicle Upholstery Worker 17.77
05280 - Motor Vehicle Wrecker 19.12
05310 - Painter Automotive 20.45
05340 - Radiator Repair Specialist 19.12
05370 - Tire Repairer 13.24
05400 - Transmission Repair Specialist 21.83
07000 - Food Preparation And Service Occupations
07010 - Baker 12.35
07041 - Cook I 10.45
07042 - Cook II 12.18
07070 - Dishwasher 9.64
07130 - Food Service Worker 10.65
07210 - Meat Cutter 15.15
07260 - Waiter/Waitress 9.26
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 16.98

09040 - Furniture Handler 11.76
09080 - Furniture Refinisher 19.51
09090 - Furniture Refinisher Helper 14.36
09110 - Furniture Repairer Minor 16.96
09130 - Upholsterer 21.75
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.90
11060 - Elevator Operator 11.47
11090 - Gardener 19.24
11122 - Housekeeping Aide 11.47
11150 - Janitor 11.47
11210 - Laborer Grounds Maintenance 14.47
11240 - Maid or Houseman 10.95
11260 - Pruner 12.94
11270 - Tractor Operator 17.64
11330 - Trail Maintenance Worker 14.47
11360 - Window Cleaner 12.83
12000 - Health Occupations
12010 - Ambulance Driver 17.55
12011 - Breath Alcohol Technician 18.91
12012 - Certified Occupational Therapist Assistant 33.01
12015 - Certified Physical Therapist Assistant 28.62
12020 - Dental Assistant 17.26
12025 - Dental Hygienist 27.46
12030 - EKG Technician 28.21
12035 - Electroneurodiagnostic Technologist 28.21
12040 - Emergency Medical Technician 17.55
12071 - Licensed Practical Nurse I 16.91
12072 - Licensed Practical Nurse II 18.91
12073 - Licensed Practical Nurse III 21.08
12100 - Medical Assistant 14.58
12130 - Medical Laboratory Technician 23.15
12160 - Medical Record Clerk 16.27
12190 - Medical Record Technician 18.33
12195 - Medical Transcriptionist 19.12
12210 - Nuclear Medicine Technologist 32.18
12221 - Nursing Assistant I 12.11
12222 - Nursing Assistant II 13.61
12223 - Nursing Assistant III 14.85
12224 - Nursing Assistant IV 16.68
12235 - Optical Dispenser 17.23
12236 - Optical Technician 16.91
12250 - Pharmacy Technician 14.82
12280 - Phlebotomist 15.86
12305 - Radiologic Technologist 23.87
12311 - Registered Nurse I 24.27
12312 - Registered Nurse II 29.69
12313 - Registered Nurse II Specialist 29.69
12314 - Registered Nurse III 35.91
12315 - Registered Nurse III Anesthetist 35.91

12316 - Registered Nurse IV		43.04
12317 - Scheduler (Drug and Alcohol Testing)		23.42
12320 - Substance Abuse Treatment Counselor		24.65
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.41
13012 - Exhibits Specialist II		25.28
13013 - Exhibits Specialist III		30.92
13041 - Illustrator I		20.41
13042 - Illustrator II		25.28
13043 - Illustrator III		30.92
13047 - Librarian		28.00
13050 - Library Aide/Clerk		12.33
13054 - Library Information Technology Systems Administrator		25.28
13058 - Library Technician		15.23
13061 - Media Specialist I		18.24
13062 - Media Specialist II		20.41
13063 - Media Specialist III		22.74
13071 - Photographer I		16.61
13072 - Photographer II		18.59
13073 - Photographer III		23.02
13074 - Photographer IV		28.17
13075 - Photographer V		34.08
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		18.93
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.51
14042 - Computer Operator II		19.58
14043 - Computer Operator III		21.85
14044 - Computer Operator IV		24.27
14045 - Computer Operator V		26.87
14071 - Computer Programmer I	(see 1)	23.88
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		17.51
14160 - Personal Computer Support Technician		24.27
14170 - System Support Specialist		33.23
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.29
15020 - Aircrew Training Devices Instructor (Rated)		34.23
15030 - Air Crew Training Devices Instructor (Pilot)		39.88
15050 - Computer Based Training Specialist / Instructor		29.28
15060 - Educational Technologist		38.92
15070 - Flight Instructor (Pilot)		39.88
15080 - Graphic Artist		22.41
15085 - Maintenance Test Pilot Fixed Jet/Prop		39.88

15086 - Maintenance Test Pilot Rotary Wing 39.88
15088 - Non-Maintenance Test/Co-Pilot 39.88
15090 - Technical Instructor 26.42
15095 - Technical Instructor/Course Developer 32.32
15110 - Test Proctor 21.33
15120 - Tutor 21.33
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.93
16030 - Counter Attendant 9.93
16040 - Dry Cleaner 11.88
16070 - Finisher Flatwork Machine 9.93
16090 - Presser Hand 9.93
16110 - Presser Machine Drycleaning 9.93
16130 - Presser Machine Shirts 9.93
16160 - Presser Machine Wearing Apparel Laundry 9.93
16190 - Sewing Machine Operator 12.54
16220 - Tailor 13.17
16250 - Washer Machine 10.72
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.94
19040 - Tool And Die Maker 26.63
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.91
21030 - Material Coordinator 25.81
21040 - Material Expediter 25.81
21050 - Material Handling Laborer 13.50
21071 - Order Filler 12.82
21080 - Production Line Worker (Food Processing) 16.91
21110 - Shipping Packer 16.37
21130 - Shipping/Receiving Clerk 16.37
21140 - Store Worker I 11.36
21150 - Stock Clerk 16.02
21210 - Tools And Parts Attendant 16.91
21410 - Warehouse Specialist 16.91
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.71
23019 - Aircraft Logs and Records Technician 22.73
23021 - Aircraft Mechanic I 27.93
23022 - Aircraft Mechanic II 29.71
23023 - Aircraft Mechanic III 31.50
23040 - Aircraft Mechanic Helper 19.24
23050 - Aircraft Painter 26.16
23060 - Aircraft Servicer 22.73
23070 - Aircraft Survival Flight Equipment Technician 26.16
23080 - Aircraft Worker 24.46
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.46
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.93
23110 - Appliance Mechanic 21.78

23120 - Bicycle Repairer	17.74
23125 - Cable Splicer	39.50
23130 - Carpenter Maintenance	20.91
23140 - Carpet Layer	20.34
23160 - Electrician Maintenance	22.75
23181 - Electronics Technician Maintenance I	23.04
23182 - Electronics Technician Maintenance II	24.64
23183 - Electronics Technician Maintenance III	26.31
23260 - Fabric Worker	19.22
23290 - Fire Alarm System Mechanic	22.60
23310 - Fire Extinguisher Repairer	17.74
23311 - Fuel Distribution System Mechanic	24.27
23312 - Fuel Distribution System Operator	18.24
23370 - General Maintenance Worker	18.87
23380 - Ground Support Equipment Mechanic	27.93
23381 - Ground Support Equipment Servicer	22.73
23382 - Ground Support Equipment Worker	24.46
23391 - Gunsmith I	17.74
23392 - Gunsmith II	20.68
23393 - Gunsmith III	23.61
23410 - Heating Ventilation And Air-Conditioning Mechanic	21.20
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	22.55
23430 - Heavy Equipment Mechanic	27.20
23440 - Heavy Equipment Operator	20.92
23460 - Instrument Mechanic	26.36
23465 - Laboratory/Shelter Mechanic	22.12
23470 - Laborer	13.50
23510 - Locksmith	21.73
23530 - Machinery Maintenance Mechanic	23.54
23550 - Machinist Maintenance	21.24
23580 - Maintenance Trades Helper	15.15
23591 - Metrology Technician I	26.36
23592 - Metrology Technician II	26.04
23593 - Metrology Technician III	27.57
23640 - Millwright	26.26
23710 - Office Appliance Repairer	23.33
23760 - Painter Maintenance	18.20
23790 - Pipefitter Maintenance	23.38
23810 - Plumber Maintenance	21.90
23820 - Pneudraulic Systems Mechanic	23.61
23850 - Rigger	23.60
23870 - Scale Mechanic	20.68
23890 - Sheet-Metal Worker Maintenance	21.42
23910 - Small Engine Mechanic	18.95
23931 - Telecommunications Mechanic I	31.16
23932 - Telecommunications Mechanic II	33.15
23950 - Telephone Lineman	22.82
23960 - Welder Combination Maintenance	19.53

23965 - Well Driller	21.66
23970 - Woodcraft Worker	23.61
23980 - Woodworker	17.74
24000 - Personal Needs Occupations	
24550 - Case Manager	16.26
24570 - Child Care Attendant	10.65
24580 - Child Care Center Clerk	15.30
24610 - Chore Aide	10.14
24620 - Family Readiness And Support Services Coordinator	16.26
24630 - Homemaker	19.50
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.46
25040 - Sewage Plant Operator	21.85
25070 - Stationary Engineer	22.46
25190 - Ventilation Equipment Tender	15.43
25210 - Water Treatment Plant Operator	21.85
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.89
27007 - Baggage Inspector	11.95
27008 - Corrections Officer	22.07
27010 - Court Security Officer	21.30
27030 - Detection Dog Handler	13.87
27040 - Detention Officer	22.07
27070 - Firefighter	23.09
27101 - Guard I	11.95
27102 - Guard II	13.87
27131 - Police Officer I	23.34
27132 - Police Officer II	25.94
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.70
28042 - Carnival Equipment Repairer	14.94
28043 - Carnival Worker	10.04
28210 - Gate Attendant/Gate Tender	14.49
28310 - Lifeguard	11.90
28350 - Park Attendant (Aide)	16.20
28510 - Recreation Aide/Health Facility Attendant	11.82
28515 - Recreation Specialist	20.07
28630 - Sports Official	12.90
28690 - Swimming Pool Operator	17.41
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.78
29020 - Hatch Tender	22.78
29030 - Line Handler	22.78
29041 - Stevedore I	21.18
29042 - Stevedore II	24.37
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.39
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.86
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.67

30021 - Archeological Technician I		19.61
30022 - Archeological Technician II		21.93
30023 - Archeological Technician III		27.17
30030 - Cartographic Technician		27.17
30040 - Civil Engineering Technician		23.17
30051 - Cryogenic Technician I		30.09
30052 - Cryogenic Technician II		33.24
30061 - Drafter/CAD Operator I		19.61
30062 - Drafter/CAD Operator II		21.93
30063 - Drafter/CAD Operator III		24.45
30064 - Drafter/CAD Operator IV		30.09
30081 - Engineering Technician I		15.87
30082 - Engineering Technician II		17.82
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		29.45
30095 - Evidence Control Specialist		27.17
30210 - Laboratory Technician		23.88
30221 - Latent Fingerprint Technician I		25.65
30222 - Latent Fingerprint Technician II		28.33
30240 - Mathematical Technician		27.58
30361 - Paralegal/Legal Assistant I		20.40
30362 - Paralegal/Legal Assistant II		25.27
30363 - Paralegal/Legal Assistant III		30.91
30364 - Paralegal/Legal Assistant IV		37.41
30375 - Petroleum Supply Specialist		33.24
30390 - Photo-Optics Technician		27.17
30395 - Radiation Control Technician		33.24
30461 - Technical Writer I		23.32
30462 - Technical Writer II		28.53
30463 - Technical Writer III		34.52
30491 - Unexploded Ordnance (UXO) Technician I		25.67
30492 - Unexploded Ordnance (UXO) Technician II		31.06
30493 - Unexploded Ordnance (UXO) Technician III		37.23
30494 - Unexploded (UXO) Safety Escort		25.67
30495 - Unexploded (UXO) Sweep Personnel		25.67
30501 - Weather Forecaster I		30.09
30502 - Weather Forecaster II		36.61
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	24.45
30621 - Weather Observer Senior	(see 2)	27.17
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		31.06
31020 - Bus Aide		11.36
31030 - Bus Driver		16.24
31043 - Driver Courier		14.18
31260 - Parking and Lot Attendant		10.36
31290 - Shuttle Bus Driver		14.79

31310 - Taxi Driver	12.08
31361 - Truckdriver Light	15.13
31362 - Truckdriver Medium	18.35
31363 - Truckdriver Heavy	22.96
31364 - Truckdriver Tractor-Trailer	22.96
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.14
99030 - Cashier	10.51
99050 - Desk Clerk	10.95
99095 - Embalmer	22.46
99130 - Flight Follower	25.67
99251 - Laboratory Animal Caretaker I	15.93
99252 - Laboratory Animal Caretaker II	17.47
99260 - Marketing Analyst	28.59
99310 - Mortician	22.46
99410 - Pest Controller	17.04
99510 - Photofinishing Worker	14.08
99710 - Recycling Laborer	18.71
99711 - Recycling Specialist	22.83
99730 - Refuse Collector	16.73
99810 - Sales Clerk	12.40
99820 - School Crossing Guard	12.01
99830 - Survey Party Chief	27.59
99831 - Surveying Aide	16.76
99832 - Surveying Technician	23.01
99840 - Vending Machine Attendant	15.10
99841 - Vending Machine Repairer	19.19
99842 - Vending Machine Repairer Helper	15.10

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: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick 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

Wage Determination No.: 2015-4592
Revision No.: 14
Date Of Last Revision: 05/03/2020

Daniel W. Simms
Director

Division of
Wage Determinations

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Alabama

Area: Alabama Counties of Bibb Blount Jefferson Shelby St Clair Walker

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		20.01
01013 - Accounting Clerk III		20.98
01020 - Administrative Assistant		29.37
01035 - Court Reporter		17.92
01041 - Customer Service Representative I		12.88
01042 - Customer Service Representative II		14.48
01043 - Customer Service Representative III		15.80
01051 - Data Entry Operator I		14.54
01052 - Data Entry Operator II		15.86
01060 - Dispatcher Motor Vehicle		18.97
01070 - Document Preparation Clerk		16.60

01090 - Duplicating Machine Operator 16.60
01111 - General Clerk I 13.41
01112 - General Clerk II 14.66
01113 - General Clerk III 16.52
01120 - Housing Referral Assistant 20.52
01141 - Messenger Courier 12.61
01191 - Order Clerk I 14.83
01192 - Order Clerk II 16.18
01261 - Personnel Assistant (Employment) I 17.24
01262 - Personnel Assistant (Employment) II 20.67
01263 - Personnel Assistant (Employment) III 24.58
01270 - Production Control Clerk 25.83
01290 - Rental Clerk 14.86
01300 - Scheduler Maintenance 16.45
01311 - Secretary I 16.45
01312 - Secretary II 18.26
01313 - Secretary III 20.52
01320 - Service Order Dispatcher 16.95
01410 - Supply Technician 29.37
01420 - Survey Worker 17.92
01460 - Switchboard Operator/Receptionist 14.12
01531 - Travel Clerk I 14.81
01532 - Travel Clerk II 15.82
01533 - Travel Clerk III 16.74
01611 - Word Processor I 14.76
01612 - Word Processor II 16.57
01613 - Word Processor III 18.54
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.85
05010 - Automotive Electrician 20.12
05040 - Automotive Glass Installer 18.81
05070 - Automotive Worker 18.81
05110 - Mobile Equipment Servicer 16.14
05130 - Motor Equipment Metal Mechanic 21.47
05160 - Motor Equipment Metal Worker 18.81
05190 - Motor Vehicle Mechanic 21.47
05220 - Motor Vehicle Mechanic Helper 14.80
05250 - Motor Vehicle Upholstery Worker 17.48
05280 - Motor Vehicle Wrecker 18.81
05310 - Painter Automotive 20.12
05340 - Radiator Repair Specialist 18.81
05370 - Tire Repairer 12.82
05400 - Transmission Repair Specialist 21.47
07000 - Food Preparation And Service Occupations
07010 - Baker 12.35
07041 - Cook I 10.45
07042 - Cook II 12.18
07070 - Dishwasher 9.64
07130 - Food Service Worker 10.65
07210 - Meat Cutter 15.15

07260 - Waiter/Waitress	9.26
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.98
09040 - Furniture Handler	11.76
09080 - Furniture Refinisher	19.51
09090 - Furniture Refinisher Helper	14.36
09110 - Furniture Repairer Minor	16.96
09130 - Upholsterer	21.75
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.62
11060 - Elevator Operator	11.27
11090 - Gardener	17.49
11122 - Housekeeping Aide	11.27
11150 - Janitor	11.27
11210 - Laborer Grounds Maintenance	13.15
11240 - Maid or Houseman	10.65
11260 - Pruner	11.76
11270 - Tractor Operator	16.04
11330 - Trail Maintenance Worker	13.15
11360 - Window Cleaner	12.60
12000 - Health Occupations	
12010 - Ambulance Driver	17.55
12011 - Breath Alcohol Technician	18.33
12012 - Certified Occupational Therapist Assistant	30.01
12015 - Certified Physical Therapist Assistant	28.29
12020 - Dental Assistant	17.26
12025 - Dental Hygienist	27.46
12030 - EKG Technician	28.21
12035 - Electroneurodiagnostic Technologist	28.21
12040 - Emergency Medical Technician	17.55
12071 - Licensed Practical Nurse I	16.38
12072 - Licensed Practical Nurse II	18.33
12073 - Licensed Practical Nurse III	20.43
12100 - Medical Assistant	14.51
12130 - Medical Laboratory Technician	23.14
12160 - Medical Record Clerk	15.54
12190 - Medical Record Technician	18.33
12195 - Medical Transcriptionist	19.12
12210 - Nuclear Medicine Technologist	30.91
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	16.85
12236 - Optical Technician	16.38
12250 - Pharmacy Technician	14.64
12280 - Phlebotomist	14.98
12305 - Radiologic Technologist	23.87
12311 - Registered Nurse I	24.27
12312 - Registered Nurse II	29.69

12313 - Registered Nurse II Specialist		29.69
12314 - Registered Nurse III		35.91
12315 - Registered Nurse III Anesthetist		35.91
12316 - Registered Nurse IV		43.04
12317 - Scheduler (Drug and Alcohol Testing)		22.70
12320 - Substance Abuse Treatment Counselor		22.99
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.41
13012 - Exhibits Specialist II		25.28
13013 - Exhibits Specialist III		30.92
13041 - Illustrator I		20.41
13042 - Illustrator II		25.28
13043 - Illustrator III		30.92
13047 - Librarian		28.00
13050 - Library Aide/Clerk		12.33
13054 - Library Information Technology Systems Administrator		25.28
13058 - Library Technician		15.23
13061 - Media Specialist I		18.24
13062 - Media Specialist II		20.41
13063 - Media Specialist III		22.74
13071 - Photographer I		16.61
13072 - Photographer II		18.59
13073 - Photographer III		23.02
13074 - Photographer IV		28.17
13075 - Photographer V		34.08
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		17.95
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.92
14042 - Computer Operator II		17.80
14043 - Computer Operator III		19.86
14044 - Computer Operator IV		22.06
14045 - Computer Operator V		24.43
14071 - Computer Programmer I	(see 1)	23.08
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.92
14160 - Personal Computer Support Technician		22.06
14170 - System Support Specialist		33.23
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.29
15020 - Aircrew Training Devices Instructor (Rated)		34.23
15030 - Air Crew Training Devices Instructor (Pilot)		38.85
15050 - Computer Based Training Specialist / Instructor		29.28
15060 - Educational Technologist		38.92

15070 - Flight Instructor (Pilot) 38.85
15080 - Graphic Artist 22.41
15085 - Maintenance Test Pilot Fixed Jet/Prop 37.00
15086 - Maintenance Test Pilot Rotary Wing 37.00
15088 - Non-Maintenance Test/Co-Pilot 37.00
15090 - Technical Instructor 26.42
15095 - Technical Instructor/Course Developer 32.32
15110 - Test Proctor 21.33
15120 - Tutor 21.33
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.63
16030 - Counter Attendant 9.63
16040 - Dry Cleaner 11.53
16070 - Finisher Flatwork Machine 9.63
16090 - Presser Hand 9.63
16110 - Presser Machine Drycleaning 9.63
16130 - Presser Machine Shirts 9.63
16160 - Presser Machine Wearing Apparel Laundry 9.63
16190 - Sewing Machine Operator 12.17
16220 - Tailor 12.78
16250 - Washer Machine 10.72
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.94
19040 - Tool And Die Maker 26.63
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.91
21030 - Material Coordinator 25.81
21040 - Material Expediter 25.81
21050 - Material Handling Laborer 13.35
21071 - Order Filler 12.82
21080 - Production Line Worker (Food Processing) 16.91
21110 - Shipping Packer 15.78
21130 - Shipping/Receiving Clerk 15.78
21140 - Store Worker I 11.36
21150 - Stock Clerk 16.02
21210 - Tools And Parts Attendant 16.91
21410 - Warehouse Specialist 16.91
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.05
23019 - Aircraft Logs and Records Technician 22.23
23021 - Aircraft Mechanic I 27.31
23022 - Aircraft Mechanic II 29.05
23023 - Aircraft Mechanic III 30.80
23040 - Aircraft Mechanic Helper 18.82
23050 - Aircraft Painter 25.58
23060 - Aircraft Servicer 22.23
23070 - Aircraft Survival Flight Equipment Technician 25.58
23080 - Aircraft Worker 23.92
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.92

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.31
23110 - Appliance Mechanic 21.78
23120 - Bicycle Repairer 17.45
23125 - Cable Splicer 35.97
23130 - Carpenter Maintenance 20.91
23140 - Carpet Layer 20.34
23160 - Electrician Maintenance 22.75
23181 - Electronics Technician Maintenance I 23.04
23182 - Electronics Technician Maintenance II 24.64
23183 - Electronics Technician Maintenance III 26.31
23260 - Fabric Worker 18.90
23290 - Fire Alarm System Mechanic 22.60
23310 - Fire Extinguisher Repairer 17.45
23311 - Fuel Distribution System Mechanic 24.08
23312 - Fuel Distribution System Operator 18.15
23370 - General Maintenance Worker 18.87
23380 - Ground Support Equipment Mechanic 27.31
23381 - Ground Support Equipment Servicer 22.23
23382 - Ground Support Equipment Worker 23.92
23391 - Gunsmith I 17.45
23392 - Gunsmith II 20.34
23393 - Gunsmith III 23.22
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.25
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.54
23430 - Heavy Equipment Mechanic 27.20
23440 - Heavy Equipment Operator 20.92
23460 - Instrument Mechanic 26.36
23465 - Laboratory/Shelter Mechanic 21.75
23470 - Laborer 13.35
23510 - Locksmith 19.75
23530 - Machinery Maintenance Mechanic 22.10
23550 - Machinist Maintenance 21.07
23580 - Maintenance Trades Helper 14.43
23591 - Metrology Technician I 26.36
23592 - Metrology Technician II 26.04
23593 - Metrology Technician III 27.57
23640 - Millwright 26.26
23710 - Office Appliance Repairer 21.21
23760 - Painter Maintenance 18.20
23790 - Pipefitter Maintenance 23.38
23810 - Plumber Maintenance 21.90
23820 - Pneudraulic Systems Mechanic 23.22
23850 - Rigger 21.45
23870 - Scale Mechanic 20.34
23890 - Sheet-Metal Worker Maintenance 20.94
23910 - Small Engine Mechanic 17.23
23931 - Telecommunications Mechanic I 30.21

23932 - Telecommunications Mechanic II	32.13
23950 - Telephone Lineman	22.82
23960 - Welder Combination Maintenance	19.53
23965 - Well Driller	21.66
23970 - Woodcraft Worker	23.22
23980 - Woodworker	17.45
24000 - Personal Needs Occupations	
24550 - Case Manager	16.26
24570 - Child Care Attendant	10.65
24580 - Child Care Center Clerk	15.30
24610 - Chore Aide	9.99
24620 - Family Readiness And Support Services Coordinator	16.26
24630 - Homemaker	19.50
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.46
25040 - Sewage Plant Operator	21.85
25070 - Stationary Engineer	22.46
25190 - Ventilation Equipment Tender	15.31
25210 - Water Treatment Plant Operator	21.85
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.48
27007 - Baggage Inspector	11.95
27008 - Corrections Officer	20.93
27010 - Court Security Officer	21.30
27030 - Detection Dog Handler	13.87
27040 - Detention Officer	20.93
27070 - Firefighter	23.09
27101 - Guard I	11.95
27102 - Guard II	13.87
27131 - Police Officer I	22.53
27132 - Police Officer II	25.03
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.70
28042 - Carnival Equipment Repairer	14.94
28043 - Carnival Worker	10.04
28210 - Gate Attendant/Gate Tender	13.40
28310 - Lifeguard	11.90
28350 - Park Attendant (Aide)	14.99
28510 - Recreation Aide/Health Facility Attendant	10.94
28515 - Recreation Specialist	18.56
28630 - Sports Official	11.93
28690 - Swimming Pool Operator	17.41
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.71
29020 - Hatch Tender	20.71
29030 - Line Handler	20.71
29041 - Stevedore I	19.25
29042 - Stevedore II	22.15
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 18.09
30022 - Archeological Technician II 20.24
30023 - Archeological Technician III 25.07
30030 - Cartographic Technician 25.07
30040 - Civil Engineering Technician 22.60
30051 - Cryogenic Technician I 27.77
30052 - Cryogenic Technician II 30.67
30061 - Drafter/CAD Operator I 18.09
30062 - Drafter/CAD Operator II 20.24
30063 - Drafter/CAD Operator III 22.57
30064 - Drafter/CAD Operator IV 27.77
30081 - Engineering Technician I 15.87
30082 - Engineering Technician II 17.82
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 29.45
30095 - Evidence Control Specialist 25.07
30210 - Laboratory Technician 23.88
30221 - Latent Fingerprint Technician I 24.27
30222 - Latent Fingerprint Technician II 26.81
30240 - Mathematical Technician 25.07
30361 - Paralegal/Legal Assistant I 19.43
30362 - Paralegal/Legal Assistant II 24.07
30363 - Paralegal/Legal Assistant III 29.45
30364 - Paralegal/Legal Assistant IV 35.63
30375 - Petroleum Supply Specialist 30.67
30390 - Photo-Optics Technician 25.07
30395 - Radiation Control Technician 30.67
30461 - Technical Writer I 23.32
30462 - Technical Writer II 28.53
30463 - Technical Writer III 34.52
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 27.77
30502 - Weather Forecaster II 33.78
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.57
30621 - Weather Observer Senior (see 2) 25.07
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 11.36
31030 - Bus Driver 16.24

31043 - Driver Courier	14.18
31260 - Parking and Lot Attendant	10.36
31290 - Shuttle Bus Driver	14.79
31310 - Taxi Driver	12.08
31361 - Truckdriver Light	14.79
31362 - Truckdriver Medium	18.35
31363 - Truckdriver Heavy	22.12
31364 - Truckdriver Tractor-Trailer	22.12
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.51
99050 - Desk Clerk	10.65
99095 - Embalmer	22.46
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	15.93
99252 - Laboratory Animal Caretaker II	17.47
99260 - Marketing Analyst	28.26
99310 - Mortician	22.46
99410 - Pest Controller	17.04
99510 - Photofinishing Worker	14.08
99710 - Recycling Laborer	18.24
99711 - Recycling Specialist	22.26
99730 - Refuse Collector	16.31
99810 - Sales Clerk	12.40
99820 - School Crossing Guard	12.01
99830 - Survey Party Chief	25.48
99831 - Surveying Aide	15.48
99832 - Surveying Technician	21.25
99840 - Vending Machine Attendant	14.48
99841 - Vending Machine Repairer	18.16
99842 - Vending Machine Repairer Helper	14.48

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 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.: 2015-4593
Revision No.: 15
Date Of Last Revision: 04/23/2021

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: Alabama

Area: Alabama County of Chilton

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.05
01012 - Accounting Clerk II		16.89
01013 - Accounting Clerk III		18.90
01020 - Administrative Assistant		29.51
01035 - Court Reporter		21.64
01041 - Customer Service Representative I		13.90
01042 - Customer Service Representative II		15.17
01043 - Customer Service Representative III		17.04
01051 - Data Entry Operator I		14.62
01052 - Data Entry Operator II		15.95
01060 - Dispatcher Motor Vehicle		18.04
01070 - Document Preparation Clerk		15.68
01090 - Duplicating Machine Operator		15.68
01111 - General Clerk I		12.51
01112 - General Clerk II		13.65

01113 - General Clerk III 15.32
01120 - Housing Referral Assistant 20.22
01141 - Messenger Courier 12.27
01191 - Order Clerk I 14.83
01192 - Order Clerk II 16.18
01261 - Personnel Assistant (Employment) I 16.90
01262 - Personnel Assistant (Employment) II 20.67
01263 - Personnel Assistant (Employment) III 24.58
01270 - Production Control Clerk 25.83
01290 - Rental Clerk 12.88
01300 - Scheduler Maintenance 16.22
01311 - Secretary I 16.22
01312 - Secretary II 18.14
01313 - Secretary III 20.22
01320 - Service Order Dispatcher 16.40
01410 - Supply Technician 29.51
01420 - Survey Worker 15.86
01460 - Switchboard Operator/Receptionist 14.12
01531 - Travel Clerk I 17.02
01532 - Travel Clerk II 18.15
01533 - Travel Clerk III 19.14
01611 - Word Processor I 15.64
01612 - Word Processor II 17.56
01613 - Word Processor III 19.64
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.85
05010 - Automotive Electrician 20.45
05040 - Automotive Glass Installer 19.12
05070 - Automotive Worker 19.12
05110 - Mobile Equipment Servicer 16.40
05130 - Motor Equipment Metal Mechanic 21.83
05160 - Motor Equipment Metal Worker 19.12
05190 - Motor Vehicle Mechanic 21.83
05220 - Motor Vehicle Mechanic Helper 15.04
05250 - Motor Vehicle Upholstery Worker 17.77
05280 - Motor Vehicle Wrecker 19.12
05310 - Painter Automotive 20.45
05340 - Radiator Repair Specialist 19.12
05370 - Tire Repairer 13.24
05400 - Transmission Repair Specialist 21.83
07000 - Food Preparation And Service Occupations
07010 - Baker 12.41
07041 - Cook I 10.45
07042 - Cook II 12.18
07070 - Dishwasher 9.64
07130 - Food Service Worker 10.65
07210 - Meat Cutter 15.15
07260 - Waiter/Waitress 9.52
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 16.78

09040 - Furniture Handler 11.76
09080 - Furniture Refinisher 19.51
09090 - Furniture Refinisher Helper 14.36
09110 - Furniture Repairer Minor 16.95
09130 - Upholsterer 20.48
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.90
11060 - Elevator Operator 11.47
11090 - Gardener 19.24
11122 - Housekeeping Aide 11.47
11150 - Janitor 11.47
11210 - Laborer Grounds Maintenance 14.47
11240 - Maid or Houseman 10.95
11260 - Pruner 12.94
11270 - Tractor Operator 17.64
11330 - Trail Maintenance Worker 14.47
11360 - Window Cleaner 12.83
12000 - Health Occupations
12010 - Ambulance Driver 16.62
12011 - Breath Alcohol Technician 18.91
12012 - Certified Occupational Therapist Assistant 32.99
12015 - Certified Physical Therapist Assistant 28.62
12020 - Dental Assistant 17.26
12025 - Dental Hygienist 30.67
12030 - EKG Technician 28.21
12035 - Electroneurodiagnostic Technologist 28.21
12040 - Emergency Medical Technician 16.62
12071 - Licensed Practical Nurse I 16.91
12072 - Licensed Practical Nurse II 18.91
12073 - Licensed Practical Nurse III 21.08
12100 - Medical Assistant 14.58
12130 - Medical Laboratory Technician 23.15
12160 - Medical Record Clerk 16.27
12190 - Medical Record Technician 18.33
12195 - Medical Transcriptionist 18.99
12210 - Nuclear Medicine Technologist 32.18
12221 - Nursing Assistant I 12.11
12222 - Nursing Assistant II 13.61
12223 - Nursing Assistant III 14.85
12224 - Nursing Assistant IV 16.68
12235 - Optical Dispenser 17.23
12236 - Optical Technician 16.91
12250 - Pharmacy Technician 14.82
12280 - Phlebotomist 15.86
12305 - Radiologic Technologist 23.45
12311 - Registered Nurse I 24.05
12312 - Registered Nurse II 29.43
12313 - Registered Nurse II Specialist 29.43
12314 - Registered Nurse III 35.61
12315 - Registered Nurse III Anesthetist 35.61

12316 - Registered Nurse IV		42.68
12317 - Scheduler (Drug and Alcohol Testing)		23.42
12320 - Substance Abuse Treatment Counselor		24.65
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.41
13012 - Exhibits Specialist II		25.28
13013 - Exhibits Specialist III		30.92
13041 - Illustrator I		20.41
13042 - Illustrator II		25.28
13043 - Illustrator III		30.92
13047 - Librarian		28.00
13050 - Library Aide/Clerk		12.33
13054 - Library Information Technology Systems Administrator		25.28
13058 - Library Technician		15.41
13061 - Media Specialist I		18.24
13062 - Media Specialist II		20.41
13063 - Media Specialist III		22.74
13071 - Photographer I		16.61
13072 - Photographer II		18.59
13073 - Photographer III		22.81
13074 - Photographer IV		27.90
13075 - Photographer V		33.76
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		18.93
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.16
14042 - Computer Operator II		19.20
14043 - Computer Operator III		21.41
14044 - Computer Operator IV		23.78
14045 - Computer Operator V		26.33
14071 - Computer Programmer I	(see 1)	23.88
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		17.16
14160 - Personal Computer Support Technician		23.98
14170 - System Support Specialist		33.23
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.18
15020 - Aircrew Training Devices Instructor (Rated)		34.10
15030 - Air Crew Training Devices Instructor (Pilot)		40.44
15050 - Computer Based Training Specialist / Instructor		28.18
15060 - Educational Technologist		40.12
15070 - Flight Instructor (Pilot)		40.44
15080 - Graphic Artist		21.37
15085 - Maintenance Test Pilot Fixed Jet/Prop		39.88

15086 - Maintenance Test Pilot Rotary Wing 39.88
15088 - Non-Maintenance Test/Co-Pilot 39.88
15090 - Technical Instructor 26.42
15095 - Technical Instructor/Course Developer 32.32
15110 - Test Proctor 21.33
15120 - Tutor 21.33
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.93
16030 - Counter Attendant 9.93
16040 - Dry Cleaner 11.88
16070 - Finisher Flatwork Machine 9.93
16090 - Presser Hand 9.93
16110 - Presser Machine Drycleaning 9.93
16130 - Presser Machine Shirts 9.93
16160 - Presser Machine Wearing Apparel Laundry 9.93
16190 - Sewing Machine Operator 12.54
16220 - Tailor 13.17
16250 - Washer Machine 10.59
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.94
19040 - Tool And Die Maker 26.63
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.91
21030 - Material Coordinator 25.56
21040 - Material Expediter 25.56
21050 - Material Handling Laborer 13.50
21071 - Order Filler 13.18
21080 - Production Line Worker (Food Processing) 16.91
21110 - Shipping Packer 16.37
21130 - Shipping/Receiving Clerk 16.37
21140 - Store Worker I 12.34
21150 - Stock Clerk 16.02
21210 - Tools And Parts Attendant 16.91
21410 - Warehouse Specialist 16.91
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.71
23019 - Aircraft Logs and Records Technician 22.73
23021 - Aircraft Mechanic I 27.93
23022 - Aircraft Mechanic II 29.71
23023 - Aircraft Mechanic III 31.50
23040 - Aircraft Mechanic Helper 19.24
23050 - Aircraft Painter 26.16
23060 - Aircraft Servicer 22.73
23070 - Aircraft Survival Flight Equipment Technician 26.16
23080 - Aircraft Worker 24.46
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.46
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.93
23110 - Appliance Mechanic 20.98

23120 - Bicycle Repairer 17.74
23125 - Cable Splicer 39.50
23130 - Carpenter Maintenance 20.91
23140 - Carpet Layer 20.34
23160 - Electrician Maintenance 22.75
23181 - Electronics Technician Maintenance I 23.04
23182 - Electronics Technician Maintenance II 24.64
23183 - Electronics Technician Maintenance III 26.31
23260 - Fabric Worker 19.22
23290 - Fire Alarm System Mechanic 21.97
23310 - Fire Extinguisher Repairer 17.74
23311 - Fuel Distribution System Mechanic 24.27
23312 - Fuel Distribution System Operator 18.24
23370 - General Maintenance Worker 18.87
23380 - Ground Support Equipment Mechanic 27.93
23381 - Ground Support Equipment Servicer 22.73
23382 - Ground Support Equipment Worker 24.46
23391 - Gunsmith I 17.74
23392 - Gunsmith II 20.68
23393 - Gunsmith III 23.61
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.20
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.55
23430 - Heavy Equipment Mechanic 27.20
23440 - Heavy Equipment Operator 20.92
23460 - Instrument Mechanic 23.61
23465 - Laboratory/Shelter Mechanic 22.12
23470 - Laborer 13.50
23510 - Locksmith 20.98
23530 - Machinery Maintenance Mechanic 23.54
23550 - Machinist Maintenance 21.24
23580 - Maintenance Trades Helper 15.15
23591 - Metrology Technician I 23.61
23592 - Metrology Technician II 25.12
23593 - Metrology Technician III 26.63
23640 - Millwright 26.26
23710 - Office Appliance Repairer 22.41
23760 - Painter Maintenance 18.20
23790 - Pipefitter Maintenance 23.38
23810 - Plumber Maintenance 21.90
23820 - Pneudraulic Systems Mechanic 23.61
23850 - Rigger 23.60
23870 - Scale Mechanic 20.68
23890 - Sheet-Metal Worker Maintenance 21.42
23910 - Small Engine Mechanic 18.95
23931 - Telecommunications Mechanic I 31.16
23932 - Telecommunications Mechanic II 33.15
23950 - Telephone Lineman 21.37
23960 - Welder Combination Maintenance 19.53

23965 - Well Driller	19.97
23970 - Woodcraft Worker	23.61
23980 - Woodworker	17.74
24000 - Personal Needs Occupations	
24550 - Case Manager	15.70
24570 - Child Care Attendant	10.31
24580 - Child Care Center Clerk	13.33
24610 - Chore Aide	10.14
24620 - Family Readiness And Support Services Coordinator	15.70
24630 - Homemaker	16.50
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.39
25040 - Sewage Plant Operator	21.85
25070 - Stationary Engineer	22.39
25190 - Ventilation Equipment Tender	15.43
25210 - Water Treatment Plant Operator	21.85
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.89
27007 - Baggage Inspector	11.92
27008 - Corrections Officer	22.07
27010 - Court Security Officer	21.30
27030 - Detection Dog Handler	13.41
27040 - Detention Officer	22.07
27070 - Firefighter	23.09
27101 - Guard I	11.92
27102 - Guard II	13.41
27131 - Police Officer I	23.34
27132 - Police Officer II	25.94
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.70
28042 - Carnival Equipment Repairer	14.94
28043 - Carnival Worker	10.04
28210 - Gate Attendant/Gate Tender	14.49
28310 - Lifeguard	11.40
28350 - Park Attendant (Aide)	16.20
28510 - Recreation Aide/Health Facility Attendant	11.82
28515 - Recreation Specialist	20.07
28630 - Sports Official	12.90
28690 - Swimming Pool Operator	17.41
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.78
29020 - Hatch Tender	22.78
29030 - Line Handler	22.78
29041 - Stevedore I	21.18
29042 - Stevedore II	24.37
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.39
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.86
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.67

30021 - Archeological Technician I		19.61
30022 - Archeological Technician II		21.93
30023 - Archeological Technician III		27.17
30030 - Cartographic Technician		27.17
30040 - Civil Engineering Technician		23.17
30051 - Cryogenic Technician I		30.09
30052 - Cryogenic Technician II		33.24
30061 - Drafter/CAD Operator I		19.61
30062 - Drafter/CAD Operator II		21.93
30063 - Drafter/CAD Operator III		24.45
30064 - Drafter/CAD Operator IV		30.09
30081 - Engineering Technician I		15.87
30082 - Engineering Technician II		17.82
30083 - Engineering Technician III		20.74
30084 - Engineering Technician IV		24.69
30085 - Engineering Technician V		30.21
30086 - Engineering Technician VI		36.55
30090 - Environmental Technician		29.45
30095 - Evidence Control Specialist		27.17
30210 - Laboratory Technician		23.88
30221 - Latent Fingerprint Technician I		25.65
30222 - Latent Fingerprint Technician II		28.33
30240 - Mathematical Technician		27.58
30361 - Paralegal/Legal Assistant I		20.40
30362 - Paralegal/Legal Assistant II		25.27
30363 - Paralegal/Legal Assistant III		30.91
30364 - Paralegal/Legal Assistant IV		37.41
30375 - Petroleum Supply Specialist		33.24
30390 - Photo-Optics Technician		27.17
30395 - Radiation Control Technician		33.24
30461 - Technical Writer I		23.32
30462 - Technical Writer II		28.53
30463 - Technical Writer III		34.52
30491 - Unexploded Ordnance (UXO) Technician I		25.67
30492 - Unexploded Ordnance (UXO) Technician II		31.06
30493 - Unexploded Ordnance (UXO) Technician III		37.23
30494 - Unexploded (UXO) Safety Escort		25.67
30495 - Unexploded (UXO) Sweep Personnel		25.67
30501 - Weather Forecaster I		30.09
30502 - Weather Forecaster II		36.61
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	24.45
30621 - Weather Observer Senior	(see 2)	27.17
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		31.06
31020 - Bus Aide		11.78
31030 - Bus Driver		15.41
31043 - Driver Courier		13.87
31260 - Parking and Lot Attendant		10.36
31290 - Shuttle Bus Driver		14.26

31310 - Taxi Driver	12.08
31361 - Truckdriver Light	15.13
31362 - Truckdriver Medium	16.39
31363 - Truckdriver Heavy	22.96
31364 - Truckdriver Tractor-Trailer	22.96
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.14
99030 - Cashier	10.48
99050 - Desk Clerk	10.95
99095 - Embalmer	24.48
99130 - Flight Follower	25.67
99251 - Laboratory Animal Caretaker I	12.78
99252 - Laboratory Animal Caretaker II	13.52
99260 - Marketing Analyst	28.59
99310 - Mortician	24.48
99410 - Pest Controller	16.48
99510 - Photofinishing Worker	13.49
99710 - Recycling Laborer	18.71
99711 - Recycling Specialist	22.83
99730 - Refuse Collector	16.73
99810 - Sales Clerk	12.37
99820 - School Crossing Guard	12.01
99830 - Survey Party Chief	24.08
99831 - Surveying Aide	16.02
99832 - Surveying Technician	21.90
99840 - Vending Machine Attendant	15.10
99841 - Vending Machine Repairer	19.19
99842 - Vending Machine Repairer Helper	15.10

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: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years and 4 after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4594
Revision No.: 14
Date Of Last Revision: 05/03/2020

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: Alabama

Area: Alabama County of Chilton

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.05
01012 - Accounting Clerk II		16.89
01013 - Accounting Clerk III		18.90
01020 - Administrative Assistant		29.37
01035 - Court Reporter		19.67
01041 - Customer Service Representative I		12.88
01042 - Customer Service Representative II		14.48
01043 - Customer Service Representative III		15.80
01051 - Data Entry Operator I		14.54
01052 - Data Entry Operator II		15.86
01060 - Dispatcher Motor Vehicle		18.04
01070 - Document Preparation Clerk		15.68

01090 - Duplicating Machine Operator 15.68
01111 - General Clerk I 12.51
01112 - General Clerk II 13.65
01113 - General Clerk III 15.32
01120 - Housing Referral Assistant 19.71
01141 - Messenger Courier 12.27
01191 - Order Clerk I 14.83
01192 - Order Clerk II 16.18
01261 - Personnel Assistant (Employment) I 16.90
01262 - Personnel Assistant (Employment) II 20.67
01263 - Personnel Assistant (Employment) III 24.58
01270 - Production Control Clerk 25.83
01290 - Rental Clerk 12.88
01300 - Scheduler Maintenance 15.80
01311 - Secretary I 15.80
01312 - Secretary II 17.68
01313 - Secretary III 19.71
01320 - Service Order Dispatcher 16.40
01410 - Supply Technician 29.37
01420 - Survey Worker 15.86
01460 - Switchboard Operator/Receptionist 14.12
01531 - Travel Clerk I 15.47
01532 - Travel Clerk II 16.50
01533 - Travel Clerk III 17.40
01611 - Word Processor I 14.76
01612 - Word Processor II 16.57
01613 - Word Processor III 18.54
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.85
05010 - Automotive Electrician 20.12
05040 - Automotive Glass Installer 18.81
05070 - Automotive Worker 18.81
05110 - Mobile Equipment Servicer 16.14
05130 - Motor Equipment Metal Mechanic 21.47
05160 - Motor Equipment Metal Worker 18.81
05190 - Motor Vehicle Mechanic 21.47
05220 - Motor Vehicle Mechanic Helper 14.80
05250 - Motor Vehicle Upholstery Worker 17.48
05280 - Motor Vehicle Wrecker 18.81
05310 - Painter Automotive 20.12
05340 - Radiator Repair Specialist 18.81
05370 - Tire Repairer 12.47
05400 - Transmission Repair Specialist 21.47
07000 - Food Preparation And Service Occupations
07010 - Baker 12.41
07041 - Cook I 10.45
07042 - Cook II 12.18
07070 - Dishwasher 9.64
07130 - Food Service Worker 10.65
07210 - Meat Cutter 15.15

07260 - Waiter/Waitress	9.52
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.39
09040 - Furniture Handler	11.76
09080 - Furniture Refinisher	19.51
09090 - Furniture Refinisher Helper	14.36
09110 - Furniture Repairer Minor	16.95
09130 - Upholsterer	20.48
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.62
11060 - Elevator Operator	11.27
11090 - Gardener	17.49
11122 - Housekeeping Aide	11.27
11150 - Janitor	11.27
11210 - Laborer Grounds Maintenance	13.15
11240 - Maid or Houseman	10.65
11260 - Pruner	11.76
11270 - Tractor Operator	16.04
11330 - Trail Maintenance Worker	13.15
11360 - Window Cleaner	12.60
12000 - Health Occupations	
12010 - Ambulance Driver	16.62
12011 - Breath Alcohol Technician	18.33
12012 - Certified Occupational Therapist Assistant	29.99
12015 - Certified Physical Therapist Assistant	28.29
12020 - Dental Assistant	17.26
12025 - Dental Hygienist	30.67
12030 - EKG Technician	28.21
12035 - Electroneurodiagnostic Technologist	28.21
12040 - Emergency Medical Technician	16.62
12071 - Licensed Practical Nurse I	16.38
12072 - Licensed Practical Nurse II	18.33
12073 - Licensed Practical Nurse III	20.43
12100 - Medical Assistant	14.51
12130 - Medical Laboratory Technician	21.69
12160 - Medical Record Clerk	15.54
12190 - Medical Record Technician	18.33
12195 - Medical Transcriptionist	18.99
12210 - Nuclear Medicine Technologist	31.38
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	17.08
12236 - Optical Technician	16.38
12250 - Pharmacy Technician	14.64
12280 - Phlebotomist	14.98
12305 - Radiologic Technologist	23.45
12311 - Registered Nurse I	24.05
12312 - Registered Nurse II	29.43

12313 - Registered Nurse II Specialist		29.43
12314 - Registered Nurse III		35.61
12315 - Registered Nurse III Anesthetist		35.61
12316 - Registered Nurse IV		42.68
12317 - Scheduler (Drug and Alcohol Testing)		22.70
12320 - Substance Abuse Treatment Counselor		22.99
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.41
13012 - Exhibits Specialist II		25.28
13013 - Exhibits Specialist III		30.92
13041 - Illustrator I		20.41
13042 - Illustrator II		25.28
13043 - Illustrator III		30.92
13047 - Librarian		28.00
13050 - Library Aide/Clerk		12.33
13054 - Library Information Technology Systems Administrator		25.28
13058 - Library Technician		15.41
13061 - Media Specialist I		18.24
13062 - Media Specialist II		20.41
13063 - Media Specialist III		22.74
13071 - Photographer I		16.61
13072 - Photographer II		18.59
13073 - Photographer III		22.65
13074 - Photographer IV		27.71
13075 - Photographer V		33.53
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		17.55
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.60
14042 - Computer Operator II		17.45
14043 - Computer Operator III		19.46
14044 - Computer Operator IV		21.62
14045 - Computer Operator V		23.94
14071 - Computer Programmer I	(see 1)	21.88
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		15.60
14160 - Personal Computer Support Technician		21.80
14170 - System Support Specialist		33.23
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.18
15020 - Aircrew Training Devices Instructor (Rated)		34.10
15030 - Air Crew Training Devices Instructor (Pilot)		40.44
15050 - Computer Based Training Specialist / Instructor		28.18
15060 - Educational Technologist		40.12

15070 - Flight Instructor (Pilot) 40.44
15080 - Graphic Artist 21.37
15085 - Maintenance Test Pilot Fixed Jet/Prop 37.00
15086 - Maintenance Test Pilot Rotary Wing 37.00
15088 - Non-Maintenance Test/Co-Pilot 37.00
15090 - Technical Instructor 26.42
15095 - Technical Instructor/Course Developer 32.32
15110 - Test Proctor 21.33
15120 - Tutor 21.33
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.63
16030 - Counter Attendant 9.63
16040 - Dry Cleaner 11.53
16070 - Finisher Flatwork Machine 9.63
16090 - Presser Hand 9.63
16110 - Presser Machine Drycleaning 9.63
16130 - Presser Machine Shirts 9.63
16160 - Presser Machine Wearing Apparel Laundry 9.63
16190 - Sewing Machine Operator 12.17
16220 - Tailor 12.78
16250 - Washer Machine 10.27
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.94
19040 - Tool And Die Maker 26.63
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.91
21030 - Material Coordinator 25.56
21040 - Material Expediter 25.56
21050 - Material Handling Laborer 13.35
21071 - Order Filler 13.18
21080 - Production Line Worker (Food Processing) 16.91
21110 - Shipping Packer 15.78
21130 - Shipping/Receiving Clerk 15.78
21140 - Store Worker I 12.34
21150 - Stock Clerk 16.02
21210 - Tools And Parts Attendant 16.91
21410 - Warehouse Specialist 16.91
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.05
23019 - Aircraft Logs and Records Technician 22.23
23021 - Aircraft Mechanic I 27.31
23022 - Aircraft Mechanic II 29.05
23023 - Aircraft Mechanic III 30.80
23040 - Aircraft Mechanic Helper 18.82
23050 - Aircraft Painter 25.58
23060 - Aircraft Servicer 22.23
23070 - Aircraft Survival Flight Equipment Technician 25.58
23080 - Aircraft Worker 23.92
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.92

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.31
23110 - Appliance Mechanic 20.98
23120 - Bicycle Repairer 16.42
23125 - Cable Splicer 35.97
23130 - Carpenter Maintenance 20.91
23140 - Carpet Layer 20.34
23160 - Electrician Maintenance 22.75
23181 - Electronics Technician Maintenance I 23.04
23182 - Electronics Technician Maintenance II 24.64
23183 - Electronics Technician Maintenance III 26.31
23260 - Fabric Worker 18.90
23290 - Fire Alarm System Mechanic 21.39
23310 - Fire Extinguisher Repairer 17.45
23311 - Fuel Distribution System Mechanic 23.10
23312 - Fuel Distribution System Operator 17.63
23370 - General Maintenance Worker 18.87
23380 - Ground Support Equipment Mechanic 27.31
23381 - Ground Support Equipment Servicer 22.23
23382 - Ground Support Equipment Worker 23.92
23391 - Gunsmith I 17.45
23392 - Gunsmith II 20.34
23393 - Gunsmith III 23.22
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.25
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.54
23430 - Heavy Equipment Mechanic 27.20
23440 - Heavy Equipment Operator 20.92
23460 - Instrument Mechanic 23.22
23465 - Laboratory/Shelter Mechanic 21.75
23470 - Laborer 13.35
23510 - Locksmith 19.07
23530 - Machinery Maintenance Mechanic 22.04
23550 - Machinist Maintenance 21.07
23580 - Maintenance Trades Helper 14.43
23591 - Metrology Technician I 23.22
23592 - Metrology Technician II 24.70
23593 - Metrology Technician III 26.19
23640 - Millwright 26.26
23710 - Office Appliance Repairer 20.37
23760 - Painter Maintenance 18.20
23790 - Pipefitter Maintenance 23.38
23810 - Plumber Maintenance 21.90
23820 - Pneudraulic Systems Mechanic 23.22
23850 - Rigger 21.45
23870 - Scale Mechanic 20.34
23890 - Sheet-Metal Worker Maintenance 20.94
23910 - Small Engine Mechanic 17.23
23931 - Telecommunications Mechanic I 29.89

23932 - Telecommunications Mechanic II	32.13
23950 - Telephone Lineman	20.69
23960 - Welder Combination Maintenance	19.53
23965 - Well Driller	19.97
23970 - Woodcraft Worker	23.22
23980 - Woodworker	17.45
24000 - Personal Needs Occupations	
24550 - Case Manager	15.70
24570 - Child Care Attendant	10.31
24580 - Child Care Center Clerk	13.33
24610 - Chore Aide	9.99
24620 - Family Readiness And Support Services Coordinator	15.70
24630 - Homemaker	16.50
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.22
25040 - Sewage Plant Operator	21.85
25070 - Stationary Engineer	22.22
25190 - Ventilation Equipment Tender	15.31
25210 - Water Treatment Plant Operator	21.85
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.48
27007 - Baggage Inspector	11.92
27008 - Corrections Officer	20.93
27010 - Court Security Officer	21.30
27030 - Detection Dog Handler	13.41
27040 - Detention Officer	20.93
27070 - Firefighter	23.09
27101 - Guard I	11.92
27102 - Guard II	13.41
27131 - Police Officer I	22.53
27132 - Police Officer II	25.03
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.70
28042 - Carnival Equipment Repairer	14.94
28043 - Carnival Worker	10.04
28210 - Gate Attendant/Gate Tender	14.46
28310 - Lifeguard	11.40
28350 - Park Attendant (Aide)	16.18
28510 - Recreation Aide/Health Facility Attendant	11.81
28515 - Recreation Specialist	18.56
28630 - Sports Official	12.89
28690 - Swimming Pool Operator	17.41
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.71
29020 - Hatch Tender	20.71
29030 - Line Handler	20.71
29041 - Stevedore I	19.25
29042 - Stevedore II	22.15
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 18.09
30022 - Archeological Technician II 20.15
30023 - Archeological Technician III 25.07
30030 - Cartographic Technician 25.07
30040 - Civil Engineering Technician 21.52
30051 - Cryogenic Technician I 27.77
30052 - Cryogenic Technician II 30.67
30061 - Drafter/CAD Operator I 18.09
30062 - Drafter/CAD Operator II 20.15
30063 - Drafter/CAD Operator III 22.57
30064 - Drafter/CAD Operator IV 27.77
30081 - Engineering Technician I 15.87
30082 - Engineering Technician II 17.82
30083 - Engineering Technician III 20.74
30084 - Engineering Technician IV 24.69
30085 - Engineering Technician V 30.21
30086 - Engineering Technician VI 36.55
30090 - Environmental Technician 29.45
30095 - Evidence Control Specialist 25.07
30210 - Laboratory Technician 23.88
30221 - Latent Fingerprint Technician I 24.27
30222 - Latent Fingerprint Technician II 26.81
30240 - Mathematical Technician 25.07
30361 - Paralegal/Legal Assistant I 19.43
30362 - Paralegal/Legal Assistant II 24.07
30363 - Paralegal/Legal Assistant III 29.45
30364 - Paralegal/Legal Assistant IV 35.63
30375 - Petroleum Supply Specialist 30.67
30390 - Photo-Optics Technician 25.07
30395 - Radiation Control Technician 30.67
30461 - Technical Writer I 23.32
30462 - Technical Writer II 28.53
30463 - Technical Writer III 34.52
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 27.77
30502 - Weather Forecaster II 33.78
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.57
30621 - Weather Observer Senior (see 2) 25.07
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 11.78
31030 - Bus Driver 15.41

31043 - Driver Courier	13.48
31260 - Parking and Lot Attendant	10.36
31290 - Shuttle Bus Driver	14.26
31310 - Taxi Driver	12.08
31361 - Truckdriver Light	14.26
31362 - Truckdriver Medium	16.02
31363 - Truckdriver Heavy	22.12
31364 - Truckdriver Tractor-Trailer	22.12
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.97
99050 - Desk Clerk	10.13
99095 - Embalmer	24.48
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.78
99252 - Laboratory Animal Caretaker II	13.52
99260 - Marketing Analyst	28.26
99310 - Mortician	24.48
99410 - Pest Controller	16.48
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	18.24
99711 - Recycling Specialist	22.26
99730 - Refuse Collector	16.31
99810 - Sales Clerk	12.37
99820 - School Crossing Guard	12.01
99830 - Survey Party Chief	21.89
99831 - Surveying Aide	14.56
99832 - Surveying Technician	19.91
99840 - Vending Machine Attendant	14.29
99841 - Vending Machine Repairer	18.16
99842 - Vending Machine Repairer Helper	14.29

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years and 4 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.: 2015-4595
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: Alabama

Area: Alabama Counties of Lawrence Morgan

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.95
01012 - Accounting Clerk II		15.67
01013 - Accounting Clerk III		17.52
01020 - Administrative Assistant		28.70
01035 - Court Reporter		17.59
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		12.84
01052 - Data Entry Operator II		14.01
01060 - Dispatcher Motor Vehicle		23.32
01070 - Document Preparation Clerk		14.01
01090 - Duplicating Machine Operator		14.01
01111 - General Clerk I		11.36
01112 - General Clerk II		12.39

01113 - General Clerk III	13.92
01120 - Housing Referral Assistant	19.62
01141 - Messenger Courier	11.42
01191 - Order Clerk I	13.20
01192 - Order Clerk II	15.27
01261 - Personnel Assistant (Employment) I	17.12
01262 - Personnel Assistant (Employment) II	19.15
01263 - Personnel Assistant (Employment) III	21.35
01270 - Production Control Clerk	28.77
01290 - Rental Clerk	12.97
01300 - Scheduler Maintenance	15.73
01311 - Secretary I	15.73
01312 - Secretary II	17.59
01313 - Secretary III	19.62
01320 - Service Order Dispatcher	20.85
01410 - Supply Technician	28.70
01420 - Survey Worker	17.16
01460 - Switchboard Operator/Receptionist	12.35
01531 - Travel Clerk I	11.72
01532 - Travel Clerk II	12.49
01533 - Travel Clerk III	13.26
01611 - Word Processor I	14.01
01612 - Word Processor II	15.73
01613 - Word Processor III	17.59
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	22.17
05010 - Automotive Electrician	18.61
05040 - Automotive Glass Installer	17.74
05070 - Automotive Worker	17.74
05110 - Mobile Equipment Servicer	16.08
05130 - Motor Equipment Metal Mechanic	19.47
05160 - Motor Equipment Metal Worker	17.74
05190 - Motor Vehicle Mechanic	19.38
05220 - Motor Vehicle Mechanic Helper	14.88
05250 - Motor Vehicle Upholstery Worker	16.93
05280 - Motor Vehicle Wrecker	17.74
05310 - Painter Automotive	18.52
05340 - Radiator Repair Specialist	17.74
05370 - Tire Repairer	14.03
05400 - Transmission Repair Specialist	19.47
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.47
07041 - Cook I	9.35
07042 - Cook II	10.45
07070 - Dishwasher	8.96
07130 - Food Service Worker	9.47
07210 - Meat Cutter	14.21
07260 - Waiter/Waitress	8.89
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.95

09040 - Furniture Handler 15.00
09080 - Furniture Refinisher 19.95
09090 - Furniture Refinisher Helper 17.44
09110 - Furniture Repairer Minor 19.34
09130 - Upholsterer 19.95
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.40
11060 - Elevator Operator 12.40
11090 - Gardener 17.40
11122 - Housekeeping Aide 11.41
11150 - Janitor 11.41
11210 - Laborer Grounds Maintenance 14.00
11240 - Maid or Houseman 9.22
11260 - Pruner 12.65
11270 - Tractor Operator 16.29
11330 - Trail Maintenance Worker 14.00
11360 - Window Cleaner 12.62
12000 - Health Occupations
12010 - Ambulance Driver 17.58
12011 - Breath Alcohol Technician 17.58
12012 - Certified Occupational Therapist Assistant 24.14
12015 - Certified Physical Therapist Assistant 28.19
12020 - Dental Assistant 17.38
12025 - Dental Hygienist 23.81
12030 - EKG Technician 26.64
12035 - Electroneurodiagnostic Technologist 26.64
12040 - Emergency Medical Technician 17.58
12071 - Licensed Practical Nurse I 15.72
12072 - Licensed Practical Nurse II 17.58
12073 - Licensed Practical Nurse III 19.60
12100 - Medical Assistant 12.99
12130 - Medical Laboratory Technician 18.71
12160 - Medical Record Clerk 14.45
12190 - Medical Record Technician 16.16
12195 - Medical Transcriptionist 15.72
12210 - Nuclear Medicine Technologist 38.64
12221 - Nursing Assistant I 11.42
12222 - Nursing Assistant II 12.84
12223 - Nursing Assistant III 14.02
12224 - Nursing Assistant IV 15.74
12235 - Optical Dispenser 17.58
12236 - Optical Technician 15.72
12250 - Pharmacy Technician 14.48
12280 - Phlebotomist 15.69
12305 - Radiologic Technologist 26.35
12311 - Registered Nurse I 24.60
12312 - Registered Nurse II 30.10
12313 - Registered Nurse II Specialist 30.10
12314 - Registered Nurse III 36.41
12315 - Registered Nurse III Anesthetist 36.41

12316 - Registered Nurse IV		43.64
12317 - Scheduler (Drug and Alcohol Testing)		21.78
12320 - Substance Abuse Treatment Counselor		21.75
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.27
13012 - Exhibits Specialist II		25.11
13013 - Exhibits Specialist III		30.73
13041 - Illustrator I		20.27
13042 - Illustrator II		25.11
13043 - Illustrator III		30.73
13047 - Librarian		27.82
13050 - Library Aide/Clerk		15.94
13054 - Library Information Technology Systems Administrator		25.11
13058 - Library Technician		19.53
13061 - Media Specialist I		18.12
13062 - Media Specialist II		20.27
13063 - Media Specialist III		22.60
13071 - Photographer I		18.12
13072 - Photographer II		20.27
13073 - Photographer III		25.11
13074 - Photographer IV		30.73
13075 - Photographer V		37.17
13090 - Technical Order Library Clerk		15.76
13110 - Video Teleconference Technician		18.12
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.55
14042 - Computer Operator II		19.13
14043 - Computer Operator III		20.49
14044 - Computer Operator IV		26.16
14045 - Computer Operator V		27.62
14071 - Computer Programmer I	(see 1)	25.00
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.55
14160 - Personal Computer Support Technician		26.16
14170 - System Support Specialist		27.62
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.33
15020 - Aircrew Training Devices Instructor (Rated)		37.90
15030 - Air Crew Training Devices Instructor (Pilot)		44.48
15050 - Computer Based Training Specialist / Instructor		31.33
15060 - Educational Technologist		31.33
15070 - Flight Instructor (Pilot)		44.48
15080 - Graphic Artist		35.44
15085 - Maintenance Test Pilot Fixed Jet/Prop		45.43

15086 - Maintenance Test Pilot Rotary Wing 45.43
15088 - Non-Maintenance Test/Co-Pilot 45.43
15090 - Technical Instructor 30.46
15095 - Technical Instructor/Course Developer 37.22
15110 - Test Proctor 27.65
15120 - Tutor 27.65
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.66
16030 - Counter Attendant 9.66
16040 - Dry Cleaner 12.13
16070 - Finisher Flatwork Machine 9.66
16090 - Presser Hand 9.66
16110 - Presser Machine Drycleaning 9.66
16130 - Presser Machine Shirts 9.66
16160 - Presser Machine Wearing Apparel Laundry 9.66
16190 - Sewing Machine Operator 12.82
16220 - Tailor 13.51
16250 - Washer Machine 10.47
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.44
19040 - Tool And Die Maker 29.82
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.30
21030 - Material Coordinator 28.77
21040 - Material Expediter 28.77
21050 - Material Handling Laborer 11.69
21071 - Order Filler 11.61
21080 - Production Line Worker (Food Processing) 16.30
21110 - Shipping Packer 14.32
21130 - Shipping/Receiving Clerk 14.32
21140 - Store Worker I 13.73
21150 - Stock Clerk 18.59
21210 - Tools And Parts Attendant 16.30
21410 - Warehouse Specialist 16.30
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.71
23019 - Aircraft Logs and Records Technician 19.63
23021 - Aircraft Mechanic I 22.73
23022 - Aircraft Mechanic II 23.71
23023 - Aircraft Mechanic III 24.65
23040 - Aircraft Mechanic Helper 17.47
23050 - Aircraft Painter 21.73
23060 - Aircraft Servicer 19.63
23070 - Aircraft Survival Flight Equipment Technician 21.73
23080 - Aircraft Worker 20.60
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.60
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.73
23110 - Appliance Mechanic 21.73

23120 - Bicycle Repairer 18.41
23125 - Cable Splicer 23.91
23130 - Carpenter Maintenance 20.02
23140 - Carpet Layer 20.60
23160 - Electrician Maintenance 23.21
23181 - Electronics Technician Maintenance I 28.46
23182 - Electronics Technician Maintenance II 31.71
23183 - Electronics Technician Maintenance III 33.53
23260 - Fabric Worker 19.63
23290 - Fire Alarm System Mechanic 22.73
23310 - Fire Extinguisher Repairer 18.67
23311 - Fuel Distribution System Mechanic 22.73
23312 - Fuel Distribution System Operator 18.67
23370 - General Maintenance Worker 19.41
23380 - Ground Support Equipment Mechanic 22.73
23381 - Ground Support Equipment Servicer 19.63
23382 - Ground Support Equipment Worker 20.60
23391 - Gunsmith I 18.67
23392 - Gunsmith II 20.60
23393 - Gunsmith III 22.73
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.24
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.35
23430 - Heavy Equipment Mechanic 24.59
23440 - Heavy Equipment Operator 19.66
23460 - Instrument Mechanic 23.50
23465 - Laboratory/Shelter Mechanic 21.73
23470 - Laborer 11.69
23510 - Locksmith 21.73
23530 - Machinery Maintenance Mechanic 31.04
23550 - Machinist Maintenance 25.13
23580 - Maintenance Trades Helper 17.18
23591 - Metrology Technician I 23.50
23592 - Metrology Technician II 24.50
23593 - Metrology Technician III 25.48
23640 - Millwright 25.01
23710 - Office Appliance Repairer 22.90
23760 - Painter Maintenance 21.45
23790 - Pipefitter Maintenance 23.16
23810 - Plumber Maintenance 22.13
23820 - Pneudraulic Systems Mechanic 22.73
23850 - Rigger 22.73
23870 - Scale Mechanic 20.60
23890 - Sheet-Metal Worker Maintenance 21.74
23910 - Small Engine Mechanic 20.60
23931 - Telecommunications Mechanic I 27.69
23932 - Telecommunications Mechanic II 28.88
23950 - Telephone Lineman 22.73
23960 - Welder Combination Maintenance 20.55

23965 - Well Driller	22.73
23970 - Woodcraft Worker	22.73
23980 - Woodworker	18.67
24000 - Personal Needs Occupations	
24550 - Case Manager	13.87
24570 - Child Care Attendant	8.76
24580 - Child Care Center Clerk	10.92
24610 - Chore Aide	10.19
24620 - Family Readiness And Support Services Coordinator	13.87
24630 - Homemaker	13.87
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.73
25040 - Sewage Plant Operator	24.61
25070 - Stationary Engineer	22.73
25190 - Ventilation Equipment Tender	17.47
25210 - Water Treatment Plant Operator	24.61
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.59
27007 - Baggage Inspector	17.46
27008 - Corrections Officer	15.28
27010 - Court Security Officer	18.85
27030 - Detection Dog Handler	21.82
27040 - Detention Officer	15.28
27070 - Firefighter	20.35
27101 - Guard I	17.46
27102 - Guard II	21.82
27131 - Police Officer I	20.99
27132 - Police Officer II	23.32
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.12
28042 - Carnival Equipment Repairer	11.68
28043 - Carnival Worker	9.22
28210 - Gate Attendant/Gate Tender	15.04
28310 - Lifeguard	13.40
28350 - Park Attendant (Aide)	16.82
28510 - Recreation Aide/Health Facility Attendant	12.28
28515 - Recreation Specialist	20.52
28630 - Sports Official	13.40
28690 - Swimming Pool Operator	20.83
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.42
29020 - Hatch Tender	21.42
29030 - Line Handler	21.42
29041 - Stevedore I	20.45
29042 - Stevedore II	22.46
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	41.22
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	28.43
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	31.31

30021 - Archeological Technician I		18.60
30022 - Archeological Technician II		20.81
30023 - Archeological Technician III		25.48
30030 - Cartographic Technician		25.48
30040 - Civil Engineering Technician		22.83
30051 - Cryogenic Technician I		27.23
30052 - Cryogenic Technician II		30.07
30061 - Drafter/CAD Operator I		18.60
30062 - Drafter/CAD Operator II		20.81
30063 - Drafter/CAD Operator III		23.21
30064 - Drafter/CAD Operator IV		28.55
30081 - Engineering Technician I		15.98
30082 - Engineering Technician II		18.00
30083 - Engineering Technician III		21.00
30084 - Engineering Technician IV		28.62
30085 - Engineering Technician V		33.81
30086 - Engineering Technician VI		40.89
30090 - Environmental Technician		25.48
30095 - Evidence Control Specialist		22.35
30210 - Laboratory Technician		25.18
30221 - Latent Fingerprint Technician I		27.23
30222 - Latent Fingerprint Technician II		30.07
30240 - Mathematical Technician		25.48
30361 - Paralegal/Legal Assistant I		18.54
30362 - Paralegal/Legal Assistant II		22.98
30363 - Paralegal/Legal Assistant III		28.11
30364 - Paralegal/Legal Assistant IV		34.01
30375 - Petroleum Supply Specialist		27.34
30390 - Photo-Optics Technician		25.48
30395 - Radiation Control Technician		27.34
30461 - Technical Writer I		22.35
30462 - Technical Writer II		27.34
30463 - Technical Writer III		33.07
30491 - Unexploded Ordnance (UXO) Technician I		26.20
30492 - Unexploded Ordnance (UXO) Technician II		31.70
30493 - Unexploded Ordnance (UXO) Technician III		38.00
30494 - Unexploded (UXO) Safety Escort		26.20
30495 - Unexploded (UXO) Sweep Personnel		26.20
30501 - Weather Forecaster I		27.23
30502 - Weather Forecaster II		33.12
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.21
30621 - Weather Observer Senior	(see 2)	25.48
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		31.70
31020 - Bus Aide		14.98
31030 - Bus Driver		19.60
31043 - Driver Courier		14.96
31260 - Parking and Lot Attendant		13.54
31290 - Shuttle Bus Driver		16.25

31310 - Taxi Driver	14.51
31361 - Truckdriver Light	16.25
31362 - Truckdriver Medium	16.82
31363 - Truckdriver Heavy	20.59
31364 - Truckdriver Tractor-Trailer	20.59
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.46
99030 - Cashier	9.65
99050 - Desk Clerk	10.50
99095 - Embalmer	26.20
99130 - Flight Follower	26.20
99251 - Laboratory Animal Caretaker I	13.87
99252 - Laboratory Animal Caretaker II	20.42
99260 - Marketing Analyst	31.89
99310 - Mortician	26.20
99410 - Pest Controller	19.14
99510 - Photofinishing Worker	13.77
99710 - Recycling Laborer	19.43
99711 - Recycling Specialist	22.63
99730 - Refuse Collector	17.56
99810 - Sales Clerk	11.63
99820 - School Crossing Guard	15.33
99830 - Survey Party Chief	20.51
99831 - Surveying Aide	12.64
99832 - Surveying Technician	17.29
99840 - Vending Machine Attendant	19.75
99841 - Vending Machine Repairer	23.31
99842 - Vending Machine Repairer Helper	19.75

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years and 4 after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4596
Revision No.: 14
Date Of Last Revision: 06/18/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Alabama

Area: Alabama Counties of Lawrence Morgan

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.95
01012 - Accounting Clerk II		15.67
01013 - Accounting Clerk III		17.52
01020 - Administrative Assistant		28.70
01035 - Court Reporter		17.59
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		12.84
01052 - Data Entry Operator II		14.01
01060 - Dispatcher Motor Vehicle		23.32
01070 - Document Preparation Clerk		14.01

01090 - Duplicating Machine Operator	14.01
01111 - General Clerk I	11.36
01112 - General Clerk II	12.39
01113 - General Clerk III	13.92
01120 - Housing Referral Assistant	19.62
01141 - Messenger Courier	11.42
01191 - Order Clerk I	13.20
01192 - Order Clerk II	15.27
01261 - Personnel Assistant (Employment) I	17.12
01262 - Personnel Assistant (Employment) II	19.15
01263 - Personnel Assistant (Employment) III	21.35
01270 - Production Control Clerk	28.77
01290 - Rental Clerk	12.97
01300 - Scheduler Maintenance	15.73
01311 - Secretary I	15.73
01312 - Secretary II	17.59
01313 - Secretary III	19.62
01320 - Service Order Dispatcher	20.85
01410 - Supply Technician	28.70
01420 - Survey Worker	17.16
01460 - Switchboard Operator/Receptionist	12.35
01531 - Travel Clerk I	11.72
01532 - Travel Clerk II	12.49
01533 - Travel Clerk III	13.26
01611 - Word Processor I	14.01
01612 - Word Processor II	15.73
01613 - Word Processor III	17.59
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	22.17
05010 - Automotive Electrician	18.61
05040 - Automotive Glass Installer	17.74
05070 - Automotive Worker	17.74
05110 - Mobile Equipment Servicer	16.08
05130 - Motor Equipment Metal Mechanic	19.47
05160 - Motor Equipment Metal Worker	17.74
05190 - Motor Vehicle Mechanic	19.38
05220 - Motor Vehicle Mechanic Helper	14.88
05250 - Motor Vehicle Upholstery Worker	16.93
05280 - Motor Vehicle Wrecker	17.74
05310 - Painter Automotive	18.52
05340 - Radiator Repair Specialist	17.74
05370 - Tire Repairer	14.03
05400 - Transmission Repair Specialist	19.47
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.47
07041 - Cook I	9.35
07042 - Cook II	10.45
07070 - Dishwasher	8.96
07130 - Food Service Worker	9.47
07210 - Meat Cutter	14.21

07260 - Waiter/Waitress	8.89
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.95
09040 - Furniture Handler	15.00
09080 - Furniture Refinisher	19.95
09090 - Furniture Refinisher Helper	17.44
09110 - Furniture Repairer Minor	19.34
09130 - Upholsterer	19.95
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.40
11060 - Elevator Operator	12.40
11090 - Gardener	17.40
11122 - Housekeeping Aide	11.41
11150 - Janitor	11.41
11210 - Laborer Grounds Maintenance	14.00
11240 - Maid or Houseman	9.22
11260 - Pruner	12.65
11270 - Tractor Operator	16.29
11330 - Trail Maintenance Worker	14.00
11360 - Window Cleaner	12.62
12000 - Health Occupations	
12010 - Ambulance Driver	17.58
12011 - Breath Alcohol Technician	17.58
12012 - Certified Occupational Therapist Assistant	24.14
12015 - Certified Physical Therapist Assistant	28.19
12020 - Dental Assistant	17.38
12025 - Dental Hygienist	23.81
12030 - EKG Technician	26.64
12035 - Electroneurodiagnostic Technologist	26.64
12040 - Emergency Medical Technician	17.58
12071 - Licensed Practical Nurse I	15.72
12072 - Licensed Practical Nurse II	17.58
12073 - Licensed Practical Nurse III	19.60
12100 - Medical Assistant	12.99
12130 - Medical Laboratory Technician	18.71
12160 - Medical Record Clerk	14.45
12190 - Medical Record Technician	16.16
12195 - Medical Transcriptionist	15.72
12210 - Nuclear Medicine Technologist	38.64
12221 - Nursing Assistant I	11.42
12222 - Nursing Assistant II	12.84
12223 - Nursing Assistant III	14.02
12224 - Nursing Assistant IV	15.74
12235 - Optical Dispenser	17.58
12236 - Optical Technician	15.72
12250 - Pharmacy Technician	14.48
12280 - Phlebotomist	15.69
12305 - Radiologic Technologist	26.35
12311 - Registered Nurse I	24.60
12312 - Registered Nurse II	30.10

12313 - Registered Nurse II Specialist		30.10
12314 - Registered Nurse III		36.41
12315 - Registered Nurse III Anesthetist		36.41
12316 - Registered Nurse IV		43.64
12317 - Scheduler (Drug and Alcohol Testing)		21.78
12320 - Substance Abuse Treatment Counselor		21.75
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.27
13012 - Exhibits Specialist II		25.11
13013 - Exhibits Specialist III		30.73
13041 - Illustrator I		20.27
13042 - Illustrator II		25.11
13043 - Illustrator III		30.73
13047 - Librarian		27.82
13050 - Library Aide/Clerk		15.94
13054 - Library Information Technology Systems Administrator		25.11
13058 - Library Technician		19.53
13061 - Media Specialist I		18.12
13062 - Media Specialist II		20.27
13063 - Media Specialist III		22.60
13071 - Photographer I		18.12
13072 - Photographer II		20.27
13073 - Photographer III		25.11
13074 - Photographer IV		30.73
13075 - Photographer V		37.17
13090 - Technical Order Library Clerk		15.76
13110 - Video Teleconference Technician		18.12
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.55
14042 - Computer Operator II		19.13
14043 - Computer Operator III		20.49
14044 - Computer Operator IV		26.16
14045 - Computer Operator V		27.62
14071 - Computer Programmer I	(see 1)	25.00
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.55
14160 - Personal Computer Support Technician		26.16
14170 - System Support Specialist		27.62
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.33
15020 - Aircrew Training Devices Instructor (Rated)		37.90
15030 - Air Crew Training Devices Instructor (Pilot)		44.48
15050 - Computer Based Training Specialist / Instructor		31.33
15060 - Educational Technologist		31.33

15070 - Flight Instructor (Pilot) 44.48
15080 - Graphic Artist 35.44
15085 - Maintenance Test Pilot Fixed Jet/Prop 45.43
15086 - Maintenance Test Pilot Rotary Wing 45.43
15088 - Non-Maintenance Test/Co-Pilot 45.43
15090 - Technical Instructor 30.46
15095 - Technical Instructor/Course Developer 37.22
15110 - Test Proctor 27.65
15120 - Tutor 27.65
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.66
16030 - Counter Attendant 9.66
16040 - Dry Cleaner 12.13
16070 - Finisher Flatwork Machine 9.66
16090 - Presser Hand 9.66
16110 - Presser Machine Drycleaning 9.66
16130 - Presser Machine Shirts 9.66
16160 - Presser Machine Wearing Apparel Laundry 9.66
16190 - Sewing Machine Operator 12.82
16220 - Tailor 13.51
16250 - Washer Machine 10.47
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.44
19040 - Tool And Die Maker 29.82
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.30
21030 - Material Coordinator 28.77
21040 - Material Expediter 28.77
21050 - Material Handling Laborer 11.69
21071 - Order Filler 11.61
21080 - Production Line Worker (Food Processing) 16.30
21110 - Shipping Packer 14.32
21130 - Shipping/Receiving Clerk 14.32
21140 - Store Worker I 13.73
21150 - Stock Clerk 18.59
21210 - Tools And Parts Attendant 16.30
21410 - Warehouse Specialist 16.30
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.71
23019 - Aircraft Logs and Records Technician 19.63
23021 - Aircraft Mechanic I 22.73
23022 - Aircraft Mechanic II 23.71
23023 - Aircraft Mechanic III 24.65
23040 - Aircraft Mechanic Helper 17.47
23050 - Aircraft Painter 21.73
23060 - Aircraft Servicer 19.63
23070 - Aircraft Survival Flight Equipment Technician 21.73
23080 - Aircraft Worker 20.60
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.60

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.73
23110 - Appliance Mechanic 21.73
23120 - Bicycle Repairer 18.41
23125 - Cable Splicer 23.91
23130 - Carpenter Maintenance 20.02
23140 - Carpet Layer 20.60
23160 - Electrician Maintenance 23.21
23181 - Electronics Technician Maintenance I 28.46
23182 - Electronics Technician Maintenance II 31.71
23183 - Electronics Technician Maintenance III 33.53
23260 - Fabric Worker 19.63
23290 - Fire Alarm System Mechanic 22.73
23310 - Fire Extinguisher Repairer 18.67
23311 - Fuel Distribution System Mechanic 22.73
23312 - Fuel Distribution System Operator 18.67
23370 - General Maintenance Worker 19.41
23380 - Ground Support Equipment Mechanic 22.73
23381 - Ground Support Equipment Servicer 19.63
23382 - Ground Support Equipment Worker 20.60
23391 - Gunsmith I 18.67
23392 - Gunsmith II 20.60
23393 - Gunsmith III 22.73
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.24
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.35
23430 - Heavy Equipment Mechanic 24.59
23440 - Heavy Equipment Operator 19.66
23460 - Instrument Mechanic 23.50
23465 - Laboratory/Shelter Mechanic 21.73
23470 - Laborer 11.69
23510 - Locksmith 21.73
23530 - Machinery Maintenance Mechanic 31.04
23550 - Machinist Maintenance 25.13
23580 - Maintenance Trades Helper 17.18
23591 - Metrology Technician I 23.50
23592 - Metrology Technician II 24.50
23593 - Metrology Technician III 25.48
23640 - Millwright 25.01
23710 - Office Appliance Repairer 22.90
23760 - Painter Maintenance 21.45
23790 - Pipefitter Maintenance 23.16
23810 - Plumber Maintenance 22.13
23820 - Pneudraulic Systems Mechanic 22.73
23850 - Rigger 22.73
23870 - Scale Mechanic 20.60
23890 - Sheet-Metal Worker Maintenance 21.74
23910 - Small Engine Mechanic 20.60
23931 - Telecommunications Mechanic I 27.69

23932 - Telecommunications Mechanic II 28.88
23950 - Telephone Lineman 22.73
23960 - Welder Combination Maintenance 20.55
23965 - Well Driller 22.73
23970 - Woodcraft Worker 22.73
23980 - Woodworker 18.67
24000 - Personal Needs Occupations
24550 - Case Manager 13.87
24570 - Child Care Attendant 8.76
24580 - Child Care Center Clerk 10.92
24610 - Chore Aide 10.19
24620 - Family Readiness And Support Services Coordinator 13.87
24630 - Homemaker 13.87
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 22.73
25040 - Sewage Plant Operator 24.61
25070 - Stationary Engineer 22.73
25190 - Ventilation Equipment Tender 17.47
25210 - Water Treatment Plant Operator 24.61
27000 - Protective Service Occupations
27004 - Alarm Monitor 17.59
27007 - Baggage Inspector 17.46
27008 - Corrections Officer 15.28
27010 - Court Security Officer 18.85
27030 - Detection Dog Handler 21.82
27040 - Detention Officer 15.28
27070 - Firefighter 20.35
27101 - Guard I 17.46
27102 - Guard II 21.82
27131 - Police Officer I 20.99
27132 - Police Officer II 23.32
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 11.12
28042 - Carnival Equipment Repairer 11.68
28043 - Carnival Worker 9.22
28210 - Gate Attendant/Gate Tender 15.04
28310 - Lifeguard 13.40
28350 - Park Attendant (Aide) 16.82
28510 - Recreation Aide/Health Facility Attendant 12.28
28515 - Recreation Specialist 20.52
28630 - Sports Official 13.40
28690 - Swimming Pool Operator 20.83
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 21.42
29020 - Hatch Tender 21.42
29030 - Line Handler 21.42
29041 - Stevedore I 20.45
29042 - Stevedore II 22.46
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 41.22
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 28.43
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 31.31
30021 - Archeological Technician I 18.60
30022 - Archeological Technician II 20.81
30023 - Archeological Technician III 25.48
30030 - Cartographic Technician 25.48
30040 - Civil Engineering Technician 22.83
30051 - Cryogenic Technician I 27.23
30052 - Cryogenic Technician II 30.07
30061 - Drafter/CAD Operator I 18.60
30062 - Drafter/CAD Operator II 20.81
30063 - Drafter/CAD Operator III 23.21
30064 - Drafter/CAD Operator IV 28.55
30081 - Engineering Technician I 15.98
30082 - Engineering Technician II 18.00
30083 - Engineering Technician III 21.00
30084 - Engineering Technician IV 28.62
30085 - Engineering Technician V 33.81
30086 - Engineering Technician VI 40.89
30090 - Environmental Technician 25.48
30095 - Evidence Control Specialist 22.35
30210 - Laboratory Technician 25.18
30221 - Latent Fingerprint Technician I 27.23
30222 - Latent Fingerprint Technician II 30.07
30240 - Mathematical Technician 25.48
30361 - Paralegal/Legal Assistant I 18.54
30362 - Paralegal/Legal Assistant II 22.98
30363 - Paralegal/Legal Assistant III 28.11
30364 - Paralegal/Legal Assistant IV 34.01
30375 - Petroleum Supply Specialist 27.34
30390 - Photo-Optics Technician 25.48
30395 - Radiation Control Technician 27.34
30461 - Technical Writer I 22.35
30462 - Technical Writer II 27.34
30463 - Technical Writer III 33.07
30491 - Unexploded Ordnance (UXO) Technician I 26.20
30492 - Unexploded Ordnance (UXO) Technician II 31.70
30493 - Unexploded Ordnance (UXO) Technician III 38.00
30494 - Unexploded (UXO) Safety Escort 26.20
30495 - Unexploded (UXO) Sweep Personnel 26.20
30501 - Weather Forecaster I 27.23
30502 - Weather Forecaster II 33.12
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.21
30621 - Weather Observer Senior (see 2) 25.48
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 31.70
31020 - Bus Aide 14.98
31030 - Bus Driver 19.60

31043 - Driver Courier	14.96
31260 - Parking and Lot Attendant	13.54
31290 - Shuttle Bus Driver	16.25
31310 - Taxi Driver	14.51
31361 - Truckdriver Light	16.25
31362 - Truckdriver Medium	16.82
31363 - Truckdriver Heavy	20.59
31364 - Truckdriver Tractor-Trailer	20.59
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.46
99030 - Cashier	9.65
99050 - Desk Clerk	10.50
99095 - Embalmer	26.20
99130 - Flight Follower	26.20
99251 - Laboratory Animal Caretaker I	13.87
99252 - Laboratory Animal Caretaker II	20.42
99260 - Marketing Analyst	31.89
99310 - Mortician	26.20
99410 - Pest Controller	19.14
99510 - Photofinishing Worker	13.77
99710 - Recycling Laborer	19.43
99711 - Recycling Specialist	22.63
99730 - Refuse Collector	17.56
99810 - Sales Clerk	11.63
99820 - School Crossing Guard	15.33
99830 - Survey Party Chief	20.51
99831 - Surveying Aide	12.64
99832 - Surveying Technician	17.29
99840 - Vending Machine Attendant	19.75
99841 - Vending Machine Repairer	23.31
99842 - Vending Machine Repairer Helper	19.75

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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.: 2015-4597
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: Alabama

Area: Alabama Counties of Geneva Henry Houston

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.76
01012 - Accounting Clerk II		16.57
01013 - Accounting Clerk III		18.54
01020 - Administrative Assistant		23.70
01035 - Court Reporter		17.52
01041 - Customer Service Representative I		12.19
01042 - Customer Service Representative II		13.70
01043 - Customer Service Representative III		14.95
01051 - Data Entry Operator I		13.18
01052 - Data Entry Operator II		14.38
01060 - Dispatcher Motor Vehicle		17.52
01070 - Document Preparation Clerk		13.95
01090 - Duplicating Machine Operator		13.95
01111 - General Clerk I		10.66
01112 - General Clerk II		13.35

01113 - General Clerk III 15.04
01120 - Housing Referral Assistant 19.54
01141 - Messenger Courier 11.23
01191 - Order Clerk I 12.28
01192 - Order Clerk II 13.45
01261 - Personnel Assistant (Employment) I 15.03
01262 - Personnel Assistant (Employment) II 18.04
01263 - Personnel Assistant (Employment) III 18.75
01270 - Production Control Clerk 22.42
01290 - Rental Clerk 12.78
01300 - Scheduler Maintenance 15.66
01311 - Secretary I 15.66
01312 - Secretary II 17.52
01313 - Secretary III 19.54
01320 - Service Order Dispatcher 15.66
01410 - Supply Technician 23.70
01420 - Survey Worker 14.03
01460 - Switchboard Operator/Receptionist 11.71
01531 - Travel Clerk I 12.09
01532 - Travel Clerk II 12.89
01533 - Travel Clerk III 13.62
01611 - Word Processor I 13.95
01612 - Word Processor II 15.66
01613 - Word Processor III 17.52
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.83
05010 - Automotive Electrician 17.01
05040 - Automotive Glass Installer 16.13
05070 - Automotive Worker 16.13
05110 - Mobile Equipment Servicer 14.26
05130 - Motor Equipment Metal Mechanic 17.93
05160 - Motor Equipment Metal Worker 16.09
05190 - Motor Vehicle Mechanic 17.93
05220 - Motor Vehicle Mechanic Helper 13.35
05250 - Motor Vehicle Upholstery Worker 15.16
05280 - Motor Vehicle Wrecker 16.13
05310 - Painter Automotive 17.01
05340 - Radiator Repair Specialist 16.13
05370 - Tire Repairer 12.32
05400 - Transmission Repair Specialist 17.93
07000 - Food Preparation And Service Occupations
07010 - Baker 12.75
07041 - Cook I 9.07
07042 - Cook II 10.22
07070 - Dishwasher 9.34
07130 - Food Service Worker 10.17
07210 - Meat Cutter 15.36
07260 - Waiter/Waitress 9.00
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 16.04

09040 - Furniture Handler 10.97
09080 - Furniture Refinisher 16.04
09090 - Furniture Refinisher Helper 12.67
09110 - Furniture Repairer Minor 14.35
09130 - Upholsterer 16.04
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 10.73
11060 - Elevator Operator 10.73
11090 - Gardener 13.50
11122 - Housekeeping Aide 9.98
11150 - Janitor 9.98
11210 - Laborer Grounds Maintenance 10.94
11240 - Maid or Houseman 8.81
11260 - Pruner 10.19
11270 - Tractor Operator 12.66
11330 - Trail Maintenance Worker 10.94
11360 - Window Cleaner 10.72
12000 - Health Occupations
12010 - Ambulance Driver 15.37
12011 - Breath Alcohol Technician 16.93
12012 - Certified Occupational Therapist Assistant 24.84
12015 - Certified Physical Therapist Assistant 26.09
12020 - Dental Assistant 16.39
12025 - Dental Hygienist 23.84
12030 - EKG Technician 26.33
12035 - Electroneurodiagnostic Technologist 26.33
12040 - Emergency Medical Technician 15.37
12071 - Licensed Practical Nurse I 16.18
12072 - Licensed Practical Nurse II 18.11
12073 - Licensed Practical Nurse III 20.17
12100 - Medical Assistant 13.45
12130 - Medical Laboratory Technician 20.29
12160 - Medical Record Clerk 14.93
12190 - Medical Record Technician 16.70
12195 - Medical Transcriptionist 16.09
12210 - Nuclear Medicine Technologist 39.77
12221 - Nursing Assistant I 11.03
12222 - Nursing Assistant II 12.40
12223 - Nursing Assistant III 13.53
12224 - Nursing Assistant IV 15.18
12235 - Optical Dispenser 18.11
12236 - Optical Technician 16.18
12250 - Pharmacy Technician 14.49
12280 - Phlebotomist 14.44
12305 - Radiologic Technologist 22.96
12311 - Registered Nurse I 22.96
12312 - Registered Nurse II 28.09
12313 - Registered Nurse II Specialist 28.09
12314 - Registered Nurse III 33.99
12315 - Registered Nurse III Anesthetist 33.99

12316 - Registered Nurse IV		40.73
12317 - Scheduler (Drug and Alcohol Testing)		21.53
12320 - Substance Abuse Treatment Counselor		22.91
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.63
13012 - Exhibits Specialist II		23.06
13013 - Exhibits Specialist III		28.22
13041 - Illustrator I		18.58
13042 - Illustrator II		23.02
13043 - Illustrator III		28.15
13047 - Librarian		25.49
13050 - Library Aide/Clerk		12.01
13054 - Library Information Technology Systems Administrator		23.02
13058 - Library Technician		18.63
13061 - Media Specialist I		16.61
13062 - Media Specialist II		18.58
13063 - Media Specialist III		20.72
13071 - Photographer I		16.61
13072 - Photographer II		18.63
13073 - Photographer III		23.06
13074 - Photographer IV		28.22
13075 - Photographer V		34.14
13090 - Technical Order Library Clerk		15.74
13110 - Video Teleconference Technician		16.61
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.41
14042 - Computer Operator II		17.31
14043 - Computer Operator III		20.05
14044 - Computer Operator IV		22.57
14045 - Computer Operator V		24.99
14071 - Computer Programmer I	(see 1)	18.67
14072 - Computer Programmer II	(see 1)	24.89
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	26.81
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.41
14160 - Personal Computer Support Technician		23.27
14170 - System Support Specialist		24.99
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.81
15020 - Aircrew Training Devices Instructor (Rated)		32.43
15030 - Air Crew Training Devices Instructor (Pilot)		36.77
15050 - Computer Based Training Specialist / Instructor		26.81
15060 - Educational Technologist		35.68
15070 - Flight Instructor (Pilot)		36.77
15080 - Graphic Artist		25.02
15085 - Maintenance Test Pilot Fixed Jet/Prop		36.77

15086 - Maintenance Test Pilot Rotary Wing 36.77
15088 - Non-Maintenance Test/Co-Pilot 36.77
15090 - Technical Instructor 22.48
15095 - Technical Instructor/Course Developer 27.50
15110 - Test Proctor 18.14
15120 - Tutor 18.14
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.65
16030 - Counter Attendant 9.65
16040 - Dry Cleaner 11.70
16070 - Finisher Flatwork Machine 11.28
16090 - Presser Hand 9.65
16110 - Presser Machine Drycleaning 9.65
16130 - Presser Machine Shirts 9.65
16160 - Presser Machine Wearing Apparel Laundry 9.65
16190 - Sewing Machine Operator 12.39
16220 - Tailor 13.09
16250 - Washer Machine 12.50
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 18.41
19040 - Tool And Die Maker 22.36
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.61
21030 - Material Coordinator 22.48
21040 - Material Expediter 22.48
21050 - Material Handling Laborer 11.86
21071 - Order Filler 11.89
21080 - Production Line Worker (Food Processing) 15.61
21110 - Shipping Packer 14.43
21130 - Shipping/Receiving Clerk 14.43
21140 - Store Worker I 13.56
21150 - Stock Clerk 16.78
21210 - Tools And Parts Attendant 15.61
21410 - Warehouse Specialist 15.61
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 20.37
23019 - Aircraft Logs and Records Technician 16.46
23021 - Aircraft Mechanic I 19.40
23022 - Aircraft Mechanic II 20.37
23023 - Aircraft Mechanic III 21.37
23040 - Aircraft Mechanic Helper 14.55
23050 - Aircraft Painter 18.41
23060 - Aircraft Servicer 16.46
23070 - Aircraft Survival Flight Equipment Technician 18.41
23080 - Aircraft Worker 17.48
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 17.48
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 19.40
23110 - Appliance Mechanic 18.41

23120 - Bicycle Repairer 15.52
23125 - Cable Splicer 31.33
23130 - Carpenter Maintenance 16.48
23140 - Carpet Layer 17.48
23160 - Electrician Maintenance 22.25
23181 - Electronics Technician Maintenance I 17.48
23182 - Electronics Technician Maintenance II 18.48
23183 - Electronics Technician Maintenance III 19.49
23260 - Fabric Worker 16.46
23290 - Fire Alarm System Mechanic 19.31
23310 - Fire Extinguisher Repairer 15.52
23311 - Fuel Distribution System Mechanic 19.07
23312 - Fuel Distribution System Operator 15.26
23370 - General Maintenance Worker 16.32
23380 - Ground Support Equipment Mechanic 19.40
23381 - Ground Support Equipment Servicer 16.46
23382 - Ground Support Equipment Worker 17.48
23391 - Gunsmith I 15.52
23392 - Gunsmith II 17.48
23393 - Gunsmith III 19.40
23410 - Heating Ventilation And Air-Conditioning Mechanic 18.68
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 19.61
23430 - Heavy Equipment Mechanic 23.00
23440 - Heavy Equipment Operator 18.32
23460 - Instrument Mechanic 19.40
23465 - Laboratory/Shelter Mechanic 18.41
23470 - Laborer 11.86
23510 - Locksmith 18.41
23530 - Machinery Maintenance Mechanic 19.33
23550 - Machinist Maintenance 20.11
23580 - Maintenance Trades Helper 13.81
23591 - Metrology Technician I 19.40
23592 - Metrology Technician II 20.37
23593 - Metrology Technician III 21.37
23640 - Millwright 19.31
23710 - Office Appliance Repairer 19.23
23760 - Painter Maintenance 16.75
23790 - Pipefitter Maintenance 21.41
23810 - Plumber Maintenance 20.32
23820 - Pneudraulic Systems Mechanic 19.40
23850 - Rigger 19.40
23870 - Scale Mechanic 17.48
23890 - Sheet-Metal Worker Maintenance 19.40
23910 - Small Engine Mechanic 15.65
23931 - Telecommunications Mechanic I 23.39
23932 - Telecommunications Mechanic II 24.56
23950 - Telephone Lineman 21.38
23960 - Welder Combination Maintenance 17.31

23965 - Well Driller	19.40
23970 - Woodcraft Worker	19.40
23980 - Woodworker	15.52
24000 - Personal Needs Occupations	
24550 - Case Manager	13.99
24570 - Child Care Attendant	9.22
24580 - Child Care Center Clerk	13.29
24610 - Chore Aide	10.98
24620 - Family Readiness And Support Services Coordinator	13.99
24630 - Homemaker	13.99
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	19.40
25040 - Sewage Plant Operator	20.87
25070 - Stationary Engineer	19.40
25190 - Ventilation Equipment Tender	14.55
25210 - Water Treatment Plant Operator	20.87
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.02
27007 - Baggage Inspector	11.66
27008 - Corrections Officer	15.64
27010 - Court Security Officer	17.31
27030 - Detection Dog Handler	14.06
27040 - Detention Officer	15.64
27070 - Firefighter	16.61
27101 - Guard I	11.66
27102 - Guard II	14.06
27131 - Police Officer I	19.34
27132 - Police Officer II	21.49
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.36
28042 - Carnival Equipment Repairer	12.11
28043 - Carnival Worker	9.14
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	11.10
28515 - Recreation Specialist	16.79
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	15.86
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	17.48
29020 - Hatch Tender	17.48
29030 - Line Handler	17.48
29041 - Stevedore I	16.46
29042 - Stevedore II	18.41
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		17.15
30022 - Archeological Technician II		19.20
30023 - Archeological Technician III		23.78
30030 - Cartographic Technician		23.78
30040 - Civil Engineering Technician		23.78
30051 - Cryogenic Technician I		26.33
30052 - Cryogenic Technician II		29.09
30061 - Drafter/CAD Operator I		17.15
30062 - Drafter/CAD Operator II		19.20
30063 - Drafter/CAD Operator III		21.40
30064 - Drafter/CAD Operator IV		26.33
30081 - Engineering Technician I		15.28
30082 - Engineering Technician II		17.15
30083 - Engineering Technician III		19.20
30084 - Engineering Technician IV		23.78
30085 - Engineering Technician V		29.09
30086 - Engineering Technician VI		35.19
30090 - Environmental Technician		23.78
30095 - Evidence Control Specialist		23.78
30210 - Laboratory Technician		21.41
30221 - Latent Fingerprint Technician I		26.33
30222 - Latent Fingerprint Technician II		29.09
30240 - Mathematical Technician		23.78
30361 - Paralegal/Legal Assistant I		17.84
30362 - Paralegal/Legal Assistant II		22.09
30363 - Paralegal/Legal Assistant III		27.03
30364 - Paralegal/Legal Assistant IV		32.70
30375 - Petroleum Supply Specialist		29.09
30390 - Photo-Optics Technician		22.54
30395 - Radiation Control Technician		29.09
30461 - Technical Writer I		23.78
30462 - Technical Writer II		29.09
30463 - Technical Writer III		35.19
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		26.33
30502 - Weather Forecaster II		32.04
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.40
30621 - Weather Observer Senior	(see 2)	23.78
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		15.69
31030 - Bus Driver		20.52
31043 - Driver Courier		14.33
31260 - Parking and Lot Attendant		14.60
31290 - Shuttle Bus Driver		15.28

31310 - Taxi Driver	16.49
31361 - Truckdriver Light	15.28
31362 - Truckdriver Medium	16.21
31363 - Truckdriver Heavy	22.46
31364 - Truckdriver Tractor-Trailer	22.46
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.49
99050 - Desk Clerk	9.24
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.87
99252 - Laboratory Animal Caretaker II	15.61
99260 - Marketing Analyst	25.55
99310 - Mortician	25.35
99410 - Pest Controller	15.21
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	17.01
99711 - Recycling Specialist	19.68
99730 - Refuse Collector	15.84
99810 - Sales Clerk	11.02
99820 - School Crossing Guard	14.46
99830 - Survey Party Chief	18.29
99831 - Surveying Aide	12.21
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	15.77
99841 - Vending Machine Repairer	18.94
99842 - Vending Machine Repairer Helper	15.77

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 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.: 2015-4598
Revision No.: 14
Date Of Last Revision: 06/18/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Alabama

Area: Alabama Counties of Geneva Henry Houston

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.76
01012 - Accounting Clerk II		16.57
01013 - Accounting Clerk III		18.54
01020 - Administrative Assistant		23.70
01035 - Court Reporter		17.52
01041 - Customer Service Representative I		12.19
01042 - Customer Service Representative II		13.70
01043 - Customer Service Representative III		14.95
01051 - Data Entry Operator I		13.18
01052 - Data Entry Operator II		14.38
01060 - Dispatcher Motor Vehicle		17.52
01070 - Document Preparation Clerk		13.95

01090 - Duplicating Machine Operator 13.95
01111 - General Clerk I 10.66
01112 - General Clerk II 13.35
01113 - General Clerk III 15.04
01120 - Housing Referral Assistant 19.54
01141 - Messenger Courier 11.23
01191 - Order Clerk I 12.28
01192 - Order Clerk II 13.45
01261 - Personnel Assistant (Employment) I 15.03
01262 - Personnel Assistant (Employment) II 18.04
01263 - Personnel Assistant (Employment) III 18.75
01270 - Production Control Clerk 22.42
01290 - Rental Clerk 12.78
01300 - Scheduler Maintenance 15.66
01311 - Secretary I 15.66
01312 - Secretary II 17.52
01313 - Secretary III 19.54
01320 - Service Order Dispatcher 15.66
01410 - Supply Technician 23.70
01420 - Survey Worker 14.03
01460 - Switchboard Operator/Receptionist 11.71
01531 - Travel Clerk I 12.09
01532 - Travel Clerk II 12.89
01533 - Travel Clerk III 13.62
01611 - Word Processor I 13.95
01612 - Word Processor II 15.66
01613 - Word Processor III 17.52
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.83
05010 - Automotive Electrician 17.01
05040 - Automotive Glass Installer 16.13
05070 - Automotive Worker 16.13
05110 - Mobile Equipment Servicer 14.26
05130 - Motor Equipment Metal Mechanic 17.93
05160 - Motor Equipment Metal Worker 16.09
05190 - Motor Vehicle Mechanic 17.93
05220 - Motor Vehicle Mechanic Helper 13.35
05250 - Motor Vehicle Upholstery Worker 15.16
05280 - Motor Vehicle Wrecker 16.13
05310 - Painter Automotive 17.01
05340 - Radiator Repair Specialist 16.13
05370 - Tire Repairer 12.32
05400 - Transmission Repair Specialist 17.93
07000 - Food Preparation And Service Occupations
07010 - Baker 12.75
07041 - Cook I 9.07
07042 - Cook II 10.22
07070 - Dishwasher 9.34
07130 - Food Service Worker 10.17
07210 - Meat Cutter 15.36

07260 - Waiter/Waitress	9.00
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.04
09040 - Furniture Handler	10.97
09080 - Furniture Refinisher	16.04
09090 - Furniture Refinisher Helper	12.67
09110 - Furniture Repairer Minor	14.35
09130 - Upholsterer	16.04
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.73
11060 - Elevator Operator	10.73
11090 - Gardener	13.50
11122 - Housekeeping Aide	9.98
11150 - Janitor	9.98
11210 - Laborer Grounds Maintenance	10.94
11240 - Maid or Houseman	8.81
11260 - Pruner	10.19
11270 - Tractor Operator	12.66
11330 - Trail Maintenance Worker	10.94
11360 - Window Cleaner	10.72
12000 - Health Occupations	
12010 - Ambulance Driver	15.37
12011 - Breath Alcohol Technician	16.93
12012 - Certified Occupational Therapist Assistant	24.84
12015 - Certified Physical Therapist Assistant	26.09
12020 - Dental Assistant	16.39
12025 - Dental Hygienist	23.84
12030 - EKG Technician	26.33
12035 - Electroneurodiagnostic Technologist	26.33
12040 - Emergency Medical Technician	15.37
12071 - Licensed Practical Nurse I	16.18
12072 - Licensed Practical Nurse II	18.11
12073 - Licensed Practical Nurse III	20.17
12100 - Medical Assistant	13.45
12130 - Medical Laboratory Technician	20.29
12160 - Medical Record Clerk	14.93
12190 - Medical Record Technician	16.70
12195 - Medical Transcriptionist	16.09
12210 - Nuclear Medicine Technologist	39.77
12221 - Nursing Assistant I	11.03
12222 - Nursing Assistant II	12.40
12223 - Nursing Assistant III	13.53
12224 - Nursing Assistant IV	15.18
12235 - Optical Dispenser	18.11
12236 - Optical Technician	16.18
12250 - Pharmacy Technician	14.49
12280 - Phlebotomist	14.44
12305 - Radiologic Technologist	22.96
12311 - Registered Nurse I	22.96
12312 - Registered Nurse II	28.09

12313 - Registered Nurse II Specialist		28.09
12314 - Registered Nurse III		33.99
12315 - Registered Nurse III Anesthetist		33.99
12316 - Registered Nurse IV		40.73
12317 - Scheduler (Drug and Alcohol Testing)		21.53
12320 - Substance Abuse Treatment Counselor		22.91
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.63
13012 - Exhibits Specialist II		23.06
13013 - Exhibits Specialist III		28.22
13041 - Illustrator I		18.58
13042 - Illustrator II		23.02
13043 - Illustrator III		28.15
13047 - Librarian		25.49
13050 - Library Aide/Clerk		12.01
13054 - Library Information Technology Systems Administrator		23.02
13058 - Library Technician		18.63
13061 - Media Specialist I		16.61
13062 - Media Specialist II		18.58
13063 - Media Specialist III		20.72
13071 - Photographer I		16.61
13072 - Photographer II		18.63
13073 - Photographer III		23.06
13074 - Photographer IV		28.22
13075 - Photographer V		34.14
13090 - Technical Order Library Clerk		15.74
13110 - Video Teleconference Technician		16.61
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.41
14042 - Computer Operator II		17.31
14043 - Computer Operator III		20.05
14044 - Computer Operator IV		22.57
14045 - Computer Operator V		24.99
14071 - Computer Programmer I	(see 1)	18.67
14072 - Computer Programmer II	(see 1)	24.89
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	26.81
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.41
14160 - Personal Computer Support Technician		23.27
14170 - System Support Specialist		24.99
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.81
15020 - Aircrew Training Devices Instructor (Rated)		32.43
15030 - Air Crew Training Devices Instructor (Pilot)		36.77
15050 - Computer Based Training Specialist / Instructor		26.81
15060 - Educational Technologist		35.68

15070 - Flight Instructor (Pilot) 36.77
15080 - Graphic Artist 25.02
15085 - Maintenance Test Pilot Fixed Jet/Prop 36.77
15086 - Maintenance Test Pilot Rotary Wing 36.77
15088 - Non-Maintenance Test/Co-Pilot 36.77
15090 - Technical Instructor 22.48
15095 - Technical Instructor/Course Developer 27.50
15110 - Test Proctor 18.14
15120 - Tutor 18.14
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.65
16030 - Counter Attendant 9.65
16040 - Dry Cleaner 11.70
16070 - Finisher Flatwork Machine 11.28
16090 - Presser Hand 9.65
16110 - Presser Machine Drycleaning 9.65
16130 - Presser Machine Shirts 9.65
16160 - Presser Machine Wearing Apparel Laundry 9.65
16190 - Sewing Machine Operator 12.39
16220 - Tailor 13.09
16250 - Washer Machine 12.50
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 18.41
19040 - Tool And Die Maker 22.36
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.61
21030 - Material Coordinator 22.48
21040 - Material Expediter 22.48
21050 - Material Handling Laborer 11.86
21071 - Order Filler 11.89
21080 - Production Line Worker (Food Processing) 15.61
21110 - Shipping Packer 14.43
21130 - Shipping/Receiving Clerk 14.43
21140 - Store Worker I 13.56
21150 - Stock Clerk 16.78
21210 - Tools And Parts Attendant 15.61
21410 - Warehouse Specialist 15.61
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 20.37
23019 - Aircraft Logs and Records Technician 16.46
23021 - Aircraft Mechanic I 19.40
23022 - Aircraft Mechanic II 20.37
23023 - Aircraft Mechanic III 21.37
23040 - Aircraft Mechanic Helper 14.55
23050 - Aircraft Painter 18.41
23060 - Aircraft Servicer 16.46
23070 - Aircraft Survival Flight Equipment Technician 18.41
23080 - Aircraft Worker 17.48
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 17.48

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 19.40
23110 - Appliance Mechanic 18.41
23120 - Bicycle Repairer 15.52
23125 - Cable Splicer 31.33
23130 - Carpenter Maintenance 16.48
23140 - Carpet Layer 17.48
23160 - Electrician Maintenance 22.25
23181 - Electronics Technician Maintenance I 17.48
23182 - Electronics Technician Maintenance II 18.48
23183 - Electronics Technician Maintenance III 19.49
23260 - Fabric Worker 16.46
23290 - Fire Alarm System Mechanic 19.31
23310 - Fire Extinguisher Repairer 15.52
23311 - Fuel Distribution System Mechanic 19.07
23312 - Fuel Distribution System Operator 15.26
23370 - General Maintenance Worker 16.32
23380 - Ground Support Equipment Mechanic 19.40
23381 - Ground Support Equipment Servicer 16.46
23382 - Ground Support Equipment Worker 17.48
23391 - Gunsmith I 15.52
23392 - Gunsmith II 17.48
23393 - Gunsmith III 19.40
23410 - Heating Ventilation And Air-Conditioning Mechanic 18.68
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 19.61
23430 - Heavy Equipment Mechanic 23.00
23440 - Heavy Equipment Operator 18.32
23460 - Instrument Mechanic 19.40
23465 - Laboratory/Shelter Mechanic 18.41
23470 - Laborer 11.86
23510 - Locksmith 18.41
23530 - Machinery Maintenance Mechanic 19.33
23550 - Machinist Maintenance 20.11
23580 - Maintenance Trades Helper 13.81
23591 - Metrology Technician I 19.40
23592 - Metrology Technician II 20.37
23593 - Metrology Technician III 21.37
23640 - Millwright 19.31
23710 - Office Appliance Repairer 19.23
23760 - Painter Maintenance 16.75
23790 - Pipefitter Maintenance 21.41
23810 - Plumber Maintenance 20.32
23820 - Pneudraulic Systems Mechanic 19.40
23850 - Rigger 19.40
23870 - Scale Mechanic 17.48
23890 - Sheet-Metal Worker Maintenance 19.40
23910 - Small Engine Mechanic 15.65
23931 - Telecommunications Mechanic I 23.39

23932 - Telecommunications Mechanic II 24.56
23950 - Telephone Lineman 21.38
23960 - Welder Combination Maintenance 17.31
23965 - Well Driller 19.40
23970 - Woodcraft Worker 19.40
23980 - Woodworker 15.52
24000 - Personal Needs Occupations
24550 - Case Manager 13.99
24570 - Child Care Attendant 9.22
24580 - Child Care Center Clerk 13.29
24610 - Chore Aide 10.98
24620 - Family Readiness And Support Services Coordinator 13.99
24630 - Homemaker 13.99
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 19.40
25040 - Sewage Plant Operator 20.87
25070 - Stationary Engineer 19.40
25190 - Ventilation Equipment Tender 14.55
25210 - Water Treatment Plant Operator 20.87
27000 - Protective Service Occupations
27004 - Alarm Monitor 14.02
27007 - Baggage Inspector 11.66
27008 - Corrections Officer 15.64
27010 - Court Security Officer 17.31
27030 - Detection Dog Handler 14.06
27040 - Detention Officer 15.64
27070 - Firefighter 16.61
27101 - Guard I 11.66
27102 - Guard II 14.06
27131 - Police Officer I 19.34
27132 - Police Officer II 21.49
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 11.36
28042 - Carnival Equipment Repairer 12.11
28043 - Carnival Worker 9.14
28210 - Gate Attendant/Gate Tender 12.73
28310 - Lifeguard 11.34
28350 - Park Attendant (Aide) 14.24
28510 - Recreation Aide/Health Facility Attendant 11.10
28515 - Recreation Specialist 16.79
28630 - Sports Official 11.34
28690 - Swimming Pool Operator 15.86
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 17.48
29020 - Hatch Tender 17.48
29030 - Line Handler 17.48
29041 - Stevedore I 16.46
29042 - Stevedore II 18.41
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.15
30022 - Archeological Technician II 19.20
30023 - Archeological Technician III 23.78
30030 - Cartographic Technician 23.78
30040 - Civil Engineering Technician 23.78
30051 - Cryogenic Technician I 26.33
30052 - Cryogenic Technician II 29.09
30061 - Drafter/CAD Operator I 17.15
30062 - Drafter/CAD Operator II 19.20
30063 - Drafter/CAD Operator III 21.40
30064 - Drafter/CAD Operator IV 26.33
30081 - Engineering Technician I 15.28
30082 - Engineering Technician II 17.15
30083 - Engineering Technician III 19.20
30084 - Engineering Technician IV 23.78
30085 - Engineering Technician V 29.09
30086 - Engineering Technician VI 35.19
30090 - Environmental Technician 23.78
30095 - Evidence Control Specialist 23.78
30210 - Laboratory Technician 21.41
30221 - Latent Fingerprint Technician I 26.33
30222 - Latent Fingerprint Technician II 29.09
30240 - Mathematical Technician 23.78
30361 - Paralegal/Legal Assistant I 17.84
30362 - Paralegal/Legal Assistant II 22.09
30363 - Paralegal/Legal Assistant III 27.03
30364 - Paralegal/Legal Assistant IV 32.70
30375 - Petroleum Supply Specialist 29.09
30390 - Photo-Optics Technician 22.54
30395 - Radiation Control Technician 29.09
30461 - Technical Writer I 23.78
30462 - Technical Writer II 29.09
30463 - Technical Writer III 35.19
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 26.33
30502 - Weather Forecaster II 32.04
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.40
30621 - Weather Observer Senior (see 2) 23.78
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 15.69
31030 - Bus Driver 20.52

31043 - Driver Courier	14.33
31260 - Parking and Lot Attendant	14.60
31290 - Shuttle Bus Driver	15.28
31310 - Taxi Driver	16.49
31361 - Truckdriver Light	15.28
31362 - Truckdriver Medium	16.21
31363 - Truckdriver Heavy	22.46
31364 - Truckdriver Tractor-Trailer	22.46
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.49
99050 - Desk Clerk	9.24
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.87
99252 - Laboratory Animal Caretaker II	15.61
99260 - Marketing Analyst	25.55
99310 - Mortician	25.35
99410 - Pest Controller	15.21
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	17.01
99711 - Recycling Specialist	19.68
99730 - Refuse Collector	15.84
99810 - Sales Clerk	11.02
99820 - School Crossing Guard	14.46
99830 - Survey Party Chief	18.29
99831 - Surveying Aide	12.21
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	15.77
99841 - Vending Machine Repairer	18.94
99842 - Vending Machine Repairer Helper	15.77

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 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.: 2015-4599
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: Alabama

Area: Alabama Counties of Colbert Lauderdale

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.48
01012 - Accounting Clerk II		16.25
01013 - Accounting Clerk III		18.18
01020 - Administrative Assistant		27.44
01035 - Court Reporter		17.60
01041 - Customer Service Representative I		13.99
01042 - Customer Service Representative II		15.73
01043 - Customer Service Representative III		17.16
01051 - Data Entry Operator I		12.85
01052 - Data Entry Operator II		14.01
01060 - Dispatcher Motor Vehicle		16.31
01070 - Document Preparation Clerk		14.01
01090 - Duplicating Machine Operator		14.01
01111 - General Clerk I		10.88
01112 - General Clerk II		11.87

01113 - General Clerk III 13.86
01120 - Housing Referral Assistant 19.62
01141 - Messenger Courier 11.43
01191 - Order Clerk I 12.85
01192 - Order Clerk II 15.27
01261 - Personnel Assistant (Employment) I 15.73
01262 - Personnel Assistant (Employment) II 17.60
01263 - Personnel Assistant (Employment) III 19.62
01270 - Production Control Clerk 22.60
01290 - Rental Clerk 12.97
01300 - Scheduler Maintenance 15.73
01311 - Secretary I 15.73
01312 - Secretary II 17.60
01313 - Secretary III 19.62
01320 - Service Order Dispatcher 13.99
01410 - Supply Technician 27.44
01420 - Survey Worker 16.81
01460 - Switchboard Operator/Receptionist 12.44
01531 - Travel Clerk I 11.72
01532 - Travel Clerk II 12.49
01533 - Travel Clerk III 13.26
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 21.18
05010 - Automotive Electrician 18.61
05040 - Automotive Glass Installer 17.74
05070 - Automotive Worker 17.74
05110 - Mobile Equipment Servicer 16.08
05130 - Motor Equipment Metal Mechanic 19.47
05160 - Motor Equipment Metal Worker 17.74
05190 - Motor Vehicle Mechanic 19.28
05220 - Motor Vehicle Mechanic Helper 14.58
05250 - Motor Vehicle Upholstery Worker 16.93
05280 - Motor Vehicle Wrecker 17.74
05310 - Painter Automotive 18.33
05340 - Radiator Repair Specialist 17.74
05370 - Tire Repairer 16.13
05400 - Transmission Repair Specialist 19.47
07000 - Food Preparation And Service Occupations
07010 - Baker 13.60
07041 - Cook I 9.38
07042 - Cook II 10.48
07070 - Dishwasher 9.64
07130 - Food Service Worker 9.82
07210 - Meat Cutter 15.15
07260 - Waiter/Waitress 9.25
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 18.44

09040 - Furniture Handler 13.94
09080 - Furniture Refinisher 18.44
09090 - Furniture Refinisher Helper 14.67
09110 - Furniture Repairer Minor 16.54
09130 - Upholsterer 18.44
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.31
11060 - Elevator Operator 12.44
11090 - Gardener 14.82
11122 - Housekeeping Aide 12.79
11150 - Janitor 12.79
11210 - Laborer Grounds Maintenance 11.85
11240 - Maid or Houseman 9.00
11260 - Pruner 10.71
11270 - Tractor Operator 13.83
11330 - Trail Maintenance Worker 11.85
11360 - Window Cleaner 14.14
12000 - Health Occupations
12010 - Ambulance Driver 17.87
12011 - Breath Alcohol Technician 17.87
12012 - Certified Occupational Therapist Assistant 24.51
12015 - Certified Physical Therapist Assistant 28.66
12020 - Dental Assistant 16.00
12025 - Dental Hygienist 22.54
12030 - EKG Technician 27.08
12035 - Electroneurodiagnostic Technologist 27.08
12040 - Emergency Medical Technician 17.87
12071 - Licensed Practical Nurse I 15.97
12072 - Licensed Practical Nurse II 17.87
12073 - Licensed Practical Nurse III 19.92
12100 - Medical Assistant 14.31
12130 - Medical Laboratory Technician 17.51
12160 - Medical Record Clerk 16.58
12190 - Medical Record Technician 18.55
12195 - Medical Transcriptionist 15.97
12210 - Nuclear Medicine Technologist 39.26
12221 - Nursing Assistant I 11.06
12222 - Nursing Assistant II 12.43
12223 - Nursing Assistant III 13.56
12224 - Nursing Assistant IV 15.23
12235 - Optical Dispenser 18.22
12236 - Optical Technician 15.97
12250 - Pharmacy Technician 15.84
12280 - Phlebotomist 15.72
12305 - Radiologic Technologist 27.08
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)		22.13
12320 - Substance Abuse Treatment Counselor		22.13
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.09
13012 - Exhibits Specialist II		24.89
13013 - Exhibits Specialist III		30.45
13041 - Illustrator I		20.09
13042 - Illustrator II		24.89
13043 - Illustrator III		30.45
13047 - Librarian		27.56
13050 - Library Aide/Clerk		15.94
13054 - Library Information Technology Systems Administrator		24.89
13058 - Library Technician		19.53
13061 - Media Specialist I		17.96
13062 - Media Specialist II		20.09
13063 - Media Specialist III		22.40
13071 - Photographer I		17.73
13072 - Photographer II		19.84
13073 - Photographer III		24.58
13074 - Photographer IV		30.06
13075 - Photographer V		36.37
13090 - Technical Order Library Clerk		15.74
13110 - Video Teleconference Technician		17.96
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.55
14042 - Computer Operator II		19.13
14043 - Computer Operator III		20.49
14044 - Computer Operator IV		26.16
14045 - Computer Operator V		27.62
14071 - Computer Programmer I	(see 1)	25.00
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.55
14160 - Personal Computer Support Technician		26.16
14170 - System Support Specialist		27.62
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.35
15020 - Aircrew Training Devices Instructor (Rated)		35.52
15030 - Air Crew Training Devices Instructor (Pilot)		36.76
15050 - Computer Based Training Specialist / Instructor		30.38
15060 - Educational Technologist		30.52
15070 - Flight Instructor (Pilot)		36.76
15080 - Graphic Artist		22.01
15085 - Maintenance Test Pilot Fixed Jet/Prop		36.76

15086 - Maintenance Test Pilot Rotary Wing 36.76
15088 - Non-Maintenance Test/Co-Pilot 36.76
15090 - Technical Instructor 22.46
15095 - Technical Instructor/Course Developer 27.49
15110 - Test Proctor 18.88
15120 - Tutor 18.88
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.66
16030 - Counter Attendant 9.66
16040 - Dry Cleaner 12.13
16070 - Finisher Flatwork Machine 9.66
16090 - Presser Hand 9.66
16110 - Presser Machine Drycleaning 9.66
16130 - Presser Machine Shirts 9.66
16160 - Presser Machine Wearing Apparel Laundry 9.66
16190 - Sewing Machine Operator 12.82
16220 - Tailor 13.51
16250 - Washer Machine 10.47
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.44
19040 - Tool And Die Maker 29.82
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.04
21030 - Material Coordinator 22.60
21040 - Material Expediter 22.60
21050 - Material Handling Laborer 12.55
21071 - Order Filler 11.61
21080 - Production Line Worker (Food Processing) 18.04
21110 - Shipping Packer 15.71
21130 - Shipping/Receiving Clerk 15.71
21140 - Store Worker I 13.33
21150 - Stock Clerk 18.07
21210 - Tools And Parts Attendant 18.04
21410 - Warehouse Specialist 18.04
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.35
23019 - Aircraft Logs and Records Technician 19.34
23021 - Aircraft Mechanic I 22.34
23022 - Aircraft Mechanic II 23.35
23023 - Aircraft Mechanic III 24.52
23040 - Aircraft Mechanic Helper 17.44
23050 - Aircraft Painter 21.24
23060 - Aircraft Servicer 19.34
23070 - Aircraft Survival Flight Equipment Technician 21.24
23080 - Aircraft Worker 20.27
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.27
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.34
23110 - Appliance Mechanic 20.41

23120 - Bicycle Repairer 17.36
23125 - Cable Splicer 31.82
23130 - Carpenter Maintenance 19.87
23140 - Carpet Layer 19.36
23160 - Electrician Maintenance 25.53
23181 - Electronics Technician Maintenance I 23.92
23182 - Electronics Technician Maintenance II 25.55
23183 - Electronics Technician Maintenance III 26.62
23260 - Fabric Worker 18.30
23290 - Fire Alarm System Mechanic 21.46
23310 - Fire Extinguisher Repairer 17.36
23311 - Fuel Distribution System Mechanic 21.46
23312 - Fuel Distribution System Operator 18.48
23370 - General Maintenance Worker 17.49
23380 - Ground Support Equipment Mechanic 22.34
23381 - Ground Support Equipment Servicer 19.34
23382 - Ground Support Equipment Worker 20.27
23391 - Gunsmith I 17.36
23392 - Gunsmith II 19.36
23393 - Gunsmith III 21.46
23410 - Heating Ventilation And Air-Conditioning Mechanic 18.38
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 19.30
23430 - Heavy Equipment Mechanic 22.34
23440 - Heavy Equipment Operator 22.41
23460 - Instrument Mechanic 22.82
23465 - Laboratory/Shelter Mechanic 20.41
23470 - Laborer 12.55
23510 - Locksmith 20.41
23530 - Machinery Maintenance Mechanic 24.19
23550 - Machinist Maintenance 20.51
23580 - Maintenance Trades Helper 14.41
23591 - Metrology Technician I 22.82
23592 - Metrology Technician II 23.80
23593 - Metrology Technician III 24.74
23640 - Millwright 22.34
23710 - Office Appliance Repairer 22.90
23760 - Painter Maintenance 17.56
23790 - Pipefitter Maintenance 26.94
23810 - Plumber Maintenance 25.61
23820 - Pneudraulic Systems Mechanic 21.46
23850 - Rigger 21.46
23870 - Scale Mechanic 19.36
23890 - Sheet-Metal Worker Maintenance 21.41
23910 - Small Engine Mechanic 19.36
23931 - Telecommunications Mechanic I 28.11
23932 - Telecommunications Mechanic II 30.57
23950 - Telephone Lineman 21.56
23960 - Welder Combination Maintenance 20.22

23965 - Well Driller	21.46
23970 - Woodcraft Worker	21.46
23980 - Woodworker	18.07
24000 - Personal Needs Occupations	
24550 - Case Manager	13.87
24570 - Child Care Attendant	8.93
24580 - Child Care Center Clerk	11.14
24610 - Chore Aide	10.19
24620 - Family Readiness And Support Services Coordinator	13.87
24630 - Homemaker	13.87
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.34
25040 - Sewage Plant Operator	27.63
25070 - Stationary Engineer	22.34
25190 - Ventilation Equipment Tender	16.34
25210 - Water Treatment Plant Operator	27.63
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.82
27007 - Baggage Inspector	10.85
27008 - Corrections Officer	16.72
27010 - Court Security Officer	16.82
27030 - Detection Dog Handler	13.55
27040 - Detention Officer	16.72
27070 - Firefighter	16.82
27101 - Guard I	10.85
27102 - Guard II	13.55
27131 - Police Officer I	19.25
27132 - Police Officer II	21.39
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.27
28042 - Carnival Equipment Repairer	12.09
28043 - Carnival Worker	8.74
28210 - Gate Attendant/Gate Tender	14.58
28310 - Lifeguard	12.99
28350 - Park Attendant (Aide)	16.32
28510 - Recreation Aide/Health Facility Attendant	11.90
28515 - Recreation Specialist	19.73
28630 - Sports Official	12.99
28690 - Swimming Pool Operator	15.65
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.19
29020 - Hatch Tender	24.19
29030 - Line Handler	24.19
29041 - Stevedore I	22.86
29042 - Stevedore II	25.49
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		18.60
30022 - Archeological Technician II		20.81
30023 - Archeological Technician III		25.48
30030 - Cartographic Technician		25.48
30040 - Civil Engineering Technician		22.83
30051 - Cryogenic Technician I		23.75
30052 - Cryogenic Technician II		26.23
30061 - Drafter/CAD Operator I		18.60
30062 - Drafter/CAD Operator II		20.81
30063 - Drafter/CAD Operator III		23.21
30064 - Drafter/CAD Operator IV		28.55
30081 - Engineering Technician I		15.98
30082 - Engineering Technician II		18.00
30083 - Engineering Technician III		21.00
30084 - Engineering Technician IV		28.62
30085 - Engineering Technician V		33.81
30086 - Engineering Technician VI		40.89
30090 - Environmental Technician		25.48
30095 - Evidence Control Specialist		19.49
30210 - Laboratory Technician		20.81
30221 - Latent Fingerprint Technician I		23.75
30222 - Latent Fingerprint Technician II		26.23
30240 - Mathematical Technician		25.48
30361 - Paralegal/Legal Assistant I		18.54
30362 - Paralegal/Legal Assistant II		22.98
30363 - Paralegal/Legal Assistant III		28.11
30364 - Paralegal/Legal Assistant IV		34.01
30375 - Petroleum Supply Specialist		23.85
30390 - Photo-Optics Technician		25.48
30395 - Radiation Control Technician		23.85
30461 - Technical Writer I		21.30
30462 - Technical Writer II		26.06
30463 - Technical Writer III		31.52
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		28.55
30502 - Weather Forecaster II		34.73
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.21
30621 - Weather Observer Senior	(see 2)	25.48
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		13.41
31030 - Bus Driver		17.71
31043 - Driver Courier		15.65
31260 - Parking and Lot Attendant		12.13
31290 - Shuttle Bus Driver		16.77

31310 - Taxi Driver	10.90
31361 - Truckdriver Light	16.77
31362 - Truckdriver Medium	17.71
31363 - Truckdriver Heavy	17.62
31364 - Truckdriver Tractor-Trailer	17.62
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.40
99050 - Desk Clerk	9.09
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.87
99252 - Laboratory Animal Caretaker II	20.60
99260 - Marketing Analyst	29.43
99310 - Mortician	25.35
99410 - Pest Controller	16.98
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	17.13
99711 - Recycling Specialist	19.72
99730 - Refuse Collector	15.48
99810 - Sales Clerk	11.63
99820 - School Crossing Guard	14.90
99830 - Survey Party Chief	19.84
99831 - Surveying Aide	12.23
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	18.37
99841 - Vending Machine Repairer	21.99
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 and 4 after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4600
Revision No.: 14
Date Of Last Revision: 06/18/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Alabama

Area: Alabama Counties of Colbert Lauderdale

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.48
01012 - Accounting Clerk II		16.25
01013 - Accounting Clerk III		18.18
01020 - Administrative Assistant		27.44
01035 - Court Reporter		17.60
01041 - Customer Service Representative I		13.99
01042 - Customer Service Representative II		15.73
01043 - Customer Service Representative III		17.16
01051 - Data Entry Operator I		12.85
01052 - Data Entry Operator II		14.01
01060 - Dispatcher Motor Vehicle		16.31
01070 - Document Preparation Clerk		14.01

01090 - Duplicating Machine Operator	14.01
01111 - General Clerk I	10.88
01112 - General Clerk II	11.87
01113 - General Clerk III	13.86
01120 - Housing Referral Assistant	19.62
01141 - Messenger Courier	11.43
01191 - Order Clerk I	12.85
01192 - Order Clerk II	15.27
01261 - Personnel Assistant (Employment) I	15.73
01262 - Personnel Assistant (Employment) II	17.60
01263 - Personnel Assistant (Employment) III	19.62
01270 - Production Control Clerk	22.60
01290 - Rental Clerk	12.97
01300 - Scheduler Maintenance	15.73
01311 - Secretary I	15.73
01312 - Secretary II	17.60
01313 - Secretary III	19.62
01320 - Service Order Dispatcher	13.99
01410 - Supply Technician	27.44
01420 - Survey Worker	16.81
01460 - Switchboard Operator/Receptionist	12.44
01531 - Travel Clerk I	11.72
01532 - Travel Clerk II	12.49
01533 - Travel Clerk III	13.26
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	21.18
05010 - Automotive Electrician	18.61
05040 - Automotive Glass Installer	17.74
05070 - Automotive Worker	17.74
05110 - Mobile Equipment Servicer	16.08
05130 - Motor Equipment Metal Mechanic	19.47
05160 - Motor Equipment Metal Worker	17.74
05190 - Motor Vehicle Mechanic	19.28
05220 - Motor Vehicle Mechanic Helper	14.58
05250 - Motor Vehicle Upholstery Worker	16.93
05280 - Motor Vehicle Wrecker	17.74
05310 - Painter Automotive	18.33
05340 - Radiator Repair Specialist	17.74
05370 - Tire Repairer	16.13
05400 - Transmission Repair Specialist	19.47
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.60
07041 - Cook I	9.38
07042 - Cook II	10.48
07070 - Dishwasher	9.64
07130 - Food Service Worker	9.82
07210 - Meat Cutter	15.15

07260 - Waiter/Waitress	9.25
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.44
09040 - Furniture Handler	13.94
09080 - Furniture Refinisher	18.44
09090 - Furniture Refinisher Helper	14.67
09110 - Furniture Repairer Minor	16.54
09130 - Upholsterer	18.44
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.31
11060 - Elevator Operator	12.44
11090 - Gardener	14.82
11122 - Housekeeping Aide	12.79
11150 - Janitor	12.79
11210 - Laborer Grounds Maintenance	11.85
11240 - Maid or Houseman	9.00
11260 - Pruner	10.71
11270 - Tractor Operator	13.83
11330 - Trail Maintenance Worker	11.85
11360 - Window Cleaner	14.14
12000 - Health Occupations	
12010 - Ambulance Driver	17.87
12011 - Breath Alcohol Technician	17.87
12012 - Certified Occupational Therapist Assistant	24.51
12015 - Certified Physical Therapist Assistant	28.66
12020 - Dental Assistant	16.00
12025 - Dental Hygienist	22.54
12030 - EKG Technician	27.08
12035 - Electroneurodiagnostic Technologist	27.08
12040 - Emergency Medical Technician	17.87
12071 - Licensed Practical Nurse I	15.97
12072 - Licensed Practical Nurse II	17.87
12073 - Licensed Practical Nurse III	19.92
12100 - Medical Assistant	14.31
12130 - Medical Laboratory Technician	17.51
12160 - Medical Record Clerk	16.58
12190 - Medical Record Technician	18.55
12195 - Medical Transcriptionist	15.97
12210 - Nuclear Medicine Technologist	39.26
12221 - Nursing Assistant I	11.06
12222 - Nursing Assistant II	12.43
12223 - Nursing Assistant III	13.56
12224 - Nursing Assistant IV	15.23
12235 - Optical Dispenser	18.22
12236 - Optical Technician	15.97
12250 - Pharmacy Technician	15.84
12280 - Phlebotomist	15.72
12305 - Radiologic Technologist	27.08
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)		22.13
12320 - Substance Abuse Treatment Counselor		22.13
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.09
13012 - Exhibits Specialist II		24.89
13013 - Exhibits Specialist III		30.45
13041 - Illustrator I		20.09
13042 - Illustrator II		24.89
13043 - Illustrator III		30.45
13047 - Librarian		27.56
13050 - Library Aide/Clerk		15.94
13054 - Library Information Technology Systems Administrator		24.89
13058 - Library Technician		19.53
13061 - Media Specialist I		17.96
13062 - Media Specialist II		20.09
13063 - Media Specialist III		22.40
13071 - Photographer I		17.73
13072 - Photographer II		19.84
13073 - Photographer III		24.58
13074 - Photographer IV		30.06
13075 - Photographer V		36.37
13090 - Technical Order Library Clerk		15.74
13110 - Video Teleconference Technician		17.96
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.55
14042 - Computer Operator II		19.13
14043 - Computer Operator III		20.49
14044 - Computer Operator IV		26.16
14045 - Computer Operator V		27.62
14071 - Computer Programmer I	(see 1)	25.00
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.55
14160 - Personal Computer Support Technician		26.16
14170 - System Support Specialist		27.62
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.35
15020 - Aircrew Training Devices Instructor (Rated)		35.52
15030 - Air Crew Training Devices Instructor (Pilot)		36.76
15050 - Computer Based Training Specialist / Instructor		30.38
15060 - Educational Technologist		30.52

15070 - Flight Instructor (Pilot) 36.76
15080 - Graphic Artist 22.01
15085 - Maintenance Test Pilot Fixed Jet/Prop 36.76
15086 - Maintenance Test Pilot Rotary Wing 36.76
15088 - Non-Maintenance Test/Co-Pilot 36.76
15090 - Technical Instructor 22.46
15095 - Technical Instructor/Course Developer 27.49
15110 - Test Proctor 18.88
15120 - Tutor 18.88
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.66
16030 - Counter Attendant 9.66
16040 - Dry Cleaner 12.13
16070 - Finisher Flatwork Machine 9.66
16090 - Presser Hand 9.66
16110 - Presser Machine Drycleaning 9.66
16130 - Presser Machine Shirts 9.66
16160 - Presser Machine Wearing Apparel Laundry 9.66
16190 - Sewing Machine Operator 12.82
16220 - Tailor 13.51
16250 - Washer Machine 10.47
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.44
19040 - Tool And Die Maker 29.82
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.04
21030 - Material Coordinator 22.60
21040 - Material Expediter 22.60
21050 - Material Handling Laborer 12.55
21071 - Order Filler 11.61
21080 - Production Line Worker (Food Processing) 18.04
21110 - Shipping Packer 15.71
21130 - Shipping/Receiving Clerk 15.71
21140 - Store Worker I 13.33
21150 - Stock Clerk 18.07
21210 - Tools And Parts Attendant 18.04
21410 - Warehouse Specialist 18.04
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.35
23019 - Aircraft Logs and Records Technician 19.34
23021 - Aircraft Mechanic I 22.34
23022 - Aircraft Mechanic II 23.35
23023 - Aircraft Mechanic III 24.52
23040 - Aircraft Mechanic Helper 17.44
23050 - Aircraft Painter 21.24
23060 - Aircraft Servicer 19.34
23070 - Aircraft Survival Flight Equipment Technician 21.24
23080 - Aircraft Worker 20.27
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.27

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.34
23110 - Appliance Mechanic 20.41
23120 - Bicycle Repairer 17.36
23125 - Cable Splicer 31.82
23130 - Carpenter Maintenance 19.87
23140 - Carpet Layer 19.36
23160 - Electrician Maintenance 25.53
23181 - Electronics Technician Maintenance I 23.92
23182 - Electronics Technician Maintenance II 25.55
23183 - Electronics Technician Maintenance III 26.62
23260 - Fabric Worker 18.30
23290 - Fire Alarm System Mechanic 21.46
23310 - Fire Extinguisher Repairer 17.36
23311 - Fuel Distribution System Mechanic 21.46
23312 - Fuel Distribution System Operator 18.48
23370 - General Maintenance Worker 17.49
23380 - Ground Support Equipment Mechanic 22.34
23381 - Ground Support Equipment Servicer 19.34
23382 - Ground Support Equipment Worker 20.27
23391 - Gunsmith I 17.36
23392 - Gunsmith II 19.36
23393 - Gunsmith III 21.46
23410 - Heating Ventilation And Air-Conditioning Mechanic 18.38
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 19.30
23430 - Heavy Equipment Mechanic 22.34
23440 - Heavy Equipment Operator 22.41
23460 - Instrument Mechanic 22.82
23465 - Laboratory/Shelter Mechanic 20.41
23470 - Laborer 12.55
23510 - Locksmith 20.41
23530 - Machinery Maintenance Mechanic 24.19
23550 - Machinist Maintenance 20.51
23580 - Maintenance Trades Helper 14.41
23591 - Metrology Technician I 22.82
23592 - Metrology Technician II 23.80
23593 - Metrology Technician III 24.74
23640 - Millwright 22.34
23710 - Office Appliance Repairer 22.90
23760 - Painter Maintenance 17.56
23790 - Pipefitter Maintenance 26.94
23810 - Plumber Maintenance 25.61
23820 - Pneudraulic Systems Mechanic 21.46
23850 - Rigger 21.46
23870 - Scale Mechanic 19.36
23890 - Sheet-Metal Worker Maintenance 21.41
23910 - Small Engine Mechanic 19.36
23931 - Telecommunications Mechanic I 28.11

23932 - Telecommunications Mechanic II 30.57
23950 - Telephone Lineman 21.56
23960 - Welder Combination Maintenance 20.22
23965 - Well Driller 21.46
23970 - Woodcraft Worker 21.46
23980 - Woodworker 18.07
24000 - Personal Needs Occupations
24550 - Case Manager 13.87
24570 - Child Care Attendant 8.93
24580 - Child Care Center Clerk 11.14
24610 - Chore Aide 10.19
24620 - Family Readiness And Support Services Coordinator 13.87
24630 - Homemaker 13.87
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 22.34
25040 - Sewage Plant Operator 27.63
25070 - Stationary Engineer 22.34
25190 - Ventilation Equipment Tender 16.34
25210 - Water Treatment Plant Operator 27.63
27000 - Protective Service Occupations
27004 - Alarm Monitor 14.82
27007 - Baggage Inspector 10.85
27008 - Corrections Officer 16.72
27010 - Court Security Officer 16.82
27030 - Detection Dog Handler 13.55
27040 - Detention Officer 16.72
27070 - Firefighter 16.82
27101 - Guard I 10.85
27102 - Guard II 13.55
27131 - Police Officer I 19.25
27132 - Police Officer II 21.39
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 11.27
28042 - Carnival Equipment Repairer 12.09
28043 - Carnival Worker 8.74
28210 - Gate Attendant/Gate Tender 14.58
28310 - Lifeguard 12.99
28350 - Park Attendant (Aide) 16.32
28510 - Recreation Aide/Health Facility Attendant 11.90
28515 - Recreation Specialist 19.73
28630 - Sports Official 12.99
28690 - Swimming Pool Operator 15.65
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 24.19
29020 - Hatch Tender 24.19
29030 - Line Handler 24.19
29041 - Stevedore I 22.86
29042 - Stevedore II 25.49
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 18.60
30022 - Archeological Technician II 20.81
30023 - Archeological Technician III 25.48
30030 - Cartographic Technician 25.48
30040 - Civil Engineering Technician 22.83
30051 - Cryogenic Technician I 23.75
30052 - Cryogenic Technician II 26.23
30061 - Drafter/CAD Operator I 18.60
30062 - Drafter/CAD Operator II 20.81
30063 - Drafter/CAD Operator III 23.21
30064 - Drafter/CAD Operator IV 28.55
30081 - Engineering Technician I 15.98
30082 - Engineering Technician II 18.00
30083 - Engineering Technician III 21.00
30084 - Engineering Technician IV 28.62
30085 - Engineering Technician V 33.81
30086 - Engineering Technician VI 40.89
30090 - Environmental Technician 25.48
30095 - Evidence Control Specialist 19.49
30210 - Laboratory Technician 20.81
30221 - Latent Fingerprint Technician I 23.75
30222 - Latent Fingerprint Technician II 26.23
30240 - Mathematical Technician 25.48
30361 - Paralegal/Legal Assistant I 18.54
30362 - Paralegal/Legal Assistant II 22.98
30363 - Paralegal/Legal Assistant III 28.11
30364 - Paralegal/Legal Assistant IV 34.01
30375 - Petroleum Supply Specialist 23.85
30390 - Photo-Optics Technician 25.48
30395 - Radiation Control Technician 23.85
30461 - Technical Writer I 21.30
30462 - Technical Writer II 26.06
30463 - Technical Writer III 31.52
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 28.55
30502 - Weather Forecaster II 34.73
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.21
30621 - Weather Observer Senior (see 2) 25.48
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 13.41
31030 - Bus Driver 17.71

31043 - Driver Courier	15.65
31260 - Parking and Lot Attendant	12.13
31290 - Shuttle Bus Driver	16.77
31310 - Taxi Driver	10.90
31361 - Truckdriver Light	16.77
31362 - Truckdriver Medium	17.71
31363 - Truckdriver Heavy	17.62
31364 - Truckdriver Tractor-Trailer	17.62
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.40
99050 - Desk Clerk	9.09
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.87
99252 - Laboratory Animal Caretaker II	20.60
99260 - Marketing Analyst	29.43
99310 - Mortician	25.35
99410 - Pest Controller	16.98
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	17.13
99711 - Recycling Specialist	19.72
99730 - Refuse Collector	15.48
99810 - Sales Clerk	11.63
99820 - School Crossing Guard	14.90
99830 - Survey Party Chief	19.84
99831 - Surveying Aide	12.23
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	18.37
99841 - Vending Machine Repairer	21.99
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 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.: 2015-4601
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: Alabama

Area: Alabama County of Etowah

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.74
01012 - Accounting Clerk II		16.55
01013 - Accounting Clerk III		18.52
01020 - Administrative Assistant		20.97
01035 - Court Reporter		18.07
01041 - Customer Service Representative I		11.73
01042 - Customer Service Representative II		13.19
01043 - Customer Service Representative III		14.39
01051 - Data Entry Operator I		13.18
01052 - Data Entry Operator II		14.38
01060 - Dispatcher Motor Vehicle		18.07
01070 - Document Preparation Clerk		14.38
01090 - Duplicating Machine Operator		14.38
01111 - General Clerk I		11.44
01112 - General Clerk II		12.48

01113 - General Clerk III 14.01
01120 - Housing Referral Assistant 20.14
01141 - Messenger Courier 11.73
01191 - Order Clerk I 13.18
01192 - Order Clerk II 14.38
01261 - Personnel Assistant (Employment) I 16.15
01262 - Personnel Assistant (Employment) II 18.07
01263 - Personnel Assistant (Employment) III 20.14
01270 - Production Control Clerk 19.71
01290 - Rental Clerk 12.14
01300 - Scheduler Maintenance 16.15
01311 - Secretary I 16.15
01312 - Secretary II 18.07
01313 - Secretary III 20.14
01320 - Service Order Dispatcher 16.32
01410 - Supply Technician 20.97
01420 - Survey Worker 14.43
01460 - Switchboard Operator/Receptionist 12.45
01531 - Travel Clerk I 11.67
01532 - Travel Clerk II 12.55
01533 - Travel Clerk III 13.84
01611 - Word Processor I 14.38
01612 - Word Processor II 16.15
01613 - Word Processor III 18.07
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.36
05010 - Automotive Electrician 17.79
05040 - Automotive Glass Installer 16.99
05070 - Automotive Worker 16.99
05110 - Mobile Equipment Servicer 15.18
05130 - Motor Equipment Metal Mechanic 18.62
05160 - Motor Equipment Metal Worker 16.99
05190 - Motor Vehicle Mechanic 18.62
05220 - Motor Vehicle Mechanic Helper 14.32
05250 - Motor Vehicle Upholstery Worker 16.13
05280 - Motor Vehicle Wrecker 16.99
05310 - Painter Automotive 17.79
05340 - Radiator Repair Specialist 16.99
05370 - Tire Repairer 14.27
05400 - Transmission Repair Specialist 18.62
07000 - Food Preparation And Service Occupations
07010 - Baker 14.06
07041 - Cook I 12.03
07042 - Cook II 13.55
07070 - Dishwasher 9.17
07130 - Food Service Worker 9.71
07210 - Meat Cutter 17.22
07260 - Waiter/Waitress 9.79
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 14.30

09040 - Furniture Handler	10.93
09080 - Furniture Refinisher	15.19
09090 - Furniture Refinisher Helper	12.34
09110 - Furniture Repairer Minor	13.77
09130 - Upholsterer	15.19
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.71
11060 - Elevator Operator	13.71
11090 - Gardener	16.93
11122 - Housekeeping Aide	10.61
11150 - Janitor	10.61
11210 - Laborer Grounds Maintenance	14.07
11240 - Maid or Houseman	8.86
11260 - Pruner	13.07
11270 - Tractor Operator	15.97
11330 - Trail Maintenance Worker	14.07
11360 - Window Cleaner	11.43
12000 - Health Occupations	
12010 - Ambulance Driver	16.91
12011 - Breath Alcohol Technician	17.45
12012 - Certified Occupational Therapist Assistant	29.89
12015 - Certified Physical Therapist Assistant	29.49
12020 - Dental Assistant	17.37
12025 - Dental Hygienist	27.87
12030 - EKG Technician	26.09
12035 - Electroneurodiagnostic Technologist	26.09
12040 - Emergency Medical Technician	16.91
12071 - Licensed Practical Nurse I	15.60
12072 - Licensed Practical Nurse II	17.45
12073 - Licensed Practical Nurse III	19.45
12100 - Medical Assistant	12.93
12130 - Medical Laboratory Technician	18.19
12160 - Medical Record Clerk	14.40
12190 - Medical Record Technician	16.11
12195 - Medical Transcriptionist	15.60
12210 - Nuclear Medicine Technologist	37.31
12221 - Nursing Assistant I	11.25
12222 - Nursing Assistant II	12.65
12223 - Nursing Assistant III	13.80
12224 - Nursing Assistant IV	15.49
12235 - Optical Dispenser	16.98
12236 - Optical Technician	15.60
12250 - Pharmacy Technician	13.73
12280 - Phlebotomist	13.70
12305 - Radiologic Technologist	22.10
12311 - Registered Nurse I	23.11
12312 - Registered Nurse II	28.28
12313 - Registered Nurse II Specialist	28.28
12314 - Registered Nurse III	34.21
12315 - Registered Nurse III Anesthetist	34.21

12316 - Registered Nurse IV		41.01
12317 - Scheduler (Drug and Alcohol Testing)		21.61
12320 - Substance Abuse Treatment Counselor		21.61
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		19.08
13042 - Illustrator II		23.63
13043 - Illustrator III		28.91
13047 - Librarian		26.18
13050 - Library Aide/Clerk		13.81
13054 - Library Information Technology Systems Administrator		23.63
13058 - Library Technician		17.46
13061 - Media Specialist I		17.05
13062 - Media Specialist II		19.08
13063 - Media Specialist III		21.27
13071 - Photographer I		16.20
13072 - Photographer II		18.52
13073 - Photographer III		23.63
13074 - Photographer IV		28.91
13075 - Photographer V		34.98
13090 - Technical Order Library Clerk		19.04
13110 - Video Teleconference Technician		17.05
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.28
14042 - Computer Operator II		14.86
14043 - Computer Operator III		16.57
14044 - Computer Operator IV		18.41
14045 - Computer Operator V		20.39
14071 - Computer Programmer I	(see 1)	17.17
14072 - Computer Programmer II	(see 1)	21.27
14073 - Computer Programmer III	(see 1)	26.02
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	25.38
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		13.28
14160 - Personal Computer Support Technician		18.41
14170 - System Support Specialist		21.59
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		25.38
15020 - Aircrew Training Devices Instructor (Rated)		30.70
15030 - Air Crew Training Devices Instructor (Pilot)		36.80
15050 - Computer Based Training Specialist / Instructor		25.38
15060 - Educational Technologist		32.55
15070 - Flight Instructor (Pilot)		36.80
15080 - Graphic Artist		24.76
15085 - Maintenance Test Pilot Fixed Jet/Prop		36.80

15086 - Maintenance Test Pilot Rotary Wing 36.80
15088 - Non-Maintenance Test/Co-Pilot 36.80
15090 - Technical Instructor 20.24
15095 - Technical Instructor/Course Developer 24.76
15110 - Test Proctor 16.33
15120 - Tutor 16.33
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.93
16030 - Counter Attendant 9.93
16040 - Dry Cleaner 11.88
16070 - Finisher Flatwork Machine 9.93
16090 - Presser Hand 9.93
16110 - Presser Machine Drycleaning 9.93
16130 - Presser Machine Shirts 9.93
16160 - Presser Machine Wearing Apparel Laundry 9.93
16190 - Sewing Machine Operator 12.54
16220 - Tailor 13.17
16250 - Washer Machine 10.59
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 18.27
19040 - Tool And Die Maker 21.64
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.39
21030 - Material Coordinator 19.71
21040 - Material Expediter 19.71
21050 - Material Handling Laborer 12.97
21071 - Order Filler 13.44
21080 - Production Line Worker (Food Processing) 15.39
21110 - Shipping Packer 15.34
21130 - Shipping/Receiving Clerk 15.34
21140 - Store Worker I 14.04
21150 - Stock Clerk 17.37
21210 - Tools And Parts Attendant 15.39
21410 - Warehouse Specialist 15.39
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 20.56
23019 - Aircraft Logs and Records Technician 17.10
23021 - Aircraft Mechanic I 19.71
23022 - Aircraft Mechanic II 20.56
23023 - Aircraft Mechanic III 21.43
23040 - Aircraft Mechanic Helper 15.22
23050 - Aircraft Painter 18.83
23060 - Aircraft Servicer 17.10
23070 - Aircraft Survival Flight Equipment Technician 18.83
23080 - Aircraft Worker 17.98
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 17.98
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 19.71
23110 - Appliance Mechanic 18.83

23120 - Bicycle Repairer	15.55
23125 - Cable Splicer	19.71
23130 - Carpenter Maintenance	18.06
23140 - Carpet Layer	17.98
23160 - Electrician Maintenance	22.84
23181 - Electronics Technician Maintenance I	21.43
23182 - Electronics Technician Maintenance II	22.56
23183 - Electronics Technician Maintenance III	23.61
23260 - Fabric Worker	17.10
23290 - Fire Alarm System Mechanic	19.71
23310 - Fire Extinguisher Repairer	16.14
23311 - Fuel Distribution System Mechanic	23.03
23312 - Fuel Distribution System Operator	18.97
23370 - General Maintenance Worker	17.03
23380 - Ground Support Equipment Mechanic	19.71
23381 - Ground Support Equipment Servicer	17.10
23382 - Ground Support Equipment Worker	17.98
23391 - Gunsmith I	16.14
23392 - Gunsmith II	17.98
23393 - Gunsmith III	19.71
23410 - Heating Ventilation And Air-Conditioning Mechanic	21.21
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	22.13
23430 - Heavy Equipment Mechanic	20.04
23440 - Heavy Equipment Operator	18.29
23460 - Instrument Mechanic	21.53
23465 - Laboratory/Shelter Mechanic	18.83
23470 - Laborer	12.97
23510 - Locksmith	18.83
23530 - Machinery Maintenance Mechanic	23.27
23550 - Machinist Maintenance	17.80
23580 - Maintenance Trades Helper	11.98
23591 - Metrology Technician I	21.53
23592 - Metrology Technician II	20.91
23593 - Metrology Technician III	21.78
23640 - Millwright	19.71
23710 - Office Appliance Repairer	17.51
23760 - Painter Maintenance	18.83
23790 - Pipefitter Maintenance	20.71
23810 - Plumber Maintenance	20.22
23820 - Pneudraulic Systems Mechanic	19.71
23850 - Rigger	19.71
23870 - Scale Mechanic	17.98
23890 - Sheet-Metal Worker Maintenance	19.71
23910 - Small Engine Mechanic	17.98
23931 - Telecommunications Mechanic I	23.14
23932 - Telecommunications Mechanic II	24.32
23950 - Telephone Lineman	19.71
23960 - Welder Combination Maintenance	15.88

23965 - Well Driller	19.71
23970 - Woodcraft Worker	19.71
23980 - Woodworker	16.14
24000 - Personal Needs Occupations	
24550 - Case Manager	13.52
24570 - Child Care Attendant	10.25
24580 - Child Care Center Clerk	12.77
24610 - Chore Aide	8.98
24620 - Family Readiness And Support Services Coordinator	13.52
24630 - Homemaker	13.52
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.85
25040 - Sewage Plant Operator	26.04
25070 - Stationary Engineer	20.85
25190 - Ventilation Equipment Tender	16.25
25210 - Water Treatment Plant Operator	26.04
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.97
27007 - Baggage Inspector	12.44
27008 - Corrections Officer	17.85
27010 - Court Security Officer	17.85
27030 - Detection Dog Handler	13.92
27040 - Detention Officer	17.85
27070 - Firefighter	17.85
27101 - Guard I	12.44
27102 - Guard II	13.92
27131 - Police Officer I	17.85
27132 - Police Officer II	19.83
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.43
28042 - Carnival Equipment Repairer	12.11
28043 - Carnival Worker	9.35
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.61
28515 - Recreation Specialist	16.36
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	21.95
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.40
29020 - Hatch Tender	18.40
29030 - Line Handler	18.40
29041 - Stevedore I	17.25
29042 - Stevedore II	19.27
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		14.72
30022 - Archeological Technician II		16.72
30023 - Archeological Technician III		18.68
30030 - Cartographic Technician		20.59
30040 - Civil Engineering Technician		17.95
30051 - Cryogenic Technician I		21.59
30052 - Cryogenic Technician II		23.85
30061 - Drafter/CAD Operator I		14.72
30062 - Drafter/CAD Operator II		16.72
30063 - Drafter/CAD Operator III		18.07
30064 - Drafter/CAD Operator IV		22.24
30081 - Engineering Technician I		13.75
30082 - Engineering Technician II		14.72
30083 - Engineering Technician III		17.27
30084 - Engineering Technician IV		21.40
30085 - Engineering Technician V		26.17
30086 - Engineering Technician VI		28.78
30090 - Environmental Technician		20.23
30095 - Evidence Control Specialist		19.49
30210 - Laboratory Technician		20.19
30221 - Latent Fingerprint Technician I		21.59
30222 - Latent Fingerprint Technician II		23.85
30240 - Mathematical Technician		20.59
30361 - Paralegal/Legal Assistant I		17.25
30362 - Paralegal/Legal Assistant II		21.36
30363 - Paralegal/Legal Assistant III		26.14
30364 - Paralegal/Legal Assistant IV		31.62
30375 - Petroleum Supply Specialist		23.85
30390 - Photo-Optics Technician		20.59
30395 - Radiation Control Technician		23.85
30461 - Technical Writer I		18.74
30462 - Technical Writer II		22.92
30463 - Technical Writer III		26.34
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		21.59
30502 - Weather Forecaster II		26.26
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	18.25
30621 - Weather Observer Senior	(see 2)	20.27
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		14.10
31030 - Bus Driver		18.04
31043 - Driver Courier		13.75
31260 - Parking and Lot Attendant		13.11
31290 - Shuttle Bus Driver		14.54

31310 - Taxi Driver	16.01
31361 - Truckdriver Light	14.54
31362 - Truckdriver Medium	15.32
31363 - Truckdriver Heavy	19.69
31364 - Truckdriver Tractor-Trailer	19.69
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.38
99050 - Desk Clerk	8.91
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	17.82
99252 - Laboratory Animal Caretaker II	18.84
99260 - Marketing Analyst	23.99
99310 - Mortician	25.35
99410 - Pest Controller	19.58
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	16.25
99711 - Recycling Specialist	18.45
99730 - Refuse Collector	15.09
99810 - Sales Clerk	10.73
99820 - School Crossing Guard	15.09
99830 - Survey Party Chief	18.64
99831 - Surveying Aide	12.20
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	18.45
99841 - Vending Machine Repairer	21.95
99842 - Vending Machine Repairer Helper	18.45

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4603
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: Alabama

Area: Alabama Counties of Limestone Madison

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.46
01012 - Accounting Clerk II		17.36
01013 - Accounting Clerk III		19.41
01020 - Administrative Assistant		28.76
01035 - Court Reporter		17.54
01041 - Customer Service Representative I		13.53
01042 - Customer Service Representative II		15.22
01043 - Customer Service Representative III		16.61
01051 - Data Entry Operator I		13.20
01052 - Data Entry Operator II		14.40
01060 - Dispatcher Motor Vehicle		19.73
01070 - Document Preparation Clerk		13.90
01090 - Duplicating Machine Operator		13.90
01111 - General Clerk I		11.51
01112 - General Clerk II		12.56

01113 - General Clerk III 14.10
01120 - Housing Referral Assistant 19.55
01141 - Messenger Courier 13.22
01191 - Order Clerk I 13.21
01192 - Order Clerk II 15.27
01261 - Personnel Assistant (Employment) I 16.30
01262 - Personnel Assistant (Employment) II 18.23
01263 - Personnel Assistant (Employment) III 20.33
01270 - Production Control Clerk 23.21
01290 - Rental Clerk 12.97
01300 - Scheduler Maintenance 15.68
01311 - Secretary I 15.68
01312 - Secretary II 17.54
01313 - Secretary III 19.55
01320 - Service Order Dispatcher 16.98
01410 - Supply Technician 28.76
01420 - Survey Worker 16.81
01460 - Switchboard Operator/Receptionist 12.81
01531 - Travel Clerk I 11.72
01532 - Travel Clerk II 12.49
01533 - Travel Clerk III 13.26
01611 - Word Processor I 13.96
01612 - Word Processor II 15.68
01613 - Word Processor III 17.54
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.32
05010 - Automotive Electrician 20.47
05040 - Automotive Glass Installer 19.51
05070 - Automotive Worker 19.51
05110 - Mobile Equipment Servicer 17.69
05130 - Motor Equipment Metal Mechanic 21.42
05160 - Motor Equipment Metal Worker 19.51
05190 - Motor Vehicle Mechanic 20.26
05220 - Motor Vehicle Mechanic Helper 15.55
05250 - Motor Vehicle Upholstery Worker 18.62
05280 - Motor Vehicle Wrecker 19.51
05310 - Painter Automotive 19.37
05340 - Radiator Repair Specialist 19.51
05370 - Tire Repairer 12.84
05400 - Transmission Repair Specialist 21.42
07000 - Food Preparation And Service Occupations
07010 - Baker 11.78
07041 - Cook I 9.38
07042 - Cook II 10.37
07070 - Dishwasher 10.24
07130 - Food Service Worker 9.44
07210 - Meat Cutter 15.06
07260 - Waiter/Waitress 8.91
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.17

09040 - Furniture Handler 13.94
09080 - Furniture Refinisher 19.17
09090 - Furniture Refinisher Helper 15.40
09110 - Furniture Repairer Minor 17.29
09130 - Upholsterer 19.17
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 10.51
11060 - Elevator Operator 12.11
11090 - Gardener 16.32
11122 - Housekeeping Aide 12.11
11150 - Janitor 12.11
11210 - Laborer Grounds Maintenance 13.13
11240 - Maid or Houseman 9.99
11260 - Pruner 11.86
11270 - Tractor Operator 15.28
11330 - Trail Maintenance Worker 13.13
11360 - Window Cleaner 13.41
12000 - Health Occupations
12010 - Ambulance Driver 17.51
12011 - Breath Alcohol Technician 17.51
12012 - Certified Occupational Therapist Assistant 31.95
12015 - Certified Physical Therapist Assistant 30.20
12020 - Dental Assistant 16.00
12025 - Dental Hygienist 25.39
12030 - EKG Technician 27.31
12035 - Electroneurodiagnostic Technologist 27.31
12040 - Emergency Medical Technician 17.51
12071 - Licensed Practical Nurse I 16.11
12072 - Licensed Practical Nurse II 18.02
12073 - Licensed Practical Nurse III 20.09
12100 - Medical Assistant 14.02
12130 - Medical Laboratory Technician 19.75
12160 - Medical Record Clerk 15.84
12190 - Medical Record Technician 17.72
12195 - Medical Transcriptionist 18.11
12210 - Nuclear Medicine Technologist 33.72
12221 - Nursing Assistant I 11.92
12222 - Nursing Assistant II 13.41
12223 - Nursing Assistant III 14.63
12224 - Nursing Assistant IV 16.42
12235 - Optical Dispenser 15.05
12236 - Optical Technician 16.11
12250 - Pharmacy Technician 15.52
12280 - Phlebotomist 14.95
12305 - Radiologic Technologist 24.95
12311 - Registered Nurse I 22.94
12312 - Registered Nurse II 28.08
12313 - Registered Nurse II Specialist 28.08
12314 - Registered Nurse III 33.97
12315 - Registered Nurse III Anesthetist 33.97

12316 - Registered Nurse IV		40.70
12317 - Scheduler (Drug and Alcohol Testing)		21.81
12320 - Substance Abuse Treatment Counselor		17.68
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.09
13012 - Exhibits Specialist II		24.89
13013 - Exhibits Specialist III		30.45
13041 - Illustrator I		20.09
13042 - Illustrator II		24.89
13043 - Illustrator III		30.45
13047 - Librarian		27.56
13050 - Library Aide/Clerk		15.94
13054 - Library Information Technology Systems Administrator		24.89
13058 - Library Technician		16.14
13061 - Media Specialist I		17.96
13062 - Media Specialist II		20.09
13063 - Media Specialist III		22.40
13071 - Photographer I		16.41
13072 - Photographer II		18.70
13073 - Photographer III		22.74
13074 - Photographer IV		27.82
13075 - Photographer V		33.66
13090 - Technical Order Library Clerk		14.00
13110 - Video Teleconference Technician		17.96
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.00
14042 - Computer Operator II		19.13
14043 - Computer Operator III		20.49
14044 - Computer Operator IV		26.16
14045 - Computer Operator V		27.62
14071 - Computer Programmer I	(see 1)	26.86
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.00
14160 - Personal Computer Support Technician		26.16
14170 - System Support Specialist		30.29
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.10
15020 - Aircrew Training Devices Instructor (Rated)		37.63
15030 - Air Crew Training Devices Instructor (Pilot)		45.11
15050 - Computer Based Training Specialist / Instructor		31.10
15060 - Educational Technologist		33.57
15070 - Flight Instructor (Pilot)		45.11
15080 - Graphic Artist		26.63
15085 - Maintenance Test Pilot Fixed Jet/Prop		45.11

15086 - Maintenance Test Pilot Rotary Wing 45.11
15088 - Non-Maintenance Test/Co-Pilot 45.11
15090 - Technical Instructor 26.97
15095 - Technical Instructor/Course Developer 32.99
15110 - Test Proctor 22.27
15120 - Tutor 22.27
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.66
16030 - Counter Attendant 9.66
16040 - Dry Cleaner 12.13
16070 - Finisher Flatwork Machine 9.66
16090 - Presser Hand 9.66
16110 - Presser Machine Drycleaning 9.66
16130 - Presser Machine Shirts 9.66
16160 - Presser Machine Wearing Apparel Laundry 9.66
16190 - Sewing Machine Operator 12.82
16220 - Tailor 13.51
16250 - Washer Machine 10.47
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.44
19040 - Tool And Die Maker 29.82
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.72
21030 - Material Coordinator 23.21
21040 - Material Expediter 23.21
21050 - Material Handling Laborer 12.33
21071 - Order Filler 12.45
21080 - Production Line Worker (Food Processing) 17.72
21110 - Shipping Packer 15.50
21130 - Shipping/Receiving Clerk 15.50
21140 - Store Worker I 13.73
21150 - Stock Clerk 18.59
21210 - Tools And Parts Attendant 17.72
21410 - Warehouse Specialist 17.72
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.33
23019 - Aircraft Logs and Records Technician 23.45
23021 - Aircraft Mechanic I 27.16
23022 - Aircraft Mechanic II 28.33
23023 - Aircraft Mechanic III 29.50
23040 - Aircraft Mechanic Helper 20.93
23050 - Aircraft Painter 25.90
23060 - Aircraft Servicer 23.45
23070 - Aircraft Survival Flight Equipment Technician 25.90
23080 - Aircraft Worker 24.61
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.61
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.16
23110 - Appliance Mechanic 21.59

23120 - Bicycle Repairer 18.52
23125 - Cable Splicer 27.96
23130 - Carpenter Maintenance 20.11
23140 - Carpet Layer 20.46
23160 - Electrician Maintenance 23.92
23181 - Electronics Technician Maintenance I 23.98
23182 - Electronics Technician Maintenance II 25.55
23183 - Electronics Technician Maintenance III 26.62
23260 - Fabric Worker 19.47
23290 - Fire Alarm System Mechanic 23.46
23310 - Fire Extinguisher Repairer 18.52
23311 - Fuel Distribution System Mechanic 22.74
23312 - Fuel Distribution System Operator 19.38
23370 - General Maintenance Worker 19.49
23380 - Ground Support Equipment Mechanic 27.16
23381 - Ground Support Equipment Servicer 23.45
23382 - Ground Support Equipment Worker 24.61
23391 - Gunsmith I 18.52
23392 - Gunsmith II 20.46
23393 - Gunsmith III 22.59
23410 - Heating Ventilation And Air-Conditioning Mechanic 19.98
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 20.84
23430 - Heavy Equipment Mechanic 23.57
23440 - Heavy Equipment Operator 20.24
23460 - Instrument Mechanic 23.46
23465 - Laboratory/Shelter Mechanic 21.59
23470 - Laborer 12.50
23510 - Locksmith 21.59
23530 - Machinery Maintenance Mechanic 26.19
23550 - Machinist Maintenance 22.45
23580 - Maintenance Trades Helper 14.41
23591 - Metrology Technician I 23.46
23592 - Metrology Technician II 24.47
23593 - Metrology Technician III 25.44
23640 - Millwright 25.91
23710 - Office Appliance Repairer 22.90
23760 - Painter Maintenance 17.56
23790 - Pipefitter Maintenance 25.37
23810 - Plumber Maintenance 24.25
23820 - Pneudraulic Systems Mechanic 22.59
23850 - Rigger 22.59
23870 - Scale Mechanic 20.46
23890 - Sheet-Metal Worker Maintenance 22.76
23910 - Small Engine Mechanic 20.46
23931 - Telecommunications Mechanic I 26.11
23932 - Telecommunications Mechanic II 27.24
23950 - Telephone Lineman 21.56
23960 - Welder Combination Maintenance 18.38

23965 - Well Driller		24.41
23970 - Woodcraft Worker		22.59
23980 - Woodworker		18.52
24000 - Personal Needs Occupations		
24550 - Case Manager		16.51
24570 - Child Care Attendant		9.32
24580 - Child Care Center Clerk		11.75
24610 - Chore Aide		10.19
24620 - Family Readiness And Support Services Coordinator		16.51
24630 - Homemaker		16.51
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		22.83
25040 - Sewage Plant Operator		26.03
25070 - Stationary Engineer		22.83
25190 - Ventilation Equipment Tender		17.34
25210 - Water Treatment Plant Operator		26.03
27000 - Protective Service Occupations		
27004 - Alarm Monitor		17.36
27007 - Baggage Inspector		13.23
27008 - Corrections Officer		20.03
27010 - Court Security Officer		20.54
27030 - Detection Dog Handler		14.80
27040 - Detention Officer		20.03
27070 - Firefighter		20.35
27101 - Guard I		13.23
27102 - Guard II		14.80
27131 - Police Officer I		21.97
27132 - Police Officer II		24.41
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		11.38
28042 - Carnival Equipment Repairer		12.16
28043 - Carnival Worker		8.83
28210 - Gate Attendant/Gate Tender		14.17
28310 - Lifeguard		12.21
28350 - Park Attendant (Aide)		15.85
28510 - Recreation Aide/Health Facility Attendant		11.56
28515 - Recreation Specialist		19.63
28630 - Sports Official		12.62
28690 - Swimming Pool Operator		15.65
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		20.46
29020 - Hatch Tender		20.46
29030 - Line Handler		20.46
29041 - Stevedore I		19.47
29042 - Stevedore II		21.59
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	41.22
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	28.43
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	31.31

30021 - Archeological Technician I		18.60
30022 - Archeological Technician II		20.81
30023 - Archeological Technician III		25.48
30030 - Cartographic Technician		25.48
30040 - Civil Engineering Technician		24.25
30051 - Cryogenic Technician I		28.55
30052 - Cryogenic Technician II		31.54
30061 - Drafter/CAD Operator I		18.60
30062 - Drafter/CAD Operator II		20.81
30063 - Drafter/CAD Operator III		23.21
30064 - Drafter/CAD Operator IV		28.55
30081 - Engineering Technician I		15.98
30082 - Engineering Technician II		18.00
30083 - Engineering Technician III		21.00
30084 - Engineering Technician IV		28.62
30085 - Engineering Technician V		33.81
30086 - Engineering Technician VI		40.89
30090 - Environmental Technician		25.48
30095 - Evidence Control Specialist		22.41
30210 - Laboratory Technician		25.18
30221 - Latent Fingerprint Technician I		28.55
30222 - Latent Fingerprint Technician II		31.54
30240 - Mathematical Technician		25.48
30361 - Paralegal/Legal Assistant I		19.20
30362 - Paralegal/Legal Assistant II		23.78
30363 - Paralegal/Legal Assistant III		29.10
30364 - Paralegal/Legal Assistant IV		35.20
30375 - Petroleum Supply Specialist		27.41
30390 - Photo-Optics Technician		25.48
30395 - Radiation Control Technician		27.41
30461 - Technical Writer I		23.37
30462 - Technical Writer II		28.60
30463 - Technical Writer III		34.60
30491 - Unexploded Ordnance (UXO) Technician I		26.20
30492 - Unexploded Ordnance (UXO) Technician II		31.70
30493 - Unexploded Ordnance (UXO) Technician III		38.00
30494 - Unexploded (UXO) Safety Escort		26.20
30495 - Unexploded (UXO) Sweep Personnel		26.20
30501 - Weather Forecaster I		28.55
30502 - Weather Forecaster II		34.73
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.21
30621 - Weather Observer Senior	(see 2)	25.48
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		31.70
31020 - Bus Aide		12.70
31030 - Bus Driver		16.61
31043 - Driver Courier		14.96
31260 - Parking and Lot Attendant		11.89
31290 - Shuttle Bus Driver		16.25

31310 - Taxi Driver	11.55
31361 - Truckdriver Light	16.25
31362 - Truckdriver Medium	16.82
31363 - Truckdriver Heavy	18.61
31364 - Truckdriver Tractor-Trailer	18.61
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.46
99030 - Cashier	10.27
99050 - Desk Clerk	9.40
99095 - Embalmer	26.20
99130 - Flight Follower	26.20
99251 - Laboratory Animal Caretaker I	11.46
99252 - Laboratory Animal Caretaker II	13.46
99260 - Marketing Analyst	28.15
99310 - Mortician	26.20
99410 - Pest Controller	18.47
99510 - Photofinishing Worker	13.77
99710 - Recycling Laborer	19.63
99711 - Recycling Specialist	22.84
99730 - Refuse Collector	17.73
99810 - Sales Clerk	11.65
99820 - School Crossing Guard	13.95
99830 - Survey Party Chief	21.30
99831 - Surveying Aide	13.12
99832 - Surveying Technician	17.96
99840 - Vending Machine Attendant	19.75
99841 - Vending Machine Repairer	23.31
99842 - Vending Machine Repairer Helper	19.75

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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.: 2015-4604
Revision No.: 16
Date Of Last Revision: 06/18/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Alabama

Area: Alabama Counties of Limestone Madison

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.46
01012 - Accounting Clerk II		17.36
01013 - Accounting Clerk III		19.41
01020 - Administrative Assistant		28.76
01035 - Court Reporter		17.54
01041 - Customer Service Representative I		13.53
01042 - Customer Service Representative II		15.22
01043 - Customer Service Representative III		16.61
01051 - Data Entry Operator I		13.20
01052 - Data Entry Operator II		14.40
01060 - Dispatcher Motor Vehicle		19.73
01070 - Document Preparation Clerk		13.90

01090 - Duplicating Machine Operator 13.90
01111 - General Clerk I 11.51
01112 - General Clerk II 12.56
01113 - General Clerk III 14.10
01120 - Housing Referral Assistant 19.55
01141 - Messenger Courier 13.22
01191 - Order Clerk I 13.21
01192 - Order Clerk II 15.27
01261 - Personnel Assistant (Employment) I 16.30
01262 - Personnel Assistant (Employment) II 18.23
01263 - Personnel Assistant (Employment) III 20.33
01270 - Production Control Clerk 23.21
01290 - Rental Clerk 12.97
01300 - Scheduler Maintenance 15.68
01311 - Secretary I 15.68
01312 - Secretary II 17.54
01313 - Secretary III 19.55
01320 - Service Order Dispatcher 16.98
01410 - Supply Technician 28.76
01420 - Survey Worker 16.81
01460 - Switchboard Operator/Receptionist 12.81
01531 - Travel Clerk I 11.72
01532 - Travel Clerk II 12.49
01533 - Travel Clerk III 13.26
01611 - Word Processor I 13.96
01612 - Word Processor II 15.68
01613 - Word Processor III 17.54
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.32
05010 - Automotive Electrician 20.47
05040 - Automotive Glass Installer 19.51
05070 - Automotive Worker 19.51
05110 - Mobile Equipment Servicer 17.69
05130 - Motor Equipment Metal Mechanic 21.42
05160 - Motor Equipment Metal Worker 19.51
05190 - Motor Vehicle Mechanic 20.26
05220 - Motor Vehicle Mechanic Helper 15.55
05250 - Motor Vehicle Upholstery Worker 18.62
05280 - Motor Vehicle Wrecker 19.51
05310 - Painter Automotive 19.37
05340 - Radiator Repair Specialist 19.51
05370 - Tire Repairer 12.84
05400 - Transmission Repair Specialist 21.42
07000 - Food Preparation And Service Occupations
07010 - Baker 11.78
07041 - Cook I 9.38
07042 - Cook II 10.37
07070 - Dishwasher 10.24
07130 - Food Service Worker 9.44
07210 - Meat Cutter 15.06

07260 - Waiter/Waitress	8.91
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.17
09040 - Furniture Handler	13.94
09080 - Furniture Refinisher	19.17
09090 - Furniture Refinisher Helper	15.40
09110 - Furniture Repairer Minor	17.29
09130 - Upholsterer	19.17
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.51
11060 - Elevator Operator	12.11
11090 - Gardener	16.32
11122 - Housekeeping Aide	12.11
11150 - Janitor	12.11
11210 - Laborer Grounds Maintenance	13.13
11240 - Maid or Houseman	9.99
11260 - Pruner	11.86
11270 - Tractor Operator	15.28
11330 - Trail Maintenance Worker	13.13
11360 - Window Cleaner	13.41
12000 - Health Occupations	
12010 - Ambulance Driver	17.51
12011 - Breath Alcohol Technician	17.51
12012 - Certified Occupational Therapist Assistant	31.95
12015 - Certified Physical Therapist Assistant	30.20
12020 - Dental Assistant	16.00
12025 - Dental Hygienist	25.39
12030 - EKG Technician	27.31
12035 - Electroneurodiagnostic Technologist	27.31
12040 - Emergency Medical Technician	17.51
12071 - Licensed Practical Nurse I	16.11
12072 - Licensed Practical Nurse II	18.02
12073 - Licensed Practical Nurse III	20.09
12100 - Medical Assistant	14.02
12130 - Medical Laboratory Technician	19.75
12160 - Medical Record Clerk	15.84
12190 - Medical Record Technician	17.72
12195 - Medical Transcriptionist	18.11
12210 - Nuclear Medicine Technologist	33.72
12221 - Nursing Assistant I	11.92
12222 - Nursing Assistant II	13.41
12223 - Nursing Assistant III	14.63
12224 - Nursing Assistant IV	16.42
12235 - Optical Dispenser	15.05
12236 - Optical Technician	16.11
12250 - Pharmacy Technician	15.52
12280 - Phlebotomist	14.95
12305 - Radiologic Technologist	24.95
12311 - Registered Nurse I	22.94
12312 - Registered Nurse II	28.08

12313 - Registered Nurse II Specialist		28.08
12314 - Registered Nurse III		33.97
12315 - Registered Nurse III Anesthetist		33.97
12316 - Registered Nurse IV		40.70
12317 - Scheduler (Drug and Alcohol Testing)		21.81
12320 - Substance Abuse Treatment Counselor		17.68
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.09
13012 - Exhibits Specialist II		24.89
13013 - Exhibits Specialist III		30.45
13041 - Illustrator I		20.09
13042 - Illustrator II		24.89
13043 - Illustrator III		30.45
13047 - Librarian		27.56
13050 - Library Aide/Clerk		15.94
13054 - Library Information Technology Systems Administrator		24.89
13058 - Library Technician		16.14
13061 - Media Specialist I		17.96
13062 - Media Specialist II		20.09
13063 - Media Specialist III		22.40
13071 - Photographer I		16.41
13072 - Photographer II		18.70
13073 - Photographer III		22.74
13074 - Photographer IV		27.82
13075 - Photographer V		33.66
13090 - Technical Order Library Clerk		14.00
13110 - Video Teleconference Technician		17.96
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.00
14042 - Computer Operator II		19.13
14043 - Computer Operator III		20.49
14044 - Computer Operator IV		26.16
14045 - Computer Operator V		27.62
14071 - Computer Programmer I	(see 1)	26.86
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.00
14160 - Personal Computer Support Technician		26.16
14170 - System Support Specialist		30.29
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.10
15020 - Aircrew Training Devices Instructor (Rated)		37.63
15030 - Air Crew Training Devices Instructor (Pilot)		45.11
15050 - Computer Based Training Specialist / Instructor		31.10
15060 - Educational Technologist		33.57

15070 - Flight Instructor (Pilot) 45.11
15080 - Graphic Artist 26.63
15085 - Maintenance Test Pilot Fixed Jet/Prop 45.11
15086 - Maintenance Test Pilot Rotary Wing 45.11
15088 - Non-Maintenance Test/Co-Pilot 45.11
15090 - Technical Instructor 26.97
15095 - Technical Instructor/Course Developer 32.99
15110 - Test Proctor 22.27
15120 - Tutor 22.27
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.66
16030 - Counter Attendant 9.66
16040 - Dry Cleaner 12.13
16070 - Finisher Flatwork Machine 9.66
16090 - Presser Hand 9.66
16110 - Presser Machine Drycleaning 9.66
16130 - Presser Machine Shirts 9.66
16160 - Presser Machine Wearing Apparel Laundry 9.66
16190 - Sewing Machine Operator 12.82
16220 - Tailor 13.51
16250 - Washer Machine 10.47
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.44
19040 - Tool And Die Maker 29.82
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.72
21030 - Material Coordinator 23.21
21040 - Material Expediter 23.21
21050 - Material Handling Laborer 12.33
21071 - Order Filler 12.45
21080 - Production Line Worker (Food Processing) 17.72
21110 - Shipping Packer 15.50
21130 - Shipping/Receiving Clerk 15.50
21140 - Store Worker I 13.73
21150 - Stock Clerk 18.59
21210 - Tools And Parts Attendant 17.72
21410 - Warehouse Specialist 17.72
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.33
23019 - Aircraft Logs and Records Technician 23.45
23021 - Aircraft Mechanic I 27.16
23022 - Aircraft Mechanic II 28.33
23023 - Aircraft Mechanic III 29.50
23040 - Aircraft Mechanic Helper 20.93
23050 - Aircraft Painter 25.90
23060 - Aircraft Servicer 23.45
23070 - Aircraft Survival Flight Equipment Technician 25.90
23080 - Aircraft Worker 24.61
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.61

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.16
23110 - Appliance Mechanic 21.59
23120 - Bicycle Repairer 18.52
23125 - Cable Splicer 27.96
23130 - Carpenter Maintenance 20.11
23140 - Carpet Layer 20.46
23160 - Electrician Maintenance 23.92
23181 - Electronics Technician Maintenance I 23.98
23182 - Electronics Technician Maintenance II 25.55
23183 - Electronics Technician Maintenance III 26.62
23260 - Fabric Worker 19.47
23290 - Fire Alarm System Mechanic 23.46
23310 - Fire Extinguisher Repairer 18.52
23311 - Fuel Distribution System Mechanic 22.74
23312 - Fuel Distribution System Operator 19.38
23370 - General Maintenance Worker 19.49
23380 - Ground Support Equipment Mechanic 27.16
23381 - Ground Support Equipment Servicer 23.45
23382 - Ground Support Equipment Worker 24.61
23391 - Gunsmith I 18.52
23392 - Gunsmith II 20.46
23393 - Gunsmith III 22.59
23410 - Heating Ventilation And Air-Conditioning Mechanic 19.98
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 20.84
23430 - Heavy Equipment Mechanic 23.57
23440 - Heavy Equipment Operator 20.24
23460 - Instrument Mechanic 23.46
23465 - Laboratory/Shelter Mechanic 21.59
23470 - Laborer 12.50
23510 - Locksmith 21.59
23530 - Machinery Maintenance Mechanic 26.19
23550 - Machinist Maintenance 22.45
23580 - Maintenance Trades Helper 14.41
23591 - Metrology Technician I 23.46
23592 - Metrology Technician II 24.47
23593 - Metrology Technician III 25.44
23640 - Millwright 25.91
23710 - Office Appliance Repairer 22.90
23760 - Painter Maintenance 17.56
23790 - Pipefitter Maintenance 25.37
23810 - Plumber Maintenance 24.25
23820 - Pneudraulic Systems Mechanic 22.59
23850 - Rigger 22.59
23870 - Scale Mechanic 20.46
23890 - Sheet-Metal Worker Maintenance 22.76
23910 - Small Engine Mechanic 20.46
23931 - Telecommunications Mechanic I 26.11

23932 - Telecommunications Mechanic II 27.24
23950 - Telephone Lineman 21.56
23960 - Welder Combination Maintenance 18.38
23965 - Well Driller 24.41
23970 - Woodcraft Worker 22.59
23980 - Woodworker 18.52
24000 - Personal Needs Occupations
24550 - Case Manager 16.51
24570 - Child Care Attendant 9.32
24580 - Child Care Center Clerk 11.75
24610 - Chore Aide 10.19
24620 - Family Readiness And Support Services Coordinator 16.51
24630 - Homemaker 16.51
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 22.83
25040 - Sewage Plant Operator 26.03
25070 - Stationary Engineer 22.83
25190 - Ventilation Equipment Tender 17.34
25210 - Water Treatment Plant Operator 26.03
27000 - Protective Service Occupations
27004 - Alarm Monitor 17.36
27007 - Baggage Inspector 13.23
27008 - Corrections Officer 20.03
27010 - Court Security Officer 20.54
27030 - Detection Dog Handler 14.80
27040 - Detention Officer 20.03
27070 - Firefighter 20.35
27101 - Guard I 13.23
27102 - Guard II 14.80
27131 - Police Officer I 21.97
27132 - Police Officer II 24.41
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 11.38
28042 - Carnival Equipment Repairer 12.16
28043 - Carnival Worker 8.83
28210 - Gate Attendant/Gate Tender 14.17
28310 - Lifeguard 12.21
28350 - Park Attendant (Aide) 15.85
28510 - Recreation Aide/Health Facility Attendant 11.56
28515 - Recreation Specialist 19.63
28630 - Sports Official 12.62
28690 - Swimming Pool Operator 15.65
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 20.46
29020 - Hatch Tender 20.46
29030 - Line Handler 20.46
29041 - Stevedore I 19.47
29042 - Stevedore II 21.59
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 41.22
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 28.43
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 31.31
30021 - Archeological Technician I 18.60
30022 - Archeological Technician II 20.81
30023 - Archeological Technician III 25.48
30030 - Cartographic Technician 25.48
30040 - Civil Engineering Technician 24.25
30051 - Cryogenic Technician I 28.55
30052 - Cryogenic Technician II 31.54
30061 - Drafter/CAD Operator I 18.60
30062 - Drafter/CAD Operator II 20.81
30063 - Drafter/CAD Operator III 23.21
30064 - Drafter/CAD Operator IV 28.55
30081 - Engineering Technician I 15.98
30082 - Engineering Technician II 18.00
30083 - Engineering Technician III 21.00
30084 - Engineering Technician IV 28.62
30085 - Engineering Technician V 33.81
30086 - Engineering Technician VI 40.89
30090 - Environmental Technician 25.48
30095 - Evidence Control Specialist 22.41
30210 - Laboratory Technician 25.18
30221 - Latent Fingerprint Technician I 28.55
30222 - Latent Fingerprint Technician II 31.54
30240 - Mathematical Technician 25.48
30361 - Paralegal/Legal Assistant I 19.20
30362 - Paralegal/Legal Assistant II 23.78
30363 - Paralegal/Legal Assistant III 29.10
30364 - Paralegal/Legal Assistant IV 35.20
30375 - Petroleum Supply Specialist 27.41
30390 - Photo-Optics Technician 25.48
30395 - Radiation Control Technician 27.41
30461 - Technical Writer I 23.37
30462 - Technical Writer II 28.60
30463 - Technical Writer III 34.60
30491 - Unexploded Ordnance (UXO) Technician I 26.20
30492 - Unexploded Ordnance (UXO) Technician II 31.70
30493 - Unexploded Ordnance (UXO) Technician III 38.00
30494 - Unexploded (UXO) Safety Escort 26.20
30495 - Unexploded (UXO) Sweep Personnel 26.20
30501 - Weather Forecaster I 28.55
30502 - Weather Forecaster II 34.73
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.21
30621 - Weather Observer Senior (see 2) 25.48
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 31.70
31020 - Bus Aide 12.70
31030 - Bus Driver 16.61

31043 - Driver Courier	14.96
31260 - Parking and Lot Attendant	11.89
31290 - Shuttle Bus Driver	16.25
31310 - Taxi Driver	11.55
31361 - Truckdriver Light	16.25
31362 - Truckdriver Medium	16.82
31363 - Truckdriver Heavy	18.61
31364 - Truckdriver Tractor-Trailer	18.61
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.46
99030 - Cashier	10.27
99050 - Desk Clerk	9.40
99095 - Embalmer	26.20
99130 - Flight Follower	26.20
99251 - Laboratory Animal Caretaker I	11.46
99252 - Laboratory Animal Caretaker II	13.46
99260 - Marketing Analyst	28.15
99310 - Mortician	26.20
99410 - Pest Controller	18.47
99510 - Photofinishing Worker	13.77
99710 - Recycling Laborer	19.63
99711 - Recycling Specialist	22.84
99730 - Refuse Collector	17.73
99810 - Sales Clerk	11.65
99820 - School Crossing Guard	13.95
99830 - Survey Party Chief	21.30
99831 - Surveying Aide	13.12
99832 - Surveying Technician	17.96
99840 - Vending Machine Attendant	19.75
99841 - Vending Machine Repairer	23.31
99842 - Vending Machine Repairer Helper	19.75

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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.: 2015-4605
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: Alabama

Area: Alabama County of Mobile

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.85
01012 - Accounting Clerk II		16.67
01013 - Accounting Clerk III		18.65
01020 - Administrative Assistant		28.28
01035 - Court Reporter		19.76
01041 - Customer Service Representative I		12.41
01042 - Customer Service Representative II		13.96
01043 - Customer Service Representative III		15.23
01051 - Data Entry Operator I		13.94
01052 - Data Entry Operator II		15.20
01060 - Dispatcher Motor Vehicle		20.65
01070 - Document Preparation Clerk		12.18
01090 - Duplicating Machine Operator		12.18
01111 - General Clerk I		12.22
01112 - General Clerk II		13.33

01113 - General Clerk III	14.96
01120 - Housing Referral Assistant	19.61
01141 - Messenger Courier	14.00
01191 - Order Clerk I	14.93
01192 - Order Clerk II	16.29
01261 - Personnel Assistant (Employment) I	17.24
01262 - Personnel Assistant (Employment) II	20.67
01263 - Personnel Assistant (Employment) III	24.58
01270 - Production Control Clerk	26.24
01290 - Rental Clerk	14.27
01300 - Scheduler Maintenance	15.73
01311 - Secretary I	15.73
01312 - Secretary II	17.60
01313 - Secretary III	19.61
01320 - Service Order Dispatcher	18.71
01410 - Supply Technician	28.28
01420 - Survey Worker	17.56
01460 - Switchboard Operator/Receptionist	12.41
01531 - Travel Clerk I	12.82
01532 - Travel Clerk II	13.61
01533 - Travel Clerk III	14.27
01611 - Word Processor I	13.91
01612 - Word Processor II	15.62
01613 - Word Processor III	17.48
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	21.86
05010 - Automotive Electrician	18.52
05040 - Automotive Glass Installer	17.26
05070 - Automotive Worker	17.26
05110 - Mobile Equipment Servicer	14.74
05130 - Motor Equipment Metal Mechanic	19.75
05160 - Motor Equipment Metal Worker	17.26
05190 - Motor Vehicle Mechanic	19.75
05220 - Motor Vehicle Mechanic Helper	13.47
05250 - Motor Vehicle Upholstery Worker	15.98
05280 - Motor Vehicle Wrecker	17.26
05310 - Painter Automotive	18.52
05340 - Radiator Repair Specialist	17.26
05370 - Tire Repairer	12.21
05400 - Transmission Repair Specialist	19.75
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.00
07041 - Cook I	9.61
07042 - Cook II	11.26
07070 - Dishwasher	9.46
07130 - Food Service Worker	9.53
07210 - Meat Cutter	22.20
07260 - Waiter/Waitress	8.92
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.98

09040 - Furniture Handler 11.23
09080 - Furniture Refinisher 18.15
09090 - Furniture Refinisher Helper 13.59
09110 - Furniture Repairer Minor 15.66
09130 - Upholsterer 17.42
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.17
11060 - Elevator Operator 13.17
11090 - Gardener 17.26
11122 - Housekeeping Aide 10.49
11150 - Janitor 10.49
11210 - Laborer Grounds Maintenance 12.84
11240 - Maid or Houseman 8.96
11260 - Pruner 12.90
11270 - Tractor Operator 15.78
11330 - Trail Maintenance Worker 12.84
11360 - Window Cleaner 11.90
12000 - Health Occupations
12010 - Ambulance Driver 16.10
12011 - Breath Alcohol Technician 18.51
12012 - Certified Occupational Therapist Assistant 25.39
12015 - Certified Physical Therapist Assistant 29.17
12020 - Dental Assistant 14.86
12025 - Dental Hygienist 27.40
12030 - EKG Technician 25.98
12035 - Electroneurodiagnostic Technologist 25.98
12040 - Emergency Medical Technician 16.10
12071 - Licensed Practical Nurse I 16.54
12072 - Licensed Practical Nurse II 18.51
12073 - Licensed Practical Nurse III 20.63
12100 - Medical Assistant 13.44
12130 - Medical Laboratory Technician 19.18
12160 - Medical Record Clerk 14.75
12190 - Medical Record Technician 16.50
12195 - Medical Transcriptionist 16.79
12210 - Nuclear Medicine Technologist 36.54
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 15.23
12236 - Optical Technician 16.54
12250 - Pharmacy Technician 14.75
12280 - Phlebotomist 14.77
12305 - Radiologic Technologist 22.94
12311 - Registered Nurse I 22.72
12312 - Registered Nurse II 27.80
12313 - Registered Nurse II Specialist 27.80
12314 - Registered Nurse III 33.63
12315 - Registered Nurse III Anesthetist 33.63

12316 - Registered Nurse IV		40.31
12317 - Scheduler (Drug and Alcohol Testing)		22.92
12320 - Substance Abuse Treatment Counselor		20.40
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.65
13012 - Exhibits Specialist II		24.34
13013 - Exhibits Specialist III		29.77
13041 - Illustrator I		20.65
13042 - Illustrator II		24.45
13043 - Illustrator III		29.77
13047 - Librarian		26.96
13050 - Library Aide/Clerk		10.85
13054 - Library Information Technology Systems Administrator		24.34
13058 - Library Technician		16.38
13061 - Media Specialist I		17.56
13062 - Media Specialist II		19.65
13063 - Media Specialist III		21.91
13071 - Photographer I		16.10
13072 - Photographer II		17.97
13073 - Photographer III		22.25
13074 - Photographer IV		27.23
13075 - Photographer V		32.93
13090 - Technical Order Library Clerk		15.74
13110 - Video Teleconference Technician		16.08
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.80
14042 - Computer Operator II		16.91
14043 - Computer Operator III		18.85
14044 - Computer Operator IV		20.94
14045 - Computer Operator V		23.19
14071 - Computer Programmer I	(see 1)	23.01
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.80
14160 - Personal Computer Support Technician		20.94
14170 - System Support Specialist		26.81
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.79
15020 - Aircrew Training Devices Instructor (Rated)		33.59
15030 - Air Crew Training Devices Instructor (Pilot)		40.26
15050 - Computer Based Training Specialist / Instructor		27.79
15060 - Educational Technologist		30.53
15070 - Flight Instructor (Pilot)		40.26
15080 - Graphic Artist		20.90
15085 - Maintenance Test Pilot Fixed Jet/Prop		40.26

15086 - Maintenance Test Pilot Rotary Wing 40.26
15088 - Non-Maintenance Test/Co-Pilot 40.26
15090 - Technical Instructor 21.66
15095 - Technical Instructor/Course Developer 26.50
15110 - Test Proctor 17.49
15120 - Tutor 17.49
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.21
16030 - Counter Attendant 10.21
16040 - Dry Cleaner 11.83
16070 - Finisher Flatwork Machine 10.21
16090 - Presser Hand 10.21
16110 - Presser Machine Drycleaning 10.21
16130 - Presser Machine Shirts 10.21
16160 - Presser Machine Wearing Apparel Laundry 10.21
16190 - Sewing Machine Operator 12.52
16220 - Tailor 13.26
16250 - Washer Machine 10.66
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.96
19040 - Tool And Die Maker 28.35
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.16
21030 - Material Coordinator 25.39
21040 - Material Expediter 25.39
21050 - Material Handling Laborer 13.07
21071 - Order Filler 11.98
21080 - Production Line Worker (Food Processing) 17.16
21110 - Shipping Packer 17.82
21130 - Shipping/Receiving Clerk 17.82
21140 - Store Worker I 12.28
21150 - Stock Clerk 18.03
21210 - Tools And Parts Attendant 17.16
21410 - Warehouse Specialist 17.16
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.58
23019 - Aircraft Logs and Records Technician 20.44
23021 - Aircraft Mechanic I 25.26
23022 - Aircraft Mechanic II 26.58
23023 - Aircraft Mechanic III 27.91
23040 - Aircraft Mechanic Helper 17.22
23050 - Aircraft Painter 23.68
23060 - Aircraft Servicer 20.44
23070 - Aircraft Survival Flight Equipment Technician 23.68
23080 - Aircraft Worker 22.07
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.07
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.26
23110 - Appliance Mechanic 22.96

23120 - Bicycle Repairer 18.19
23125 - Cable Splicer 32.58
23130 - Carpenter Maintenance 19.22
23140 - Carpet Layer 21.40
23160 - Electrician Maintenance 23.42
23181 - Electronics Technician Maintenance I 31.42
23182 - Electronics Technician Maintenance II 33.71
23183 - Electronics Technician Maintenance III 35.95
23260 - Fabric Worker 19.82
23290 - Fire Alarm System Mechanic 24.93
23310 - Fire Extinguisher Repairer 18.27
23311 - Fuel Distribution System Mechanic 21.69
23312 - Fuel Distribution System Operator 16.18
23370 - General Maintenance Worker 16.94
23380 - Ground Support Equipment Mechanic 25.26
23381 - Ground Support Equipment Servicer 20.44
23382 - Ground Support Equipment Worker 22.07
23391 - Gunsmith I 18.27
23392 - Gunsmith II 21.40
23393 - Gunsmith III 24.49
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.56
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.64
23430 - Heavy Equipment Mechanic 22.83
23440 - Heavy Equipment Operator 20.53
23460 - Instrument Mechanic 25.16
23465 - Laboratory/Shelter Mechanic 22.96
23470 - Laborer 13.07
23510 - Locksmith 22.96
23530 - Machinery Maintenance Mechanic 30.60
23550 - Machinist Maintenance 25.52
23580 - Maintenance Trades Helper 12.72
23591 - Metrology Technician I 25.16
23592 - Metrology Technician II 26.47
23593 - Metrology Technician III 27.80
23640 - Millwright 25.88
23710 - Office Appliance Repairer 18.65
23760 - Painter Maintenance 17.53
23790 - Pipefitter Maintenance 25.51
23810 - Plumber Maintenance 23.92
23820 - Pneudraulic Systems Mechanic 24.49
23850 - Rigger 24.64
23870 - Scale Mechanic 21.40
23890 - Sheet-Metal Worker Maintenance 20.31
23910 - Small Engine Mechanic 17.63
23931 - Telecommunications Mechanic I 29.34
23932 - Telecommunications Mechanic II 30.88
23950 - Telephone Lineman 24.49
23960 - Welder Combination Maintenance 24.56

23965 - Well Driller	24.49
23970 - Woodcraft Worker	24.49
23980 - Woodworker	18.27
24000 - Personal Needs Occupations	
24550 - Case Manager	15.70
24570 - Child Care Attendant	8.87
24580 - Child Care Center Clerk	12.46
24610 - Chore Aide	9.22
24620 - Family Readiness And Support Services Coordinator	15.70
24630 - Homemaker	15.70
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.49
25040 - Sewage Plant Operator	21.05
25070 - Stationary Engineer	24.49
25190 - Ventilation Equipment Tender	16.69
25210 - Water Treatment Plant Operator	20.77
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.47
27007 - Baggage Inspector	11.29
27008 - Corrections Officer	17.95
27010 - Court Security Officer	15.97
27030 - Detection Dog Handler	12.63
27040 - Detention Officer	17.95
27070 - Firefighter	13.04
27101 - Guard I	11.29
27102 - Guard II	12.63
27131 - Police Officer I	20.69
27132 - Police Officer II	22.99
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.80
28042 - Carnival Equipment Repairer	14.01
28043 - Carnival Worker	9.19
28210 - Gate Attendant/Gate Tender	14.00
28310 - Lifeguard	11.90
28350 - Park Attendant (Aide)	15.66
28510 - Recreation Aide/Health Facility Attendant	11.43
28515 - Recreation Specialist	17.00
28630 - Sports Official	12.47
28690 - Swimming Pool Operator	16.97
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.39
29020 - Hatch Tender	27.39
29030 - Line Handler	27.39
29041 - Stevedore I	25.36
29042 - Stevedore II	29.38
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		17.92
30022 - Archeological Technician II		20.06
30023 - Archeological Technician III		24.84
30030 - Cartographic Technician		24.84
30040 - Civil Engineering Technician		21.16
30051 - Cryogenic Technician I		27.52
30052 - Cryogenic Technician II		30.39
30061 - Drafter/CAD Operator I		17.92
30062 - Drafter/CAD Operator II		20.06
30063 - Drafter/CAD Operator III		22.36
30064 - Drafter/CAD Operator IV		27.52
30081 - Engineering Technician I		16.87
30082 - Engineering Technician II		18.93
30083 - Engineering Technician III		21.17
30084 - Engineering Technician IV		26.24
30085 - Engineering Technician V		32.10
30086 - Engineering Technician VI		38.83
30090 - Environmental Technician		22.68
30095 - Evidence Control Specialist		24.84
30210 - Laboratory Technician		30.14
30221 - Latent Fingerprint Technician I		27.52
30222 - Latent Fingerprint Technician II		30.39
30240 - Mathematical Technician		26.22
30361 - Paralegal/Legal Assistant I		18.91
30362 - Paralegal/Legal Assistant II		23.42
30363 - Paralegal/Legal Assistant III		28.65
30364 - Paralegal/Legal Assistant IV		34.66
30375 - Petroleum Supply Specialist		30.39
30390 - Photo-Optics Technician		24.69
30395 - Radiation Control Technician		30.39
30461 - Technical Writer I		24.41
30462 - Technical Writer II		29.85
30463 - Technical Writer III		35.44
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		27.52
30502 - Weather Forecaster II		33.47
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.65
30621 - Weather Observer Senior	(see 2)	24.84
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		9.79
31030 - Bus Driver		14.28
31043 - Driver Courier		12.71
31260 - Parking and Lot Attendant		10.51
31290 - Shuttle Bus Driver		13.91

31310 - Taxi Driver	10.53
31361 - Truckdriver Light	13.91
31362 - Truckdriver Medium	15.27
31363 - Truckdriver Heavy	21.17
31364 - Truckdriver Tractor-Trailer	21.17
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.43
99050 - Desk Clerk	9.91
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.67
99252 - Laboratory Animal Caretaker II	14.41
99260 - Marketing Analyst	26.25
99310 - Mortician	25.35
99410 - Pest Controller	16.91
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	16.89
99711 - Recycling Specialist	20.75
99730 - Refuse Collector	14.89
99810 - Sales Clerk	12.37
99820 - School Crossing Guard	13.85
99830 - Survey Party Chief	22.90
99831 - Surveying Aide	14.89
99832 - Surveying Technician	20.39
99840 - Vending Machine Attendant	18.91
99841 - Vending Machine Repairer	21.43
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 5 years and 4 weeks after 11 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4606
Revision No.: 11
Date Of Last Revision: 06/18/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Alabama

Area: Alabama County of Mobile

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.85
01012 - Accounting Clerk II		16.67
01013 - Accounting Clerk III		18.65
01020 - Administrative Assistant		28.28
01035 - Court Reporter		19.76
01041 - Customer Service Representative I		12.41
01042 - Customer Service Representative II		13.96
01043 - Customer Service Representative III		15.23
01051 - Data Entry Operator I		13.94
01052 - Data Entry Operator II		15.20
01060 - Dispatcher Motor Vehicle		20.65
01070 - Document Preparation Clerk		12.18

01090 - Duplicating Machine Operator 12.18
01111 - General Clerk I 12.22
01112 - General Clerk II 13.33
01113 - General Clerk III 14.96
01120 - Housing Referral Assistant 19.61
01141 - Messenger Courier 14.00
01191 - Order Clerk I 14.93
01192 - Order Clerk II 16.29
01261 - Personnel Assistant (Employment) I 17.24
01262 - Personnel Assistant (Employment) II 20.67
01263 - Personnel Assistant (Employment) III 24.58
01270 - Production Control Clerk 26.24
01290 - Rental Clerk 14.27
01300 - Scheduler Maintenance 15.73
01311 - Secretary I 15.73
01312 - Secretary II 17.60
01313 - Secretary III 19.61
01320 - Service Order Dispatcher 18.71
01410 - Supply Technician 28.28
01420 - Survey Worker 17.56
01460 - Switchboard Operator/Receptionist 12.41
01531 - Travel Clerk I 12.82
01532 - Travel Clerk II 13.61
01533 - Travel Clerk III 14.27
01611 - Word Processor I 13.91
01612 - Word Processor II 15.62
01613 - Word Processor III 17.48
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.86
05010 - Automotive Electrician 18.52
05040 - Automotive Glass Installer 17.26
05070 - Automotive Worker 17.26
05110 - Mobile Equipment Servicer 14.74
05130 - Motor Equipment Metal Mechanic 19.75
05160 - Motor Equipment Metal Worker 17.26
05190 - Motor Vehicle Mechanic 19.75
05220 - Motor Vehicle Mechanic Helper 13.47
05250 - Motor Vehicle Upholstery Worker 15.98
05280 - Motor Vehicle Wrecker 17.26
05310 - Painter Automotive 18.52
05340 - Radiator Repair Specialist 17.26
05370 - Tire Repairer 12.21
05400 - Transmission Repair Specialist 19.75
07000 - Food Preparation And Service Occupations
07010 - Baker 13.00
07041 - Cook I 9.61
07042 - Cook II 11.26
07070 - Dishwasher 9.46
07130 - Food Service Worker 9.53
07210 - Meat Cutter 22.20

07260 - Waiter/Waitress	8.92
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.98
09040 - Furniture Handler	11.23
09080 - Furniture Refinisher	18.15
09090 - Furniture Refinisher Helper	13.59
09110 - Furniture Repairer Minor	15.66
09130 - Upholsterer	17.42
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.17
11060 - Elevator Operator	13.17
11090 - Gardener	17.26
11122 - Housekeeping Aide	10.49
11150 - Janitor	10.49
11210 - Laborer Grounds Maintenance	12.84
11240 - Maid or Houseman	8.96
11260 - Pruner	12.90
11270 - Tractor Operator	15.78
11330 - Trail Maintenance Worker	12.84
11360 - Window Cleaner	11.90
12000 - Health Occupations	
12010 - Ambulance Driver	16.10
12011 - Breath Alcohol Technician	18.51
12012 - Certified Occupational Therapist Assistant	25.39
12015 - Certified Physical Therapist Assistant	29.17
12020 - Dental Assistant	14.86
12025 - Dental Hygienist	27.40
12030 - EKG Technician	25.98
12035 - Electroneurodiagnostic Technologist	25.98
12040 - Emergency Medical Technician	16.10
12071 - Licensed Practical Nurse I	16.54
12072 - Licensed Practical Nurse II	18.51
12073 - Licensed Practical Nurse III	20.63
12100 - Medical Assistant	13.44
12130 - Medical Laboratory Technician	19.18
12160 - Medical Record Clerk	14.75
12190 - Medical Record Technician	16.50
12195 - Medical Transcriptionist	16.79
12210 - Nuclear Medicine Technologist	36.54
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	15.23
12236 - Optical Technician	16.54
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	14.77
12305 - Radiologic Technologist	22.94
12311 - Registered Nurse I	22.72
12312 - Registered Nurse II	27.80

12313 - Registered Nurse II Specialist		27.80
12314 - Registered Nurse III		33.63
12315 - Registered Nurse III Anesthetist		33.63
12316 - Registered Nurse IV		40.31
12317 - Scheduler (Drug and Alcohol Testing)		22.92
12320 - Substance Abuse Treatment Counselor		20.40
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.65
13012 - Exhibits Specialist II		24.34
13013 - Exhibits Specialist III		29.77
13041 - Illustrator I		20.65
13042 - Illustrator II		24.45
13043 - Illustrator III		29.77
13047 - Librarian		26.96
13050 - Library Aide/Clerk		10.85
13054 - Library Information Technology Systems Administrator		24.34
13058 - Library Technician		16.38
13061 - Media Specialist I		17.56
13062 - Media Specialist II		19.65
13063 - Media Specialist III		21.91
13071 - Photographer I		16.10
13072 - Photographer II		17.97
13073 - Photographer III		22.25
13074 - Photographer IV		27.23
13075 - Photographer V		32.93
13090 - Technical Order Library Clerk		15.74
13110 - Video Teleconference Technician		16.08
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.80
14042 - Computer Operator II		16.91
14043 - Computer Operator III		18.85
14044 - Computer Operator IV		20.94
14045 - Computer Operator V		23.19
14071 - Computer Programmer I	(see 1)	23.01
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.80
14160 - Personal Computer Support Technician		20.94
14170 - System Support Specialist		26.81
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.79
15020 - Aircrew Training Devices Instructor (Rated)		33.59
15030 - Air Crew Training Devices Instructor (Pilot)		40.26
15050 - Computer Based Training Specialist / Instructor		27.79
15060 - Educational Technologist		30.53

15070 - Flight Instructor (Pilot) 40.26
15080 - Graphic Artist 20.90
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.26
15086 - Maintenance Test Pilot Rotary Wing 40.26
15088 - Non-Maintenance Test/Co-Pilot 40.26
15090 - Technical Instructor 21.66
15095 - Technical Instructor/Course Developer 26.50
15110 - Test Proctor 17.49
15120 - Tutor 17.49
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.21
16030 - Counter Attendant 10.21
16040 - Dry Cleaner 11.83
16070 - Finisher Flatwork Machine 10.21
16090 - Presser Hand 10.21
16110 - Presser Machine Drycleaning 10.21
16130 - Presser Machine Shirts 10.21
16160 - Presser Machine Wearing Apparel Laundry 10.21
16190 - Sewing Machine Operator 12.52
16220 - Tailor 13.26
16250 - Washer Machine 10.66
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.96
19040 - Tool And Die Maker 28.35
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.16
21030 - Material Coordinator 25.39
21040 - Material Expediter 25.39
21050 - Material Handling Laborer 13.07
21071 - Order Filler 11.98
21080 - Production Line Worker (Food Processing) 17.16
21110 - Shipping Packer 17.82
21130 - Shipping/Receiving Clerk 17.82
21140 - Store Worker I 12.28
21150 - Stock Clerk 18.03
21210 - Tools And Parts Attendant 17.16
21410 - Warehouse Specialist 17.16
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.58
23019 - Aircraft Logs and Records Technician 20.44
23021 - Aircraft Mechanic I 25.26
23022 - Aircraft Mechanic II 26.58
23023 - Aircraft Mechanic III 27.91
23040 - Aircraft Mechanic Helper 17.22
23050 - Aircraft Painter 23.68
23060 - Aircraft Servicer 20.44
23070 - Aircraft Survival Flight Equipment Technician 23.68
23080 - Aircraft Worker 22.07
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.07

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.26
23110 - Appliance Mechanic 22.96
23120 - Bicycle Repairer 18.19
23125 - Cable Splicer 32.58
23130 - Carpenter Maintenance 19.22
23140 - Carpet Layer 21.40
23160 - Electrician Maintenance 23.42
23181 - Electronics Technician Maintenance I 31.42
23182 - Electronics Technician Maintenance II 33.71
23183 - Electronics Technician Maintenance III 35.95
23260 - Fabric Worker 19.82
23290 - Fire Alarm System Mechanic 24.93
23310 - Fire Extinguisher Repairer 18.27
23311 - Fuel Distribution System Mechanic 21.69
23312 - Fuel Distribution System Operator 16.18
23370 - General Maintenance Worker 16.94
23380 - Ground Support Equipment Mechanic 25.26
23381 - Ground Support Equipment Servicer 20.44
23382 - Ground Support Equipment Worker 22.07
23391 - Gunsmith I 18.27
23392 - Gunsmith II 21.40
23393 - Gunsmith III 24.49
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.56
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.64
23430 - Heavy Equipment Mechanic 22.83
23440 - Heavy Equipment Operator 20.53
23460 - Instrument Mechanic 25.16
23465 - Laboratory/Shelter Mechanic 22.96
23470 - Laborer 13.07
23510 - Locksmith 22.96
23530 - Machinery Maintenance Mechanic 30.60
23550 - Machinist Maintenance 25.52
23580 - Maintenance Trades Helper 12.72
23591 - Metrology Technician I 25.16
23592 - Metrology Technician II 26.47
23593 - Metrology Technician III 27.80
23640 - Millwright 25.88
23710 - Office Appliance Repairer 18.65
23760 - Painter Maintenance 17.53
23790 - Pipefitter Maintenance 25.51
23810 - Plumber Maintenance 23.92
23820 - Pneudraulic Systems Mechanic 24.49
23850 - Rigger 24.64
23870 - Scale Mechanic 21.40
23890 - Sheet-Metal Worker Maintenance 20.31
23910 - Small Engine Mechanic 17.63
23931 - Telecommunications Mechanic I 29.34

23932 - Telecommunications Mechanic II 30.88
23950 - Telephone Lineman 24.49
23960 - Welder Combination Maintenance 24.56
23965 - Well Driller 24.49
23970 - Woodcraft Worker 24.49
23980 - Woodworker 18.27
24000 - Personal Needs Occupations
24550 - Case Manager 15.70
24570 - Child Care Attendant 8.87
24580 - Child Care Center Clerk 12.46
24610 - Chore Aide 9.22
24620 - Family Readiness And Support Services Coordinator 15.70
24630 - Homemaker 15.70
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 24.49
25040 - Sewage Plant Operator 21.05
25070 - Stationary Engineer 24.49
25190 - Ventilation Equipment Tender 16.69
25210 - Water Treatment Plant Operator 20.77
27000 - Protective Service Occupations
27004 - Alarm Monitor 15.47
27007 - Baggage Inspector 11.29
27008 - Corrections Officer 17.95
27010 - Court Security Officer 15.97
27030 - Detection Dog Handler 12.63
27040 - Detention Officer 17.95
27070 - Firefighter 13.04
27101 - Guard I 11.29
27102 - Guard II 12.63
27131 - Police Officer I 20.69
27132 - Police Officer II 22.99
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.80
28042 - Carnival Equipment Repairer 14.01
28043 - Carnival Worker 9.19
28210 - Gate Attendant/Gate Tender 14.00
28310 - Lifeguard 11.90
28350 - Park Attendant (Aide) 15.66
28510 - Recreation Aide/Health Facility Attendant 11.43
28515 - Recreation Specialist 17.00
28630 - Sports Official 12.47
28690 - Swimming Pool Operator 16.97
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 27.39
29020 - Hatch Tender 27.39
29030 - Line Handler 27.39
29041 - Stevedore I 25.36
29042 - Stevedore II 29.38
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 17.92
30022 - Archeological Technician II 20.06
30023 - Archeological Technician III 24.84
30030 - Cartographic Technician 24.84
30040 - Civil Engineering Technician 21.16
30051 - Cryogenic Technician I 27.52
30052 - Cryogenic Technician II 30.39
30061 - Drafter/CAD Operator I 17.92
30062 - Drafter/CAD Operator II 20.06
30063 - Drafter/CAD Operator III 22.36
30064 - Drafter/CAD Operator IV 27.52
30081 - Engineering Technician I 16.87
30082 - Engineering Technician II 18.93
30083 - Engineering Technician III 21.17
30084 - Engineering Technician IV 26.24
30085 - Engineering Technician V 32.10
30086 - Engineering Technician VI 38.83
30090 - Environmental Technician 22.68
30095 - Evidence Control Specialist 24.84
30210 - Laboratory Technician 30.14
30221 - Latent Fingerprint Technician I 27.52
30222 - Latent Fingerprint Technician II 30.39
30240 - Mathematical Technician 26.22
30361 - Paralegal/Legal Assistant I 18.91
30362 - Paralegal/Legal Assistant II 23.42
30363 - Paralegal/Legal Assistant III 28.65
30364 - Paralegal/Legal Assistant IV 34.66
30375 - Petroleum Supply Specialist 30.39
30390 - Photo-Optics Technician 24.69
30395 - Radiation Control Technician 30.39
30461 - Technical Writer I 24.41
30462 - Technical Writer II 29.85
30463 - Technical Writer III 35.44
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 27.52
30502 - Weather Forecaster II 33.47
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.65
30621 - Weather Observer Senior (see 2) 24.84
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 9.79
31030 - Bus Driver 14.28

31043 - Driver Courier	12.71
31260 - Parking and Lot Attendant	10.51
31290 - Shuttle Bus Driver	13.91
31310 - Taxi Driver	10.53
31361 - Truckdriver Light	13.91
31362 - Truckdriver Medium	15.27
31363 - Truckdriver Heavy	21.17
31364 - Truckdriver Tractor-Trailer	21.17
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.43
99050 - Desk Clerk	9.91
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.67
99252 - Laboratory Animal Caretaker II	14.41
99260 - Marketing Analyst	26.25
99310 - Mortician	25.35
99410 - Pest Controller	16.91
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	16.89
99711 - Recycling Specialist	20.75
99730 - Refuse Collector	14.89
99810 - Sales Clerk	12.37
99820 - School Crossing Guard	13.85
99830 - Survey Party Chief	22.90
99831 - Surveying Aide	14.89
99832 - Surveying Technician	20.39
99840 - Vending Machine Attendant	18.91
99841 - Vending Machine Repairer	21.43
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: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years and 4 weeks after 11 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4607
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: Alabama

Area: Alabama Counties of Autauga Elmore Lowndes Montgomery

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.89
01012 - Accounting Clerk II		15.58
01013 - Accounting Clerk III		17.44
01020 - Administrative Assistant		28.56
01035 - Court Reporter		19.67
01041 - Customer Service Representative I		11.95
01042 - Customer Service Representative II		13.44
01043 - Customer Service Representative III		14.66
01051 - Data Entry Operator I		13.73
01052 - Data Entry Operator II		14.98
01060 - Dispatcher Motor Vehicle		22.03
01070 - Document Preparation Clerk		14.10
01090 - Duplicating Machine Operator		14.10
01111 - General Clerk I		12.69
01112 - General Clerk II		13.84

01113 - General Clerk III 15.54
01120 - Housing Referral Assistant 19.21
01141 - Messenger Courier 11.49
01191 - Order Clerk I 14.05
01192 - Order Clerk II 15.33
01261 - Personnel Assistant (Employment) I 16.90
01262 - Personnel Assistant (Employment) II 20.67
01263 - Personnel Assistant (Employment) III 24.58
01270 - Production Control Clerk 23.15
01290 - Rental Clerk 12.77
01300 - Scheduler Maintenance 15.40
01311 - Secretary I 15.40
01312 - Secretary II 17.23
01313 - Secretary III 19.21
01320 - Service Order Dispatcher 19.69
01410 - Supply Technician 28.56
01420 - Survey Worker 15.86
01460 - Switchboard Operator/Receptionist 13.09
01531 - Travel Clerk I 15.47
01532 - Travel Clerk II 16.50
01533 - Travel Clerk III 17.40
01611 - Word Processor I 13.28
01612 - Word Processor II 14.91
01613 - Word Processor III 16.68
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.15
05010 - Automotive Electrician 19.86
05040 - Automotive Glass Installer 18.76
05070 - Automotive Worker 18.76
05110 - Mobile Equipment Servicer 16.32
05130 - Motor Equipment Metal Mechanic 20.99
05160 - Motor Equipment Metal Worker 18.76
05190 - Motor Vehicle Mechanic 20.99
05220 - Motor Vehicle Mechanic Helper 15.19
05250 - Motor Vehicle Upholstery Worker 17.54
05280 - Motor Vehicle Wrecker 18.76
05310 - Painter Automotive 19.86
05340 - Radiator Repair Specialist 18.76
05370 - Tire Repairer 11.83
05400 - Transmission Repair Specialist 20.99
07000 - Food Preparation And Service Occupations
07010 - Baker 15.02
07041 - Cook I 9.18
07042 - Cook II 10.55
07070 - Dishwasher 10.02
07130 - Food Service Worker 11.18
07210 - Meat Cutter 15.70
07260 - Waiter/Waitress 8.99
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 16.94

09040 - Furniture Handler	11.07
09080 - Furniture Refinisher	16.94
09090 - Furniture Refinisher Helper	12.96
09110 - Furniture Repairer Minor	14.96
09130 - Upholsterer	16.94
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	9.76
11060 - Elevator Operator	10.73
11090 - Gardener	15.16
11122 - Housekeeping Aide	10.73
11150 - Janitor	10.73
11210 - Laborer Grounds Maintenance	12.05
11240 - Maid or Houseman	9.72
11260 - Pruner	11.03
11270 - Tractor Operator	14.11
11330 - Trail Maintenance Worker	12.05
11360 - Window Cleaner	11.72
12000 - Health Occupations	
12010 - Ambulance Driver	15.66
12011 - Breath Alcohol Technician	17.80
12012 - Certified Occupational Therapist Assistant	25.51
12015 - Certified Physical Therapist Assistant	27.83
12020 - Dental Assistant	16.01
12025 - Dental Hygienist	27.88
12030 - EKG Technician	23.80
12035 - Electroneurodiagnostic Technologist	23.80
12040 - Emergency Medical Technician	15.66
12071 - Licensed Practical Nurse I	15.90
12072 - Licensed Practical Nurse II	17.80
12073 - Licensed Practical Nurse III	19.84
12100 - Medical Assistant	13.46
12130 - Medical Laboratory Technician	19.12
12160 - Medical Record Clerk	14.99
12190 - Medical Record Technician	16.77
12195 - Medical Transcriptionist	16.62
12210 - Nuclear Medicine Technologist	39.11
12221 - Nursing Assistant I	11.75
12222 - Nursing Assistant II	13.21
12223 - Nursing Assistant III	14.41
12224 - Nursing Assistant IV	16.18
12235 - Optical Dispenser	17.08
12236 - Optical Technician	15.35
12250 - Pharmacy Technician	14.42
12280 - Phlebotomist	14.95
12305 - Radiologic Technologist	22.95
12311 - Registered Nurse I	24.61
12312 - Registered Nurse II	30.11
12313 - Registered Nurse II Specialist	30.11
12314 - Registered Nurse III	36.43
12315 - Registered Nurse III Anesthetist	36.43

12316 - Registered Nurse IV		43.66
12317 - Scheduler (Drug and Alcohol Testing)		22.04
12320 - Substance Abuse Treatment Counselor		23.31
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.17
13012 - Exhibits Specialist II		24.98
13013 - Exhibits Specialist III		30.56
13041 - Illustrator I		20.17
13042 - Illustrator II		24.98
13043 - Illustrator III		30.56
13047 - Librarian		27.67
13050 - Library Aide/Clerk		11.64
13054 - Library Information Technology Systems Administrator		24.98
13058 - Library Technician		17.78
13061 - Media Specialist I		18.02
13062 - Media Specialist II		20.17
13063 - Media Specialist III		22.49
13071 - Photographer I		16.07
13072 - Photographer II		18.59
13073 - Photographer III		22.65
13074 - Photographer IV		27.71
13075 - Photographer V		33.53
13090 - Technical Order Library Clerk		15.74
13110 - Video Teleconference Technician		22.05
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.63
14042 - Computer Operator II		17.33
14043 - Computer Operator III		19.31
14044 - Computer Operator IV		21.46
14045 - Computer Operator V		23.77
14071 - Computer Programmer I	(see 1)	21.65
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.63
14160 - Personal Computer Support Technician		21.80
14170 - System Support Specialist		29.51
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.08
15020 - Aircrew Training Devices Instructor (Rated)		36.39
15030 - Air Crew Training Devices Instructor (Pilot)		43.62
15050 - Computer Based Training Specialist / Instructor		30.08
15060 - Educational Technologist		41.45
15070 - Flight Instructor (Pilot)		43.62
15080 - Graphic Artist		20.72
15085 - Maintenance Test Pilot Fixed Jet/Prop		43.45

15086 - Maintenance Test Pilot Rotary Wing 43.45
15088 - Non-Maintenance Test/Co-Pilot 43.45
15090 - Technical Instructor 22.73
15095 - Technical Instructor/Course Developer 27.81
15110 - Test Proctor 18.36
15120 - Tutor 18.36
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.65
16030 - Counter Attendant 9.65
16040 - Dry Cleaner 11.70
16070 - Finisher Flatwork Machine 9.65
16090 - Presser Hand 9.65
16110 - Presser Machine Drycleaning 9.65
16130 - Presser Machine Shirts 9.65
16160 - Presser Machine Wearing Apparel Laundry 9.65
16190 - Sewing Machine Operator 12.39
16220 - Tailor 13.09
16250 - Washer Machine 10.34
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.80
19040 - Tool And Die Maker 26.84
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 14.60
21030 - Material Coordinator 23.15
21040 - Material Expediter 23.15
21050 - Material Handling Laborer 11.22
21071 - Order Filler 12.09
21080 - Production Line Worker (Food Processing) 14.60
21110 - Shipping Packer 15.41
21130 - Shipping/Receiving Clerk 15.41
21140 - Store Worker I 12.34
21150 - Stock Clerk 15.32
21210 - Tools And Parts Attendant 14.60
21410 - Warehouse Specialist 14.60
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 32.07
23019 - Aircraft Logs and Records Technician 25.34
23021 - Aircraft Mechanic I 30.33
23022 - Aircraft Mechanic II 32.07
23023 - Aircraft Mechanic III 33.69
23040 - Aircraft Mechanic Helper 21.94
23050 - Aircraft Painter 28.69
23060 - Aircraft Servicer 25.34
23070 - Aircraft Survival Flight Equipment Technician 28.69
23080 - Aircraft Worker 27.10
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 27.10
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 30.33
23110 - Appliance Mechanic 21.72

23120 - Bicycle Repairer	16.42
23125 - Cable Splicer	37.53
23130 - Carpenter Maintenance	17.94
23140 - Carpet Layer	20.52
23160 - Electrician Maintenance	20.84
23181 - Electronics Technician Maintenance I	28.67
23182 - Electronics Technician Maintenance II	30.35
23183 - Electronics Technician Maintenance III	32.09
23260 - Fabric Worker	19.19
23290 - Fire Alarm System Mechanic	24.64
23310 - Fire Extinguisher Repairer	17.85
23311 - Fuel Distribution System Mechanic	22.21
23312 - Fuel Distribution System Operator	17.27
23370 - General Maintenance Worker	18.43
23380 - Ground Support Equipment Mechanic	30.33
23381 - Ground Support Equipment Servicer	25.34
23382 - Ground Support Equipment Worker	27.10
23391 - Gunsmith I	17.85
23392 - Gunsmith II	20.52
23393 - Gunsmith III	22.96
23410 - Heating Ventilation And Air-Conditioning Mechanic	23.60
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	24.96
23430 - Heavy Equipment Mechanic	23.43
23440 - Heavy Equipment Operator	17.09
23460 - Instrument Mechanic	22.96
23465 - Laboratory/Shelter Mechanic	21.72
23470 - Laborer	10.83
23510 - Locksmith	20.98
23530 - Machinery Maintenance Mechanic	25.88
23550 - Machinist Maintenance	19.88
23580 - Maintenance Trades Helper	12.21
23591 - Metrology Technician I	22.96
23592 - Metrology Technician II	24.29
23593 - Metrology Technician III	25.50
23640 - Millwright	22.96
23710 - Office Appliance Repairer	21.05
23760 - Painter Maintenance	17.68
23790 - Pipefitter Maintenance	22.22
23810 - Plumber Maintenance	21.02
23820 - Pneudraulic Systems Mechanic	22.96
23850 - Rigger	22.96
23870 - Scale Mechanic	20.52
23890 - Sheet-Metal Worker Maintenance	20.96
23910 - Small Engine Mechanic	19.58
23931 - Telecommunications Mechanic I	25.84
23932 - Telecommunications Mechanic II	27.32
23950 - Telephone Lineman	21.35
23960 - Welder Combination Maintenance	19.05

23965 - Well Driller	22.96
23970 - Woodcraft Worker	22.96
23980 - Woodworker	17.85
24000 - Personal Needs Occupations	
24550 - Case Manager	15.70
24570 - Child Care Attendant	10.31
24580 - Child Care Center Clerk	13.33
24610 - Chore Aide	9.04
24620 - Family Readiness And Support Services Coordinator	15.70
24630 - Homemaker	16.50
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.96
25040 - Sewage Plant Operator	21.06
25070 - Stationary Engineer	22.96
25190 - Ventilation Equipment Tender	16.62
25210 - Water Treatment Plant Operator	21.06
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.87
27007 - Baggage Inspector	11.07
27008 - Corrections Officer	19.44
27010 - Court Security Officer	20.98
27030 - Detection Dog Handler	12.39
27040 - Detention Officer	19.44
27070 - Firefighter	22.51
27101 - Guard I	11.07
27102 - Guard II	12.39
27131 - Police Officer I	20.68
27132 - Police Officer II	22.98
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.55
28042 - Carnival Equipment Repairer	13.49
28043 - Carnival Worker	9.81
28210 - Gate Attendant/Gate Tender	14.46
28310 - Lifeguard	11.64
28350 - Park Attendant (Aide)	16.18
28510 - Recreation Aide/Health Facility Attendant	11.81
28515 - Recreation Specialist	17.73
28630 - Sports Official	12.89
28690 - Swimming Pool Operator	15.50
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.56
29020 - Hatch Tender	22.56
29030 - Line Handler	22.56
29041 - Stevedore I	21.10
29042 - Stevedore II	23.88
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		16.61
30022 - Archeological Technician II		18.32
30023 - Archeological Technician III		24.92
30030 - Cartographic Technician		24.92
30040 - Civil Engineering Technician		20.67
30051 - Cryogenic Technician I		27.61
30052 - Cryogenic Technician II		28.15
30061 - Drafter/CAD Operator I		16.61
30062 - Drafter/CAD Operator II		18.32
30063 - Drafter/CAD Operator III		22.44
30064 - Drafter/CAD Operator IV		27.61
30081 - Engineering Technician I		15.47
30082 - Engineering Technician II		17.36
30083 - Engineering Technician III		20.74
30084 - Engineering Technician IV		24.06
30085 - Engineering Technician V		29.44
30086 - Engineering Technician VI		35.62
30090 - Environmental Technician		23.33
30095 - Evidence Control Specialist		23.00
30210 - Laboratory Technician		25.97
30221 - Latent Fingerprint Technician I		25.48
30222 - Latent Fingerprint Technician II		28.15
30240 - Mathematical Technician		24.92
30361 - Paralegal/Legal Assistant I		19.68
30362 - Paralegal/Legal Assistant II		24.44
30363 - Paralegal/Legal Assistant III		29.90
30364 - Paralegal/Legal Assistant IV		36.17
30375 - Petroleum Supply Specialist		28.15
30390 - Photo-Optics Technician		24.92
30395 - Radiation Control Technician		28.15
30461 - Technical Writer I		22.59
30462 - Technical Writer II		27.63
30463 - Technical Writer III		33.43
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		27.61
30502 - Weather Forecaster II		30.99
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.44
30621 - Weather Observer Senior	(see 2)	23.96
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		13.85
31030 - Bus Driver		18.72
31043 - Driver Courier		12.67
31260 - Parking and Lot Attendant		11.11
31290 - Shuttle Bus Driver		13.61

31310 - Taxi Driver	9.90
31361 - Truckdriver Light	13.61
31362 - Truckdriver Medium	15.42
31363 - Truckdriver Heavy	19.45
31364 - Truckdriver Tractor-Trailer	19.45
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.11
99050 - Desk Clerk	9.58
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	15.22
99252 - Laboratory Animal Caretaker II	16.36
99260 - Marketing Analyst	28.36
99310 - Mortician	25.35
99410 - Pest Controller	16.71
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	14.57
99711 - Recycling Specialist	17.05
99730 - Refuse Collector	13.33
99810 - Sales Clerk	12.37
99820 - School Crossing Guard	11.45
99830 - Survey Party Chief	23.16
99831 - Surveying Aide	15.40
99832 - Surveying Technician	21.07
99840 - Vending Machine Attendant	14.35
99841 - Vending Machine Repairer	17.72
99842 - Vending Machine Repairer Helper	14.35

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 10 years and 4 after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4608
Revision No.: 11
Date Of Last Revision: 06/18/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Alabama

Area: Alabama Counties of Autauga Elmore Lowndes Montgomery

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.89
01012 - Accounting Clerk II		15.58
01013 - Accounting Clerk III		17.44
01020 - Administrative Assistant		28.56
01035 - Court Reporter		19.67
01041 - Customer Service Representative I		11.95
01042 - Customer Service Representative II		13.44
01043 - Customer Service Representative III		14.66
01051 - Data Entry Operator I		13.73
01052 - Data Entry Operator II		14.98
01060 - Dispatcher Motor Vehicle		22.03
01070 - Document Preparation Clerk		14.10

01090 - Duplicating Machine Operator 14.10
01111 - General Clerk I 12.69
01112 - General Clerk II 13.84
01113 - General Clerk III 15.54
01120 - Housing Referral Assistant 19.21
01141 - Messenger Courier 11.49
01191 - Order Clerk I 14.05
01192 - Order Clerk II 15.33
01261 - Personnel Assistant (Employment) I 16.90
01262 - Personnel Assistant (Employment) II 20.67
01263 - Personnel Assistant (Employment) III 24.58
01270 - Production Control Clerk 23.15
01290 - Rental Clerk 12.77
01300 - Scheduler Maintenance 15.40
01311 - Secretary I 15.40
01312 - Secretary II 17.23
01313 - Secretary III 19.21
01320 - Service Order Dispatcher 19.69
01410 - Supply Technician 28.56
01420 - Survey Worker 15.86
01460 - Switchboard Operator/Receptionist 13.09
01531 - Travel Clerk I 15.47
01532 - Travel Clerk II 16.50
01533 - Travel Clerk III 17.40
01611 - Word Processor I 13.28
01612 - Word Processor II 14.91
01613 - Word Processor III 16.68
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.15
05010 - Automotive Electrician 19.86
05040 - Automotive Glass Installer 18.76
05070 - Automotive Worker 18.76
05110 - Mobile Equipment Servicer 16.32
05130 - Motor Equipment Metal Mechanic 20.99
05160 - Motor Equipment Metal Worker 18.76
05190 - Motor Vehicle Mechanic 20.99
05220 - Motor Vehicle Mechanic Helper 15.19
05250 - Motor Vehicle Upholstery Worker 17.54
05280 - Motor Vehicle Wrecker 18.76
05310 - Painter Automotive 19.86
05340 - Radiator Repair Specialist 18.76
05370 - Tire Repairer 11.83
05400 - Transmission Repair Specialist 20.99
07000 - Food Preparation And Service Occupations
07010 - Baker 15.02
07041 - Cook I 9.18
07042 - Cook II 10.55
07070 - Dishwasher 10.02
07130 - Food Service Worker 11.18
07210 - Meat Cutter 15.70

07260 - Waiter/Waitress	8.99
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.94
09040 - Furniture Handler	11.07
09080 - Furniture Refinisher	16.94
09090 - Furniture Refinisher Helper	12.96
09110 - Furniture Repairer Minor	14.96
09130 - Upholsterer	16.94
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	9.76
11060 - Elevator Operator	10.73
11090 - Gardener	15.16
11122 - Housekeeping Aide	10.73
11150 - Janitor	10.73
11210 - Laborer Grounds Maintenance	12.05
11240 - Maid or Houseman	9.72
11260 - Pruner	11.03
11270 - Tractor Operator	14.11
11330 - Trail Maintenance Worker	12.05
11360 - Window Cleaner	11.72
12000 - Health Occupations	
12010 - Ambulance Driver	15.66
12011 - Breath Alcohol Technician	17.80
12012 - Certified Occupational Therapist Assistant	25.51
12015 - Certified Physical Therapist Assistant	27.83
12020 - Dental Assistant	16.01
12025 - Dental Hygienist	27.88
12030 - EKG Technician	23.80
12035 - Electroneurodiagnostic Technologist	23.80
12040 - Emergency Medical Technician	15.66
12071 - Licensed Practical Nurse I	15.90
12072 - Licensed Practical Nurse II	17.80
12073 - Licensed Practical Nurse III	19.84
12100 - Medical Assistant	13.46
12130 - Medical Laboratory Technician	19.12
12160 - Medical Record Clerk	14.99
12190 - Medical Record Technician	16.77
12195 - Medical Transcriptionist	16.62
12210 - Nuclear Medicine Technologist	39.11
12221 - Nursing Assistant I	11.75
12222 - Nursing Assistant II	13.21
12223 - Nursing Assistant III	14.41
12224 - Nursing Assistant IV	16.18
12235 - Optical Dispenser	17.08
12236 - Optical Technician	15.35
12250 - Pharmacy Technician	14.42
12280 - Phlebotomist	14.95
12305 - Radiologic Technologist	22.95
12311 - Registered Nurse I	24.61
12312 - Registered Nurse II	30.11

12313 - Registered Nurse II Specialist		30.11
12314 - Registered Nurse III		36.43
12315 - Registered Nurse III Anesthetist		36.43
12316 - Registered Nurse IV		43.66
12317 - Scheduler (Drug and Alcohol Testing)		22.04
12320 - Substance Abuse Treatment Counselor		23.31
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.17
13012 - Exhibits Specialist II		24.98
13013 - Exhibits Specialist III		30.56
13041 - Illustrator I		20.17
13042 - Illustrator II		24.98
13043 - Illustrator III		30.56
13047 - Librarian		27.67
13050 - Library Aide/Clerk		11.64
13054 - Library Information Technology Systems Administrator		24.98
13058 - Library Technician		17.78
13061 - Media Specialist I		18.02
13062 - Media Specialist II		20.17
13063 - Media Specialist III		22.49
13071 - Photographer I		16.07
13072 - Photographer II		18.59
13073 - Photographer III		22.65
13074 - Photographer IV		27.71
13075 - Photographer V		33.53
13090 - Technical Order Library Clerk		15.74
13110 - Video Teleconference Technician		22.05
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.63
14042 - Computer Operator II		17.33
14043 - Computer Operator III		19.31
14044 - Computer Operator IV		21.46
14045 - Computer Operator V		23.77
14071 - Computer Programmer I	(see 1)	21.65
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.63
14160 - Personal Computer Support Technician		21.80
14170 - System Support Specialist		29.51
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.08
15020 - Aircrew Training Devices Instructor (Rated)		36.39
15030 - Air Crew Training Devices Instructor (Pilot)		43.62
15050 - Computer Based Training Specialist / Instructor		30.08
15060 - Educational Technologist		41.45

15070 - Flight Instructor (Pilot) 43.62
15080 - Graphic Artist 20.72
15085 - Maintenance Test Pilot Fixed Jet/Prop 43.45
15086 - Maintenance Test Pilot Rotary Wing 43.45
15088 - Non-Maintenance Test/Co-Pilot 43.45
15090 - Technical Instructor 22.73
15095 - Technical Instructor/Course Developer 27.81
15110 - Test Proctor 18.36
15120 - Tutor 18.36
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.65
16030 - Counter Attendant 9.65
16040 - Dry Cleaner 11.70
16070 - Finisher Flatwork Machine 9.65
16090 - Presser Hand 9.65
16110 - Presser Machine Drycleaning 9.65
16130 - Presser Machine Shirts 9.65
16160 - Presser Machine Wearing Apparel Laundry 9.65
16190 - Sewing Machine Operator 12.39
16220 - Tailor 13.09
16250 - Washer Machine 10.34
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.80
19040 - Tool And Die Maker 26.84
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 14.60
21030 - Material Coordinator 23.15
21040 - Material Expediter 23.15
21050 - Material Handling Laborer 11.22
21071 - Order Filler 12.09
21080 - Production Line Worker (Food Processing) 14.60
21110 - Shipping Packer 15.41
21130 - Shipping/Receiving Clerk 15.41
21140 - Store Worker I 12.34
21150 - Stock Clerk 15.32
21210 - Tools And Parts Attendant 14.60
21410 - Warehouse Specialist 14.60
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 32.07
23019 - Aircraft Logs and Records Technician 25.34
23021 - Aircraft Mechanic I 30.33
23022 - Aircraft Mechanic II 32.07
23023 - Aircraft Mechanic III 33.69
23040 - Aircraft Mechanic Helper 21.94
23050 - Aircraft Painter 28.69
23060 - Aircraft Servicer 25.34
23070 - Aircraft Survival Flight Equipment Technician 28.69
23080 - Aircraft Worker 27.10
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 27.10

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 30.33
23110 - Appliance Mechanic 21.72
23120 - Bicycle Repairer 16.42
23125 - Cable Splicer 37.53
23130 - Carpenter Maintenance 17.94
23140 - Carpet Layer 20.52
23160 - Electrician Maintenance 20.84
23181 - Electronics Technician Maintenance I 28.67
23182 - Electronics Technician Maintenance II 30.35
23183 - Electronics Technician Maintenance III 32.09
23260 - Fabric Worker 19.19
23290 - Fire Alarm System Mechanic 24.64
23310 - Fire Extinguisher Repairer 17.85
23311 - Fuel Distribution System Mechanic 22.21
23312 - Fuel Distribution System Operator 17.27
23370 - General Maintenance Worker 18.43
23380 - Ground Support Equipment Mechanic 30.33
23381 - Ground Support Equipment Servicer 25.34
23382 - Ground Support Equipment Worker 27.10
23391 - Gunsmith I 17.85
23392 - Gunsmith II 20.52
23393 - Gunsmith III 22.96
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.60
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.96
23430 - Heavy Equipment Mechanic 23.43
23440 - Heavy Equipment Operator 17.09
23460 - Instrument Mechanic 22.96
23465 - Laboratory/Shelter Mechanic 21.72
23470 - Laborer 10.83
23510 - Locksmith 20.98
23530 - Machinery Maintenance Mechanic 25.88
23550 - Machinist Maintenance 19.88
23580 - Maintenance Trades Helper 12.21
23591 - Metrology Technician I 22.96
23592 - Metrology Technician II 24.29
23593 - Metrology Technician III 25.50
23640 - Millwright 22.96
23710 - Office Appliance Repairer 21.05
23760 - Painter Maintenance 17.68
23790 - Pipefitter Maintenance 22.22
23810 - Plumber Maintenance 21.02
23820 - Pneudraulic Systems Mechanic 22.96
23850 - Rigger 22.96
23870 - Scale Mechanic 20.52
23890 - Sheet-Metal Worker Maintenance 20.96
23910 - Small Engine Mechanic 19.58
23931 - Telecommunications Mechanic I 25.84

23932 - Telecommunications Mechanic II 27.32
23950 - Telephone Lineman 21.35
23960 - Welder Combination Maintenance 19.05
23965 - Well Driller 22.96
23970 - Woodcraft Worker 22.96
23980 - Woodworker 17.85
24000 - Personal Needs Occupations
24550 - Case Manager 15.70
24570 - Child Care Attendant 10.31
24580 - Child Care Center Clerk 13.33
24610 - Chore Aide 9.04
24620 - Family Readiness And Support Services Coordinator 15.70
24630 - Homemaker 16.50
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 22.96
25040 - Sewage Plant Operator 21.06
25070 - Stationary Engineer 22.96
25190 - Ventilation Equipment Tender 16.62
25210 - Water Treatment Plant Operator 21.06
27000 - Protective Service Occupations
27004 - Alarm Monitor 15.87
27007 - Baggage Inspector 11.07
27008 - Corrections Officer 19.44
27010 - Court Security Officer 20.98
27030 - Detection Dog Handler 12.39
27040 - Detention Officer 19.44
27070 - Firefighter 22.51
27101 - Guard I 11.07
27102 - Guard II 12.39
27131 - Police Officer I 20.68
27132 - Police Officer II 22.98
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.55
28042 - Carnival Equipment Repairer 13.49
28043 - Carnival Worker 9.81
28210 - Gate Attendant/Gate Tender 14.46
28310 - Lifeguard 11.64
28350 - Park Attendant (Aide) 16.18
28510 - Recreation Aide/Health Facility Attendant 11.81
28515 - Recreation Specialist 17.73
28630 - Sports Official 12.89
28690 - Swimming Pool Operator 15.50
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 22.56
29020 - Hatch Tender 22.56
29030 - Line Handler 22.56
29041 - Stevedore I 21.10
29042 - Stevedore II 23.88
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 16.61
30022 - Archeological Technician II 18.32
30023 - Archeological Technician III 24.92
30030 - Cartographic Technician 24.92
30040 - Civil Engineering Technician 20.67
30051 - Cryogenic Technician I 27.61
30052 - Cryogenic Technician II 28.15
30061 - Drafter/CAD Operator I 16.61
30062 - Drafter/CAD Operator II 18.32
30063 - Drafter/CAD Operator III 22.44
30064 - Drafter/CAD Operator IV 27.61
30081 - Engineering Technician I 15.47
30082 - Engineering Technician II 17.36
30083 - Engineering Technician III 20.74
30084 - Engineering Technician IV 24.06
30085 - Engineering Technician V 29.44
30086 - Engineering Technician VI 35.62
30090 - Environmental Technician 23.33
30095 - Evidence Control Specialist 23.00
30210 - Laboratory Technician 25.97
30221 - Latent Fingerprint Technician I 25.48
30222 - Latent Fingerprint Technician II 28.15
30240 - Mathematical Technician 24.92
30361 - Paralegal/Legal Assistant I 19.68
30362 - Paralegal/Legal Assistant II 24.44
30363 - Paralegal/Legal Assistant III 29.90
30364 - Paralegal/Legal Assistant IV 36.17
30375 - Petroleum Supply Specialist 28.15
30390 - Photo-Optics Technician 24.92
30395 - Radiation Control Technician 28.15
30461 - Technical Writer I 22.59
30462 - Technical Writer II 27.63
30463 - Technical Writer III 33.43
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 27.61
30502 - Weather Forecaster II 30.99
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.44
30621 - Weather Observer Senior (see 2) 23.96
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 13.85
31030 - Bus Driver 18.72

31043 - Driver Courier	12.67
31260 - Parking and Lot Attendant	11.11
31290 - Shuttle Bus Driver	13.61
31310 - Taxi Driver	9.90
31361 - Truckdriver Light	13.61
31362 - Truckdriver Medium	15.42
31363 - Truckdriver Heavy	19.45
31364 - Truckdriver Tractor-Trailer	19.45
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.11
99050 - Desk Clerk	9.58
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	15.22
99252 - Laboratory Animal Caretaker II	16.36
99260 - Marketing Analyst	28.36
99310 - Mortician	25.35
99410 - Pest Controller	16.71
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	14.57
99711 - Recycling Specialist	17.05
99730 - Refuse Collector	13.33
99810 - Sales Clerk	12.37
99820 - School Crossing Guard	11.45
99830 - Survey Party Chief	23.16
99831 - Surveying Aide	15.40
99832 - Surveying Technician	21.07
99840 - Vending Machine Attendant	14.35
99841 - Vending Machine Repairer	17.72
99842 - Vending Machine Repairer Helper	14.35

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 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.: 2015-4609
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: Alabama

Area: Alabama Counties of Hale Pickens Tuscaloosa

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		20.01
01013 - Accounting Clerk III		20.98
01020 - Administrative Assistant		27.33
01035 - Court Reporter		17.92
01041 - Customer Service Representative I		11.91
01042 - Customer Service Representative II		13.39
01043 - Customer Service Representative III		14.61
01051 - Data Entry Operator I		13.96
01052 - Data Entry Operator II		15.23
01060 - Dispatcher Motor Vehicle		18.73
01070 - Document Preparation Clerk		13.61
01090 - Duplicating Machine Operator		13.61
01111 - General Clerk I		13.41
01112 - General Clerk II		14.66

01113 - General Clerk III	16.52
01120 - Housing Referral Assistant	20.52
01141 - Messenger Courier	10.42
01191 - Order Clerk I	13.71
01192 - Order Clerk II	14.96
01261 - Personnel Assistant (Employment) I	17.24
01262 - Personnel Assistant (Employment) II	20.67
01263 - Personnel Assistant (Employment) III	24.58
01270 - Production Control Clerk	30.15
01290 - Rental Clerk	14.86
01300 - Scheduler Maintenance	16.45
01311 - Secretary I	16.45
01312 - Secretary II	18.26
01313 - Secretary III	20.52
01320 - Service Order Dispatcher	16.74
01410 - Supply Technician	27.33
01420 - Survey Worker	17.92
01460 - Switchboard Operator/Receptionist	12.47
01531 - Travel Clerk I	11.76
01532 - Travel Clerk II	12.40
01533 - Travel Clerk III	13.04
01611 - Word Processor I	15.90
01612 - Word Processor II	17.40
01613 - Word Processor III	18.17
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	21.33
05010 - Automotive Electrician	18.65
05040 - Automotive Glass Installer	17.43
05070 - Automotive Worker	17.43
05110 - Mobile Equipment Servicer	14.96
05130 - Motor Equipment Metal Mechanic	19.90
05160 - Motor Equipment Metal Worker	17.43
05190 - Motor Vehicle Mechanic	19.90
05220 - Motor Vehicle Mechanic Helper	14.05
05250 - Motor Vehicle Upholstery Worker	16.21
05280 - Motor Vehicle Wrecker	17.43
05310 - Painter Automotive	18.65
05340 - Radiator Repair Specialist	17.43
05370 - Tire Repairer	12.88
05400 - Transmission Repair Specialist	19.90
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.62
07041 - Cook I	10.49
07042 - Cook II	12.23
07070 - Dishwasher	9.24
07130 - Food Service Worker	10.54
07210 - Meat Cutter	16.23
07260 - Waiter/Waitress	8.88
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.66

09040 - Furniture Handler 10.18
09080 - Furniture Refinisher 16.66
09090 - Furniture Refinisher Helper 12.26
09110 - Furniture Repairer Minor 14.48
09130 - Upholsterer 16.66
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.09
11060 - Elevator Operator 12.17
11090 - Gardener 18.76
11122 - Housekeeping Aide 12.17
11150 - Janitor 12.17
11210 - Laborer Grounds Maintenance 14.10
11240 - Maid or Houseman 9.98
11260 - Pruner 12.80
11270 - Tractor Operator 17.20
11330 - Trail Maintenance Worker 14.10
11360 - Window Cleaner 13.61
12000 - Health Occupations
12010 - Ambulance Driver 15.95
12011 - Breath Alcohol Technician 18.48
12012 - Certified Occupational Therapist Assistant 25.35
12015 - Certified Physical Therapist Assistant 30.16
12020 - Dental Assistant 17.35
12025 - Dental Hygienist 27.56
12030 - EKG Technician 28.00
12035 - Electroneurodiagnostic Technologist 28.00
12040 - Emergency Medical Technician 15.95
12071 - Licensed Practical Nurse I 16.51
12072 - Licensed Practical Nurse II 18.48
12073 - Licensed Practical Nurse III 20.60
12100 - Medical Assistant 13.44
12130 - Medical Laboratory Technician 19.53
12160 - Medical Record Clerk 13.93
12190 - Medical Record Technician 15.59
12195 - Medical Transcriptionist 16.68
12210 - Nuclear Medicine Technologist 40.61
12221 - Nursing Assistant I 11.63
12222 - Nursing Assistant II 13.08
12223 - Nursing Assistant III 14.26
12224 - Nursing Assistant IV 16.01
12235 - Optical Dispenser 15.30
12236 - Optical Technician 16.51
12250 - Pharmacy Technician 14.48
12280 - Phlebotomist 17.06
12305 - Radiologic Technologist 22.15
12311 - Registered Nurse I 24.27
12312 - Registered Nurse II 29.69
12313 - Registered Nurse II Specialist 29.69
12314 - Registered Nurse III 35.91
12315 - Registered Nurse III Anesthetist 35.91

12316 - Registered Nurse IV		43.04
12317 - Scheduler (Drug and Alcohol Testing)		22.89
12320 - Substance Abuse Treatment Counselor		21.57
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.05
13012 - Exhibits Specialist II		24.83
13013 - Exhibits Specialist III		30.38
13041 - Illustrator I		20.05
13042 - Illustrator II		24.83
13043 - Illustrator III		30.38
13047 - Librarian		27.50
13050 - Library Aide/Clerk		15.28
13054 - Library Information Technology Systems Administrator		24.83
13058 - Library Technician		15.46
13061 - Media Specialist I		17.91
13062 - Media Specialist II		20.05
13063 - Media Specialist III		22.35
13071 - Photographer I		17.91
13072 - Photographer II		20.05
13073 - Photographer III		24.83
13074 - Photographer IV		30.38
13075 - Photographer V		36.75
13090 - Technical Order Library Clerk		19.98
13110 - Video Teleconference Technician		19.26
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.51
14042 - Computer Operator II		19.58
14043 - Computer Operator III		21.85
14044 - Computer Operator IV		24.27
14045 - Computer Operator V		26.87
14071 - Computer Programmer I	(see 1)	23.08
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.51
14160 - Personal Computer Support Technician		24.27
14170 - System Support Specialist		26.87
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.51
15020 - Aircrew Training Devices Instructor (Rated)		34.49
15030 - Air Crew Training Devices Instructor (Pilot)		41.34
15050 - Computer Based Training Specialist / Instructor		29.28
15060 - Educational Technologist		29.29
15070 - Flight Instructor (Pilot)		41.34
15080 - Graphic Artist		22.41
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.34

15086 - Maintenance Test Pilot Rotary Wing 41.34
15088 - Non-Maintenance Test/Co-Pilot 41.34
15090 - Technical Instructor 22.15
15095 - Technical Instructor/Course Developer 27.11
15110 - Test Proctor 17.89
15120 - Tutor 17.89
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.22
16030 - Counter Attendant 9.22
16040 - Dry Cleaner 10.60
16070 - Finisher Flatwork Machine 9.22
16090 - Presser Hand 9.22
16110 - Presser Machine Drycleaning 9.22
16130 - Presser Machine Shirts 9.22
16160 - Presser Machine Wearing Apparel Laundry 9.22
16190 - Sewing Machine Operator 11.05
16220 - Tailor 11.57
16250 - Washer Machine 10.72
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.50
19040 - Tool And Die Maker 28.63
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.47
21030 - Material Coordinator 29.35
21040 - Material Expediter 29.35
21050 - Material Handling Laborer 13.65
21071 - Order Filler 10.89
21080 - Production Line Worker (Food Processing) 16.47
21110 - Shipping Packer 15.85
21130 - Shipping/Receiving Clerk 15.85
21140 - Store Worker I 11.36
21150 - Stock Clerk 16.02
21210 - Tools And Parts Attendant 16.47
21410 - Warehouse Specialist 16.47
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.55
23019 - Aircraft Logs and Records Technician 19.55
23021 - Aircraft Mechanic I 24.02
23022 - Aircraft Mechanic II 25.55
23023 - Aircraft Mechanic III 27.09
23040 - Aircraft Mechanic Helper 16.55
23050 - Aircraft Painter 22.50
23060 - Aircraft Servicer 19.55
23070 - Aircraft Survival Flight Equipment Technician 22.50
23080 - Aircraft Worker 21.04
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.04
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.02
23110 - Appliance Mechanic 22.50

23120 - Bicycle Repairer 18.05
23125 - Cable Splicer 27.52
23130 - Carpenter Maintenance 19.64
23140 - Carpet Layer 21.04
23160 - Electrician Maintenance 25.35
23181 - Electronics Technician Maintenance I 25.03
23182 - Electronics Technician Maintenance II 26.77
23183 - Electronics Technician Maintenance III 28.58
23260 - Fabric Worker 19.55
23290 - Fire Alarm System Mechanic 24.17
23310 - Fire Extinguisher Repairer 18.05
23311 - Fuel Distribution System Mechanic 24.08
23312 - Fuel Distribution System Operator 18.15
23370 - General Maintenance Worker 17.16
23380 - Ground Support Equipment Mechanic 24.02
23381 - Ground Support Equipment Servicer 19.55
23382 - Ground Support Equipment Worker 21.04
23391 - Gunsmith I 18.05
23392 - Gunsmith II 21.04
23393 - Gunsmith III 24.02
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.86
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.25
23430 - Heavy Equipment Mechanic 25.50
23440 - Heavy Equipment Operator 20.91
23460 - Instrument Mechanic 26.36
23465 - Laboratory/Shelter Mechanic 22.50
23470 - Laborer 13.44
23510 - Locksmith 22.50
23530 - Machinery Maintenance Mechanic 28.43
23550 - Machinist Maintenance 20.64
23580 - Maintenance Trades Helper 13.59
23591 - Metrology Technician I 26.36
23592 - Metrology Technician II 25.55
23593 - Metrology Technician III 27.09
23640 - Millwright 25.43
23710 - Office Appliance Repairer 21.21
23760 - Painter Maintenance 20.22
23790 - Pipefitter Maintenance 24.39
23810 - Plumber Maintenance 22.85
23820 - Pneudraulic Systems Mechanic 24.02
23850 - Rigger 24.02
23870 - Scale Mechanic 21.04
23890 - Sheet-Metal Worker Maintenance 20.98
23910 - Small Engine Mechanic 21.04
23931 - Telecommunications Mechanic I 28.74
23932 - Telecommunications Mechanic II 32.39
23950 - Telephone Lineman 24.02
23960 - Welder Combination Maintenance 23.58

23965 - Well Driller	24.02
23970 - Woodcraft Worker	24.02
23980 - Woodworker	18.05
24000 - Personal Needs Occupations	
24550 - Case Manager	13.44
24570 - Child Care Attendant	10.65
24580 - Child Care Center Clerk	15.30
24610 - Chore Aide	8.95
24620 - Family Readiness And Support Services Coordinator	13.44
24630 - Homemaker	19.50
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.16
25040 - Sewage Plant Operator	22.03
25070 - Stationary Engineer	26.16
25190 - Ventilation Equipment Tender	18.03
25210 - Water Treatment Plant Operator	22.03
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.67
27007 - Baggage Inspector	12.98
27008 - Corrections Officer	23.86
27010 - Court Security Officer	23.77
27030 - Detection Dog Handler	15.26
27040 - Detention Officer	23.86
27070 - Firefighter	24.61
27101 - Guard I	12.98
27102 - Guard II	15.26
27131 - Police Officer I	24.10
27132 - Police Officer II	26.79
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.70
28042 - Carnival Equipment Repairer	13.86
28043 - Carnival Worker	9.31
28210 - Gate Attendant/Gate Tender	18.13
28310 - Lifeguard	13.09
28350 - Park Attendant (Aide)	20.84
28510 - Recreation Aide/Health Facility Attendant	14.81
28515 - Recreation Specialist	20.11
28630 - Sports Official	16.60
28690 - Swimming Pool Operator	19.91
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.98
29020 - Hatch Tender	22.98
29030 - Line Handler	22.98
29041 - Stevedore I	21.18
29042 - Stevedore II	24.56
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		17.78
30022 - Archeological Technician II		19.90
30023 - Archeological Technician III		24.64
30030 - Cartographic Technician		24.64
30040 - Civil Engineering Technician		22.60
30051 - Cryogenic Technician I		23.99
30052 - Cryogenic Technician II		26.50
30061 - Drafter/CAD Operator I		17.78
30062 - Drafter/CAD Operator II		19.90
30063 - Drafter/CAD Operator III		22.18
30064 - Drafter/CAD Operator IV		27.29
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		24.64
30095 - Evidence Control Specialist		21.66
30210 - Laboratory Technician		26.44
30221 - Latent Fingerprint Technician I		23.99
30222 - Latent Fingerprint Technician II		26.50
30240 - Mathematical Technician		24.64
30361 - Paralegal/Legal Assistant I		19.75
30362 - Paralegal/Legal Assistant II		24.46
30363 - Paralegal/Legal Assistant III		29.92
30364 - Paralegal/Legal Assistant IV		36.20
30375 - Petroleum Supply Specialist		26.50
30390 - Photo-Optics Technician		23.13
30395 - Radiation Control Technician		26.50
30461 - Technical Writer I		23.42
30462 - Technical Writer II		28.64
30463 - Technical Writer III		34.66
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		27.29
30502 - Weather Forecaster II		33.20
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.18
30621 - Weather Observer Senior	(see 2)	24.64
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		11.70
31030 - Bus Driver		16.87
31043 - Driver Courier		14.18
31260 - Parking and Lot Attendant		11.52
31290 - Shuttle Bus Driver		14.65

31310 - Taxi Driver	11.99
31361 - Truckdriver Light	14.65
31362 - Truckdriver Medium	18.35
31363 - Truckdriver Heavy	20.75
31364 - Truckdriver Tractor-Trailer	20.75
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.51
99050 - Desk Clerk	10.65
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.16
99252 - Laboratory Animal Caretaker II	14.44
99260 - Marketing Analyst	25.62
99310 - Mortician	25.35
99410 - Pest Controller	18.80
99510 - Photofinishing Worker	14.08
99710 - Recycling Laborer	15.34
99711 - Recycling Specialist	18.72
99730 - Refuse Collector	13.72
99810 - Sales Clerk	12.40
99820 - School Crossing Guard	12.52
99830 - Survey Party Chief	23.99
99831 - Surveying Aide	14.58
99832 - Surveying Technician	20.00
99840 - Vending Machine Attendant	16.74
99841 - Vending Machine Repairer	21.28
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 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.: 2015-4610
Revision No.: 11
Date Of Last Revision: 06/18/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Alabama

Area: Alabama Counties of Hale Pickens Tuscaloosa

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		20.01
01013 - Accounting Clerk III		20.98
01020 - Administrative Assistant		27.33
01035 - Court Reporter		17.92
01041 - Customer Service Representative I		11.91
01042 - Customer Service Representative II		13.39
01043 - Customer Service Representative III		14.61
01051 - Data Entry Operator I		13.96
01052 - Data Entry Operator II		15.23
01060 - Dispatcher Motor Vehicle		18.73
01070 - Document Preparation Clerk		13.61

01090 - Duplicating Machine Operator 13.61
01111 - General Clerk I 13.41
01112 - General Clerk II 14.66
01113 - General Clerk III 16.52
01120 - Housing Referral Assistant 20.52
01141 - Messenger Courier 10.42
01191 - Order Clerk I 13.71
01192 - Order Clerk II 14.96
01261 - Personnel Assistant (Employment) I 17.24
01262 - Personnel Assistant (Employment) II 20.67
01263 - Personnel Assistant (Employment) III 24.58
01270 - Production Control Clerk 30.15
01290 - Rental Clerk 14.86
01300 - Scheduler Maintenance 16.45
01311 - Secretary I 16.45
01312 - Secretary II 18.26
01313 - Secretary III 20.52
01320 - Service Order Dispatcher 16.74
01410 - Supply Technician 27.33
01420 - Survey Worker 17.92
01460 - Switchboard Operator/Receptionist 12.47
01531 - Travel Clerk I 11.76
01532 - Travel Clerk II 12.40
01533 - Travel Clerk III 13.04
01611 - Word Processor I 15.90
01612 - Word Processor II 17.40
01613 - Word Processor III 18.17
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.33
05010 - Automotive Electrician 18.65
05040 - Automotive Glass Installer 17.43
05070 - Automotive Worker 17.43
05110 - Mobile Equipment Servicer 14.96
05130 - Motor Equipment Metal Mechanic 19.90
05160 - Motor Equipment Metal Worker 17.43
05190 - Motor Vehicle Mechanic 19.90
05220 - Motor Vehicle Mechanic Helper 14.05
05250 - Motor Vehicle Upholstery Worker 16.21
05280 - Motor Vehicle Wrecker 17.43
05310 - Painter Automotive 18.65
05340 - Radiator Repair Specialist 17.43
05370 - Tire Repairer 12.88
05400 - Transmission Repair Specialist 19.90
07000 - Food Preparation And Service Occupations
07010 - Baker 13.62
07041 - Cook I 10.49
07042 - Cook II 12.23
07070 - Dishwasher 9.24
07130 - Food Service Worker 10.54
07210 - Meat Cutter 16.23

07260 - Waiter/Waitress	8.88
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.66
09040 - Furniture Handler	10.18
09080 - Furniture Refinisher	16.66
09090 - Furniture Refinisher Helper	12.26
09110 - Furniture Repairer Minor	14.48
09130 - Upholsterer	16.66
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.09
11060 - Elevator Operator	12.17
11090 - Gardener	18.76
11122 - Housekeeping Aide	12.17
11150 - Janitor	12.17
11210 - Laborer Grounds Maintenance	14.10
11240 - Maid or Houseman	9.98
11260 - Pruner	12.80
11270 - Tractor Operator	17.20
11330 - Trail Maintenance Worker	14.10
11360 - Window Cleaner	13.61
12000 - Health Occupations	
12010 - Ambulance Driver	15.95
12011 - Breath Alcohol Technician	18.48
12012 - Certified Occupational Therapist Assistant	25.35
12015 - Certified Physical Therapist Assistant	30.16
12020 - Dental Assistant	17.35
12025 - Dental Hygienist	27.56
12030 - EKG Technician	28.00
12035 - Electroneurodiagnostic Technologist	28.00
12040 - Emergency Medical Technician	15.95
12071 - Licensed Practical Nurse I	16.51
12072 - Licensed Practical Nurse II	18.48
12073 - Licensed Practical Nurse III	20.60
12100 - Medical Assistant	13.44
12130 - Medical Laboratory Technician	19.53
12160 - Medical Record Clerk	13.93
12190 - Medical Record Technician	15.59
12195 - Medical Transcriptionist	16.68
12210 - Nuclear Medicine Technologist	40.61
12221 - Nursing Assistant I	11.63
12222 - Nursing Assistant II	13.08
12223 - Nursing Assistant III	14.26
12224 - Nursing Assistant IV	16.01
12235 - Optical Dispenser	15.30
12236 - Optical Technician	16.51
12250 - Pharmacy Technician	14.48
12280 - Phlebotomist	17.06
12305 - Radiologic Technologist	22.15
12311 - Registered Nurse I	24.27
12312 - Registered Nurse II	29.69

12313 - Registered Nurse II Specialist		29.69
12314 - Registered Nurse III		35.91
12315 - Registered Nurse III Anesthetist		35.91
12316 - Registered Nurse IV		43.04
12317 - Scheduler (Drug and Alcohol Testing)		22.89
12320 - Substance Abuse Treatment Counselor		21.57
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.05
13012 - Exhibits Specialist II		24.83
13013 - Exhibits Specialist III		30.38
13041 - Illustrator I		20.05
13042 - Illustrator II		24.83
13043 - Illustrator III		30.38
13047 - Librarian		27.50
13050 - Library Aide/Clerk		15.28
13054 - Library Information Technology Systems Administrator		24.83
13058 - Library Technician		15.46
13061 - Media Specialist I		17.91
13062 - Media Specialist II		20.05
13063 - Media Specialist III		22.35
13071 - Photographer I		17.91
13072 - Photographer II		20.05
13073 - Photographer III		24.83
13074 - Photographer IV		30.38
13075 - Photographer V		36.75
13090 - Technical Order Library Clerk		19.98
13110 - Video Teleconference Technician		19.26
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.51
14042 - Computer Operator II		19.58
14043 - Computer Operator III		21.85
14044 - Computer Operator IV		24.27
14045 - Computer Operator V		26.87
14071 - Computer Programmer I	(see 1)	23.08
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.51
14160 - Personal Computer Support Technician		24.27
14170 - System Support Specialist		26.87
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.51
15020 - Aircrew Training Devices Instructor (Rated)		34.49
15030 - Air Crew Training Devices Instructor (Pilot)		41.34
15050 - Computer Based Training Specialist / Instructor		29.28
15060 - Educational Technologist		29.29

15070 - Flight Instructor (Pilot) 41.34
15080 - Graphic Artist 22.41
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.34
15086 - Maintenance Test Pilot Rotary Wing 41.34
15088 - Non-Maintenance Test/Co-Pilot 41.34
15090 - Technical Instructor 22.15
15095 - Technical Instructor/Course Developer 27.11
15110 - Test Proctor 17.89
15120 - Tutor 17.89
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.22
16030 - Counter Attendant 9.22
16040 - Dry Cleaner 10.60
16070 - Finisher Flatwork Machine 9.22
16090 - Presser Hand 9.22
16110 - Presser Machine Drycleaning 9.22
16130 - Presser Machine Shirts 9.22
16160 - Presser Machine Wearing Apparel Laundry 9.22
16190 - Sewing Machine Operator 11.05
16220 - Tailor 11.57
16250 - Washer Machine 10.72
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.50
19040 - Tool And Die Maker 28.63
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.47
21030 - Material Coordinator 29.35
21040 - Material Expediter 29.35
21050 - Material Handling Laborer 13.65
21071 - Order Filler 10.89
21080 - Production Line Worker (Food Processing) 16.47
21110 - Shipping Packer 15.85
21130 - Shipping/Receiving Clerk 15.85
21140 - Store Worker I 11.36
21150 - Stock Clerk 16.02
21210 - Tools And Parts Attendant 16.47
21410 - Warehouse Specialist 16.47
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.55
23019 - Aircraft Logs and Records Technician 19.55
23021 - Aircraft Mechanic I 24.02
23022 - Aircraft Mechanic II 25.55
23023 - Aircraft Mechanic III 27.09
23040 - Aircraft Mechanic Helper 16.55
23050 - Aircraft Painter 22.50
23060 - Aircraft Servicer 19.55
23070 - Aircraft Survival Flight Equipment Technician 22.50
23080 - Aircraft Worker 21.04
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.04

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.02
23110 - Appliance Mechanic 22.50
23120 - Bicycle Repairer 18.05
23125 - Cable Splicer 27.52
23130 - Carpenter Maintenance 19.64
23140 - Carpet Layer 21.04
23160 - Electrician Maintenance 25.35
23181 - Electronics Technician Maintenance I 25.03
23182 - Electronics Technician Maintenance II 26.77
23183 - Electronics Technician Maintenance III 28.58
23260 - Fabric Worker 19.55
23290 - Fire Alarm System Mechanic 24.17
23310 - Fire Extinguisher Repairer 18.05
23311 - Fuel Distribution System Mechanic 24.08
23312 - Fuel Distribution System Operator 18.15
23370 - General Maintenance Worker 17.16
23380 - Ground Support Equipment Mechanic 24.02
23381 - Ground Support Equipment Servicer 19.55
23382 - Ground Support Equipment Worker 21.04
23391 - Gunsmith I 18.05
23392 - Gunsmith II 21.04
23393 - Gunsmith III 24.02
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.86
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.25
23430 - Heavy Equipment Mechanic 25.50
23440 - Heavy Equipment Operator 20.91
23460 - Instrument Mechanic 26.36
23465 - Laboratory/Shelter Mechanic 22.50
23470 - Laborer 13.44
23510 - Locksmith 22.50
23530 - Machinery Maintenance Mechanic 28.43
23550 - Machinist Maintenance 20.64
23580 - Maintenance Trades Helper 13.59
23591 - Metrology Technician I 26.36
23592 - Metrology Technician II 25.55
23593 - Metrology Technician III 27.09
23640 - Millwright 25.43
23710 - Office Appliance Repairer 21.21
23760 - Painter Maintenance 20.22
23790 - Pipefitter Maintenance 24.39
23810 - Plumber Maintenance 22.85
23820 - Pneudraulic Systems Mechanic 24.02
23850 - Rigger 24.02
23870 - Scale Mechanic 21.04
23890 - Sheet-Metal Worker Maintenance 20.98
23910 - Small Engine Mechanic 21.04
23931 - Telecommunications Mechanic I 28.74

23932 - Telecommunications Mechanic II	32.39
23950 - Telephone Lineman	24.02
23960 - Welder Combination Maintenance	23.58
23965 - Well Driller	24.02
23970 - Woodcraft Worker	24.02
23980 - Woodworker	18.05
24000 - Personal Needs Occupations	
24550 - Case Manager	13.44
24570 - Child Care Attendant	10.65
24580 - Child Care Center Clerk	15.30
24610 - Chore Aide	8.95
24620 - Family Readiness And Support Services Coordinator	13.44
24630 - Homemaker	19.50
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.16
25040 - Sewage Plant Operator	22.03
25070 - Stationary Engineer	26.16
25190 - Ventilation Equipment Tender	18.03
25210 - Water Treatment Plant Operator	22.03
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.67
27007 - Baggage Inspector	12.98
27008 - Corrections Officer	23.86
27010 - Court Security Officer	23.77
27030 - Detection Dog Handler	15.26
27040 - Detention Officer	23.86
27070 - Firefighter	24.61
27101 - Guard I	12.98
27102 - Guard II	15.26
27131 - Police Officer I	24.10
27132 - Police Officer II	26.79
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.70
28042 - Carnival Equipment Repairer	13.86
28043 - Carnival Worker	9.31
28210 - Gate Attendant/Gate Tender	18.13
28310 - Lifeguard	13.09
28350 - Park Attendant (Aide)	20.84
28510 - Recreation Aide/Health Facility Attendant	14.81
28515 - Recreation Specialist	20.11
28630 - Sports Official	16.60
28690 - Swimming Pool Operator	19.91
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.98
29020 - Hatch Tender	22.98
29030 - Line Handler	22.98
29041 - Stevedore I	21.18
29042 - Stevedore II	24.56
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.78
30022 - Archeological Technician II 19.90
30023 - Archeological Technician III 24.64
30030 - Cartographic Technician 24.64
30040 - Civil Engineering Technician 22.60
30051 - Cryogenic Technician I 23.99
30052 - Cryogenic Technician II 26.50
30061 - Drafter/CAD Operator I 17.78
30062 - Drafter/CAD Operator II 19.90
30063 - Drafter/CAD Operator III 22.18
30064 - Drafter/CAD Operator IV 27.29
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 24.64
30095 - Evidence Control Specialist 21.66
30210 - Laboratory Technician 26.44
30221 - Latent Fingerprint Technician I 23.99
30222 - Latent Fingerprint Technician II 26.50
30240 - Mathematical Technician 24.64
30361 - Paralegal/Legal Assistant I 19.75
30362 - Paralegal/Legal Assistant II 24.46
30363 - Paralegal/Legal Assistant III 29.92
30364 - Paralegal/Legal Assistant IV 36.20
30375 - Petroleum Supply Specialist 26.50
30390 - Photo-Optics Technician 23.13
30395 - Radiation Control Technician 26.50
30461 - Technical Writer I 23.42
30462 - Technical Writer II 28.64
30463 - Technical Writer III 34.66
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 27.29
30502 - Weather Forecaster II 33.20
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.18
30621 - Weather Observer Senior (see 2) 24.64
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 11.70
31030 - Bus Driver 16.87

31043 - Driver Courier	14.18
31260 - Parking and Lot Attendant	11.52
31290 - Shuttle Bus Driver	14.65
31310 - Taxi Driver	11.99
31361 - Truckdriver Light	14.65
31362 - Truckdriver Medium	18.35
31363 - Truckdriver Heavy	20.75
31364 - Truckdriver Tractor-Trailer	20.75
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.51
99050 - Desk Clerk	10.65
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.16
99252 - Laboratory Animal Caretaker II	14.44
99260 - Marketing Analyst	25.62
99310 - Mortician	25.35
99410 - Pest Controller	18.80
99510 - Photofinishing Worker	14.08
99710 - Recycling Laborer	15.34
99711 - Recycling Specialist	18.72
99730 - Refuse Collector	13.72
99810 - Sales Clerk	12.40
99820 - School Crossing Guard	12.52
99830 - Survey Party Chief	23.99
99831 - Surveying Aide	14.58
99832 - Surveying Technician	20.00
99840 - Vending Machine Attendant	16.74
99841 - Vending Machine Repairer	21.28
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: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick 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.: 2015-4611
Revision No.: 15
Date Of Last Revision: 04/23/2021

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: Alabama

Area: Alabama Counties of Cullman Fayette Lamar

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		20.01
01013 - Accounting Clerk III		20.98
01020 - Administrative Assistant		26.93
01035 - Court Reporter		18.26
01041 - Customer Service Representative I		12.57
01042 - Customer Service Representative II		13.72
01043 - Customer Service Representative III		15.41
01051 - Data Entry Operator I		13.96
01052 - Data Entry Operator II		15.23
01060 - Dispatcher Motor Vehicle		17.92
01070 - Document Preparation Clerk		14.53
01090 - Duplicating Machine Operator		14.53
01111 - General Clerk I		13.41
01112 - General Clerk II		14.66

01113 - General Clerk III 16.52
01120 - Housing Referral Assistant 20.52
01141 - Messenger Courier 11.85
01191 - Order Clerk I 13.42
01192 - Order Clerk II 14.83
01261 - Personnel Assistant (Employment) I 17.24
01262 - Personnel Assistant (Employment) II 20.67
01263 - Personnel Assistant (Employment) III 24.58
01270 - Production Control Clerk 21.51
01290 - Rental Clerk 14.86
01300 - Scheduler Maintenance 16.45
01311 - Secretary I 16.45
01312 - Secretary II 18.26
01313 - Secretary III 20.52
01320 - Service Order Dispatcher 16.44
01410 - Supply Technician 26.93
01420 - Survey Worker 17.92
01460 - Switchboard Operator/Receptionist 12.47
01531 - Travel Clerk I 12.22
01532 - Travel Clerk II 12.99
01533 - Travel Clerk III 13.78
01611 - Word Processor I 14.53
01612 - Word Processor II 16.45
01613 - Word Processor III 18.26
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 24.67
05010 - Automotive Electrician 17.57
05040 - Automotive Glass Installer 16.60
05070 - Automotive Worker 16.60
05110 - Mobile Equipment Servicer 14.02
05130 - Motor Equipment Metal Mechanic 18.53
05160 - Motor Equipment Metal Worker 16.60
05190 - Motor Vehicle Mechanic 17.83
05220 - Motor Vehicle Mechanic Helper 14.05
05250 - Motor Vehicle Upholstery Worker 15.63
05280 - Motor Vehicle Wrecker 16.60
05310 - Painter Automotive 17.57
05340 - Radiator Repair Specialist 16.60
05370 - Tire Repairer 13.75
05400 - Transmission Repair Specialist 18.53
07000 - Food Preparation And Service Occupations
07010 - Baker 14.98
07041 - Cook I 9.20
07042 - Cook II 10.58
07070 - Dishwasher 9.25
07130 - Food Service Worker 10.23
07210 - Meat Cutter 15.57
07260 - Waiter/Waitress 8.93
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 15.52

09040 - Furniture Handler 10.18
09080 - Furniture Refinisher 15.44
09090 - Furniture Refinisher Helper 11.95
09110 - Furniture Repairer Minor 13.64
09130 - Upholsterer 15.44
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.48
11060 - Elevator Operator 12.48
11090 - Gardener 16.56
11122 - Housekeeping Aide 11.66
11150 - Janitor 11.66
11210 - Laborer Grounds Maintenance 12.85
11240 - Maid or Houseman 9.48
11260 - Pruner 11.56
11270 - Tractor Operator 15.32
11330 - Trail Maintenance Worker 12.85
11360 - Window Cleaner 12.99
12000 - Health Occupations
12010 - Ambulance Driver 17.00
12011 - Breath Alcohol Technician 18.08
12012 - Certified Occupational Therapist Assistant 28.42
12015 - Certified Physical Therapist Assistant 30.59
12020 - Dental Assistant 14.60
12025 - Dental Hygienist 27.46
12030 - EKG Technician 27.40
12035 - Electroneurodiagnostic Technologist 27.40
12040 - Emergency Medical Technician 17.00
12071 - Licensed Practical Nurse I 16.17
12072 - Licensed Practical Nurse II 18.08
12073 - Licensed Practical Nurse III 20.15
12100 - Medical Assistant 13.28
12130 - Medical Laboratory Technician 19.80
12160 - Medical Record Clerk 14.88
12190 - Medical Record Technician 16.94
12195 - Medical Transcriptionist 16.17
12210 - Nuclear Medicine Technologist 39.73
12221 - Nursing Assistant I 12.01
12222 - Nursing Assistant II 13.50
12223 - Nursing Assistant III 14.73
12224 - Nursing Assistant IV 16.54
12235 - Optical Dispenser 18.08
12236 - Optical Technician 16.17
12250 - Pharmacy Technician 14.43
12280 - Phlebotomist 14.51
12305 - Radiologic Technologist 22.36
12311 - Registered Nurse I 24.27
12312 - Registered Nurse II 29.69
12313 - Registered Nurse II Specialist 29.69
12314 - Registered Nurse III 35.91
12315 - Registered Nurse III Anesthetist 35.91

12316 - Registered Nurse IV		43.04
12317 - Scheduler (Drug and Alcohol Testing)		22.39
12320 - Substance Abuse Treatment Counselor		20.04
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.08
13012 - Exhibits Specialist II		24.88
13013 - Exhibits Specialist III		30.43
13041 - Illustrator I		20.08
13042 - Illustrator II		24.88
13043 - Illustrator III		30.43
13047 - Librarian		27.55
13050 - Library Aide/Clerk		12.39
13054 - Library Information Technology Systems Administrator		24.88
13058 - Library Technician		19.87
13061 - Media Specialist I		17.96
13062 - Media Specialist II		20.08
13063 - Media Specialist III		22.38
13071 - Photographer I		17.96
13072 - Photographer II		20.08
13073 - Photographer III		24.88
13074 - Photographer IV		30.43
13075 - Photographer V		36.83
13090 - Technical Order Library Clerk		20.08
13110 - Video Teleconference Technician		17.96
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.92
14042 - Computer Operator II		17.80
14043 - Computer Operator III		19.86
14044 - Computer Operator IV		22.06
14045 - Computer Operator V		24.43
14071 - Computer Programmer I	(see 1)	23.08
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.92
14160 - Personal Computer Support Technician		22.06
14170 - System Support Specialist		24.43
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.29
15020 - Aircrew Training Devices Instructor (Rated)		34.23
15030 - Air Crew Training Devices Instructor (Pilot)		38.85
15050 - Computer Based Training Specialist / Instructor		29.28
15060 - Educational Technologist		35.24
15070 - Flight Instructor (Pilot)		38.85
15080 - Graphic Artist		25.12
15085 - Maintenance Test Pilot Fixed Jet/Prop		37.43

15086 - Maintenance Test Pilot Rotary Wing 37.43
15088 - Non-Maintenance Test/Co-Pilot 37.43
15090 - Technical Instructor 20.53
15095 - Technical Instructor/Course Developer 25.12
15110 - Test Proctor 16.57
15120 - Tutor 16.57
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.66
16030 - Counter Attendant 9.66
16040 - Dry Cleaner 12.13
16070 - Finisher Flatwork Machine 9.66
16090 - Presser Hand 9.66
16110 - Presser Machine Drycleaning 9.66
16130 - Presser Machine Shirts 9.66
16160 - Presser Machine Wearing Apparel Laundry 9.66
16190 - Sewing Machine Operator 12.82
16220 - Tailor 13.51
16250 - Washer Machine 11.79
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.23
19040 - Tool And Die Maker 23.67
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.27
21030 - Material Coordinator 21.37
21040 - Material Expediter 21.37
21050 - Material Handling Laborer 13.32
21071 - Order Filler 11.52
21080 - Production Line Worker (Food Processing) 17.27
21110 - Shipping Packer 15.53
21130 - Shipping/Receiving Clerk 15.53
21140 - Store Worker I 12.16
21150 - Stock Clerk 16.79
21210 - Tools And Parts Attendant 17.27
21410 - Warehouse Specialist 17.27
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.46
23019 - Aircraft Logs and Records Technician 18.38
23021 - Aircraft Mechanic I 22.07
23022 - Aircraft Mechanic II 23.46
23023 - Aircraft Mechanic III 24.83
23040 - Aircraft Mechanic Helper 16.11
23050 - Aircraft Painter 20.49
23060 - Aircraft Servicer 18.38
23070 - Aircraft Survival Flight Equipment Technician 20.49
23080 - Aircraft Worker 19.53
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 19.53
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.07
23110 - Appliance Mechanic 20.49

23120 - Bicycle Repairer	16.75
23125 - Cable Splicer	40.91
23130 - Carpenter Maintenance	19.23
23140 - Carpet Layer	19.25
23160 - Electrician Maintenance	20.18
23181 - Electronics Technician Maintenance I	21.06
23182 - Electronics Technician Maintenance II	22.51
23183 - Electronics Technician Maintenance III	24.03
23260 - Fabric Worker	18.00
23290 - Fire Alarm System Mechanic	21.77
23310 - Fire Extinguisher Repairer	16.75
23311 - Fuel Distribution System Mechanic	24.08
23312 - Fuel Distribution System Operator	18.15
23370 - General Maintenance Worker	17.60
23380 - Ground Support Equipment Mechanic	22.07
23381 - Ground Support Equipment Servicer	18.38
23382 - Ground Support Equipment Worker	19.53
23391 - Gunsmith I	16.75
23392 - Gunsmith II	19.25
23393 - Gunsmith III	21.77
23410 - Heating Ventilation And Air-Conditioning Mechanic	22.95
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	24.26
23430 - Heavy Equipment Mechanic	24.01
23440 - Heavy Equipment Operator	17.97
23460 - Instrument Mechanic	26.36
23465 - Laboratory/Shelter Mechanic	20.49
23470 - Laborer	13.32
23510 - Locksmith	20.49
23530 - Machinery Maintenance Mechanic	21.05
23550 - Machinist Maintenance	19.67
23580 - Maintenance Trades Helper	14.13
23591 - Metrology Technician I	26.36
23592 - Metrology Technician II	26.04
23593 - Metrology Technician III	27.57
23640 - Millwright	21.77
23710 - Office Appliance Repairer	21.21
23760 - Painter Maintenance	16.72
23790 - Pipefitter Maintenance	20.93
23810 - Plumber Maintenance	19.61
23820 - Pneudraulic Systems Mechanic	21.77
23850 - Rigger	21.77
23870 - Scale Mechanic	19.25
23890 - Sheet-Metal Worker Maintenance	17.94
23910 - Small Engine Mechanic	19.25
23931 - Telecommunications Mechanic I	31.91
23932 - Telecommunications Mechanic II	33.62
23950 - Telephone Lineman	21.77
23960 - Welder Combination Maintenance	17.51

23965 - Well Driller	21.77
23970 - Woodcraft Worker	21.77
23980 - Woodworker	16.75
24000 - Personal Needs Occupations	
24550 - Case Manager	13.44
24570 - Child Care Attendant	10.65
24580 - Child Care Center Clerk	15.30
24610 - Chore Aide	10.49
24620 - Family Readiness And Support Services Coordinator	13.44
24630 - Homemaker	19.50
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.46
25040 - Sewage Plant Operator	21.91
25070 - Stationary Engineer	22.46
25190 - Ventilation Equipment Tender	16.16
25210 - Water Treatment Plant Operator	21.91
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.72
27007 - Baggage Inspector	10.82
27008 - Corrections Officer	18.62
27010 - Court Security Officer	18.99
27030 - Detection Dog Handler	13.87
27040 - Detention Officer	18.62
27070 - Firefighter	20.70
27101 - Guard I	10.82
27102 - Guard II	13.87
27131 - Police Officer I	20.26
27132 - Police Officer II	22.49
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.11
28042 - Carnival Equipment Repairer	10.45
28043 - Carnival Worker	8.33
28210 - Gate Attendant/Gate Tender	12.32
28310 - Lifeguard	11.90
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.06
28515 - Recreation Specialist	15.76
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	22.43
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	19.25
29020 - Hatch Tender	19.25
29030 - Line Handler	19.25
29041 - Stevedore I	18.00
29042 - Stevedore II	20.49
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.39
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.86
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.67

30021 - Archeological Technician I		17.72
30022 - Archeological Technician II		19.81
30023 - Archeological Technician III		24.54
30030 - Cartographic Technician		24.54
30040 - Civil Engineering Technician		24.54
30051 - Cryogenic Technician I		27.18
30052 - Cryogenic Technician II		30.02
30061 - Drafter/CAD Operator I		17.72
30062 - Drafter/CAD Operator II		19.81
30063 - Drafter/CAD Operator III		22.08
30064 - Drafter/CAD Operator IV		27.18
30081 - Engineering Technician I		15.75
30082 - Engineering Technician II		17.68
30083 - Engineering Technician III		19.78
30084 - Engineering Technician IV		24.50
30085 - Engineering Technician V		29.97
30086 - Engineering Technician VI		36.26
30090 - Environmental Technician		24.54
30095 - Evidence Control Specialist		24.54
30210 - Laboratory Technician		22.08
30221 - Latent Fingerprint Technician I		27.18
30222 - Latent Fingerprint Technician II		30.02
30240 - Mathematical Technician		24.54
30361 - Paralegal/Legal Assistant I		18.40
30362 - Paralegal/Legal Assistant II		22.81
30363 - Paralegal/Legal Assistant III		27.90
30364 - Paralegal/Legal Assistant IV		33.75
30375 - Petroleum Supply Specialist		26.90
30390 - Photo-Optics Technician		24.54
30395 - Radiation Control Technician		26.90
30461 - Technical Writer I		24.54
30462 - Technical Writer II		28.14
30463 - Technical Writer III		35.80
30491 - Unexploded Ordnance (UXO) Technician I		25.67
30492 - Unexploded Ordnance (UXO) Technician II		31.06
30493 - Unexploded Ordnance (UXO) Technician III		37.23
30494 - Unexploded (UXO) Safety Escort		25.67
30495 - Unexploded (UXO) Sweep Personnel		25.67
30501 - Weather Forecaster I		27.18
30502 - Weather Forecaster II		33.07
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.08
30621 - Weather Observer Senior	(see 2)	24.54
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		31.06
31020 - Bus Aide		13.65
31030 - Bus Driver		18.84
31043 - Driver Courier		14.18
31260 - Parking and Lot Attendant		12.28
31290 - Shuttle Bus Driver		14.65

31310 - Taxi Driver	15.96
31361 - Truckdriver Light	14.65
31362 - Truckdriver Medium	18.35
31363 - Truckdriver Heavy	20.10
31364 - Truckdriver Tractor-Trailer	20.10
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.14
99030 - Cashier	10.71
99050 - Desk Clerk	12.89
99095 - Embalmer	25.67
99130 - Flight Follower	25.67
99251 - Laboratory Animal Caretaker I	17.52
99252 - Laboratory Animal Caretaker II	19.22
99260 - Marketing Analyst	22.62
99310 - Mortician	25.67
99410 - Pest Controller	17.16
99510 - Photofinishing Worker	14.08
99710 - Recycling Laborer	17.64
99711 - Recycling Specialist	21.18
99730 - Refuse Collector	15.84
99810 - Sales Clerk	12.40
99820 - School Crossing Guard	13.70
99830 - Survey Party Chief	20.31
99831 - Surveying Aide	12.35
99832 - Surveying Technician	16.94
99840 - Vending Machine Attendant	18.16
99841 - Vending Machine Repairer	22.63
99842 - Vending Machine Repairer Helper	18.16

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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.: 2015-4612
Revision No.: 14
Date Of Last Revision: 05/03/2020

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: Alabama

Area: Alabama Counties of Cullman Fayette Lamar

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		20.01
01013 - Accounting Clerk III		20.98
01020 - Administrative Assistant		26.89
01035 - Court Reporter		18.26
01041 - Customer Service Representative I		11.88
01042 - Customer Service Representative II		13.35
01043 - Customer Service Representative III		14.56
01051 - Data Entry Operator I		13.96
01052 - Data Entry Operator II		15.23
01060 - Dispatcher Motor Vehicle		17.92
01070 - Document Preparation Clerk		14.27

01090 - Duplicating Machine Operator 14.27
01111 - General Clerk I 13.41
01112 - General Clerk II 14.66
01113 - General Clerk III 16.52
01120 - Housing Referral Assistant 20.52
01141 - Messenger Courier 11.64
01191 - Order Clerk I 13.42
01192 - Order Clerk II 14.83
01261 - Personnel Assistant (Employment) I 17.24
01262 - Personnel Assistant (Employment) II 20.67
01263 - Personnel Assistant (Employment) III 24.58
01270 - Production Control Clerk 21.51
01290 - Rental Clerk 14.86
01300 - Scheduler Maintenance 16.45
01311 - Secretary I 16.45
01312 - Secretary II 18.26
01313 - Secretary III 20.52
01320 - Service Order Dispatcher 16.44
01410 - Supply Technician 26.89
01420 - Survey Worker 17.92
01460 - Switchboard Operator/Receptionist 12.47
01531 - Travel Clerk I 11.72
01532 - Travel Clerk II 12.49
01533 - Travel Clerk III 13.26
01611 - Word Processor I 14.45
01612 - Word Processor II 16.45
01613 - Word Processor III 18.26
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 24.67
05010 - Automotive Electrician 17.57
05040 - Automotive Glass Installer 16.60
05070 - Automotive Worker 16.60
05110 - Mobile Equipment Servicer 14.02
05130 - Motor Equipment Metal Mechanic 18.53
05160 - Motor Equipment Metal Worker 16.60
05190 - Motor Vehicle Mechanic 17.83
05220 - Motor Vehicle Mechanic Helper 14.05
05250 - Motor Vehicle Upholstery Worker 15.63
05280 - Motor Vehicle Wrecker 16.60
05310 - Painter Automotive 17.57
05340 - Radiator Repair Specialist 16.60
05370 - Tire Repairer 13.75
05400 - Transmission Repair Specialist 18.53
07000 - Food Preparation And Service Occupations
07010 - Baker 13.62
07041 - Cook I 9.12
07042 - Cook II 10.42
07070 - Dishwasher 9.25
07130 - Food Service Worker 10.23
07210 - Meat Cutter 15.57

07260 - Waiter/Waitress	8.89
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.52
09040 - Furniture Handler	10.18
09080 - Furniture Refinisher	15.44
09090 - Furniture Refinisher Helper	11.95
09110 - Furniture Repairer Minor	13.64
09130 - Upholsterer	15.44
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.48
11060 - Elevator Operator	12.48
11090 - Gardener	16.56
11122 - Housekeeping Aide	11.27
11150 - Janitor	11.27
11210 - Laborer Grounds Maintenance	12.85
11240 - Maid or Houseman	9.11
11260 - Pruner	11.56
11270 - Tractor Operator	15.32
11330 - Trail Maintenance Worker	12.85
11360 - Window Cleaner	12.53
12000 - Health Occupations	
12010 - Ambulance Driver	17.00
12011 - Breath Alcohol Technician	17.00
12012 - Certified Occupational Therapist Assistant	28.42
12015 - Certified Physical Therapist Assistant	29.68
12020 - Dental Assistant	14.22
12025 - Dental Hygienist	27.46
12030 - EKG Technician	25.76
12035 - Electroneurodiagnostic Technologist	25.76
12040 - Emergency Medical Technician	17.00
12071 - Licensed Practical Nurse I	15.19
12072 - Licensed Practical Nurse II	17.00
12073 - Licensed Practical Nurse III	18.95
12100 - Medical Assistant	13.28
12130 - Medical Laboratory Technician	19.61
12160 - Medical Record Clerk	13.53
12190 - Medical Record Technician	16.65
12195 - Medical Transcriptionist	15.19
12210 - Nuclear Medicine Technologist	37.35
12221 - Nursing Assistant I	11.18
12222 - Nursing Assistant II	12.57
12223 - Nursing Assistant III	13.71
12224 - Nursing Assistant IV	15.39
12235 - Optical Dispenser	17.00
12236 - Optical Technician	15.19
12250 - Pharmacy Technician	14.43
12280 - Phlebotomist	14.51
12305 - Radiologic Technologist	22.36
12311 - Registered Nurse I	24.27
12312 - Registered Nurse II	29.69

12313 - Registered Nurse II Specialist		29.69
12314 - Registered Nurse III		35.91
12315 - Registered Nurse III Anesthetist		35.91
12316 - Registered Nurse IV		43.04
12317 - Scheduler (Drug and Alcohol Testing)		21.05
12320 - Substance Abuse Treatment Counselor		20.04
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.62
13012 - Exhibits Specialist II		24.30
13013 - Exhibits Specialist III		29.72
13041 - Illustrator I		19.62
13042 - Illustrator II		24.30
13043 - Illustrator III		29.72
13047 - Librarian		26.91
13050 - Library Aide/Clerk		11.26
13054 - Library Information Technology Systems Administrator		24.30
13058 - Library Technician		18.06
13061 - Media Specialist I		17.53
13062 - Media Specialist II		19.62
13063 - Media Specialist III		21.87
13071 - Photographer I		17.53
13072 - Photographer II		19.62
13073 - Photographer III		24.30
13074 - Photographer IV		29.72
13075 - Photographer V		35.96
13090 - Technical Order Library Clerk		19.52
13110 - Video Teleconference Technician		17.53
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.92
14042 - Computer Operator II		17.80
14043 - Computer Operator III		19.86
14044 - Computer Operator IV		22.06
14045 - Computer Operator V		24.43
14071 - Computer Programmer I	(see 1)	23.08
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.92
14160 - Personal Computer Support Technician		22.06
14170 - System Support Specialist		24.43
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.29
15020 - Aircrew Training Devices Instructor (Rated)		34.23
15030 - Air Crew Training Devices Instructor (Pilot)		38.85
15050 - Computer Based Training Specialist / Instructor		29.28
15060 - Educational Technologist		35.24

15070 - Flight Instructor (Pilot) 38.85
15080 - Graphic Artist 25.12
15085 - Maintenance Test Pilot Fixed Jet/Prop 37.43
15086 - Maintenance Test Pilot Rotary Wing 37.43
15088 - Non-Maintenance Test/Co-Pilot 37.43
15090 - Technical Instructor 20.53
15095 - Technical Instructor/Course Developer 25.12
15110 - Test Proctor 16.57
15120 - Tutor 16.57
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.36
16030 - Counter Attendant 9.36
16040 - Dry Cleaner 11.75
16070 - Finisher Flatwork Machine 9.36
16090 - Presser Hand 9.36
16110 - Presser Machine Drycleaning 9.36
16130 - Presser Machine Shirts 9.36
16160 - Presser Machine Wearing Apparel Laundry 9.36
16190 - Sewing Machine Operator 12.42
16220 - Tailor 13.09
16250 - Washer Machine 11.79
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.23
19040 - Tool And Die Maker 23.67
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.79
21030 - Material Coordinator 21.37
21040 - Material Expediter 21.37
21050 - Material Handling Laborer 13.28
21071 - Order Filler 11.52
21080 - Production Line Worker (Food Processing) 16.79
21110 - Shipping Packer 15.17
21130 - Shipping/Receiving Clerk 15.17
21140 - Store Worker I 12.16
21150 - Stock Clerk 16.79
21210 - Tools And Parts Attendant 16.79
21410 - Warehouse Specialist 16.79
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.46
23019 - Aircraft Logs and Records Technician 18.38
23021 - Aircraft Mechanic I 22.07
23022 - Aircraft Mechanic II 23.46
23023 - Aircraft Mechanic III 24.83
23040 - Aircraft Mechanic Helper 16.11
23050 - Aircraft Painter 20.32
23060 - Aircraft Servicer 18.38
23070 - Aircraft Survival Flight Equipment Technician 20.32
23080 - Aircraft Worker 19.53
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 19.53

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.07
23110 - Appliance Mechanic 19.23
23120 - Bicycle Repairer 15.88
23125 - Cable Splicer 38.18
23130 - Carpenter Maintenance 19.23
23140 - Carpet Layer 18.11
23160 - Electrician Maintenance 20.18
23181 - Electronics Technician Maintenance I 21.06
23182 - Electronics Technician Maintenance II 22.51
23183 - Electronics Technician Maintenance III 24.03
23260 - Fabric Worker 16.98
23290 - Fire Alarm System Mechanic 20.38
23310 - Fire Extinguisher Repairer 15.88
23311 - Fuel Distribution System Mechanic 24.08
23312 - Fuel Distribution System Operator 18.15
23370 - General Maintenance Worker 17.60
23380 - Ground Support Equipment Mechanic 22.07
23381 - Ground Support Equipment Servicer 18.38
23382 - Ground Support Equipment Worker 19.53
23391 - Gunsmith I 15.88
23392 - Gunsmith II 18.11
23393 - Gunsmith III 20.38
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.35
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.49
23430 - Heavy Equipment Mechanic 21.83
23440 - Heavy Equipment Operator 17.97
23460 - Instrument Mechanic 26.36
23465 - Laboratory/Shelter Mechanic 19.23
23470 - Laborer 13.28
23510 - Locksmith 19.23
23530 - Machinery Maintenance Mechanic 21.05
23550 - Machinist Maintenance 19.67
23580 - Maintenance Trades Helper 14.13
23591 - Metrology Technician I 26.36
23592 - Metrology Technician II 26.04
23593 - Metrology Technician III 27.57
23640 - Millwright 20.38
23710 - Office Appliance Repairer 21.21
23760 - Painter Maintenance 16.72
23790 - Pipefitter Maintenance 20.93
23810 - Plumber Maintenance 19.61
23820 - Pneudraulic Systems Mechanic 20.38
23850 - Rigger 20.38
23870 - Scale Mechanic 18.11
23890 - Sheet-Metal Worker Maintenance 17.94
23910 - Small Engine Mechanic 18.11
23931 - Telecommunications Mechanic I 31.91

23932 - Telecommunications Mechanic II 33.62
23950 - Telephone Lineman 21.53
23960 - Welder Combination Maintenance 17.21
23965 - Well Driller 20.38
23970 - Woodcraft Worker 20.38
23980 - Woodworker 15.88
24000 - Personal Needs Occupations
24550 - Case Manager 13.44
24570 - Child Care Attendant 10.65
24580 - Child Care Center Clerk 15.30
24610 - Chore Aide 9.93
24620 - Family Readiness And Support Services Coordinator 13.44
24630 - Homemaker 19.50
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 22.46
25040 - Sewage Plant Operator 20.81
25070 - Stationary Engineer 22.46
25190 - Ventilation Equipment Tender 14.69
25210 - Water Treatment Plant Operator 20.81
27000 - Protective Service Occupations
27004 - Alarm Monitor 14.72
27007 - Baggage Inspector 10.82
27008 - Corrections Officer 18.22
27010 - Court Security Officer 18.99
27030 - Detection Dog Handler 13.87
27040 - Detention Officer 18.22
27070 - Firefighter 20.70
27101 - Guard I 10.82
27102 - Guard II 13.87
27131 - Police Officer I 20.26
27132 - Police Officer II 22.49
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 10.11
28042 - Carnival Equipment Repairer 10.45
28043 - Carnival Worker 8.33
28210 - Gate Attendant/Gate Tender 12.32
28310 - Lifeguard 11.90
28350 - Park Attendant (Aide) 14.24
28510 - Recreation Aide/Health Facility Attendant 10.06
28515 - Recreation Specialist 15.76
28630 - Sports Official 11.34
28690 - Swimming Pool Operator 22.43
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 18.99
29020 - Hatch Tender 18.99
29030 - Line Handler 18.99
29041 - Stevedore I 16.98
29042 - Stevedore II 20.30
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.68
30022 - Archeological Technician II 19.78
30023 - Archeological Technician III 24.50
30030 - Cartographic Technician 24.50
30040 - Civil Engineering Technician 24.50
30051 - Cryogenic Technician I 27.13
30052 - Cryogenic Technician II 29.97
30061 - Drafter/CAD Operator I 17.68
30062 - Drafter/CAD Operator II 19.78
30063 - Drafter/CAD Operator III 22.05
30064 - Drafter/CAD Operator IV 27.13
30081 - Engineering Technician I 15.75
30082 - Engineering Technician II 17.68
30083 - Engineering Technician III 19.78
30084 - Engineering Technician IV 24.50
30085 - Engineering Technician V 29.97
30086 - Engineering Technician VI 36.26
30090 - Environmental Technician 24.50
30095 - Evidence Control Specialist 22.68
30210 - Laboratory Technician 22.05
30221 - Latent Fingerprint Technician I 27.13
30222 - Latent Fingerprint Technician II 29.97
30240 - Mathematical Technician 24.50
30361 - Paralegal/Legal Assistant I 18.40
30362 - Paralegal/Legal Assistant II 22.81
30363 - Paralegal/Legal Assistant III 27.90
30364 - Paralegal/Legal Assistant IV 33.75
30375 - Petroleum Supply Specialist 24.45
30390 - Photo-Optics Technician 23.13
30395 - Radiation Control Technician 24.45
30461 - Technical Writer I 22.68
30462 - Technical Writer II 25.58
30463 - Technical Writer III 32.55
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 27.13
30502 - Weather Forecaster II 33.01
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.05
30621 - Weather Observer Senior (see 2) 24.50
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 13.65
31030 - Bus Driver 18.84

31043 - Driver Courier	14.18
31260 - Parking and Lot Attendant	12.28
31290 - Shuttle Bus Driver	14.65
31310 - Taxi Driver	15.96
31361 - Truckdriver Light	14.65
31362 - Truckdriver Medium	18.35
31363 - Truckdriver Heavy	20.10
31364 - Truckdriver Tractor-Trailer	20.10
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.51
99050 - Desk Clerk	11.72
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	15.93
99252 - Laboratory Animal Caretaker II	17.47
99260 - Marketing Analyst	22.62
99310 - Mortician	25.35
99410 - Pest Controller	17.16
99510 - Photofinishing Worker	14.08
99710 - Recycling Laborer	16.60
99711 - Recycling Specialist	19.79
99730 - Refuse Collector	14.93
99810 - Sales Clerk	12.40
99820 - School Crossing Guard	13.70
99830 - Survey Party Chief	20.06
99831 - Surveying Aide	12.20
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	18.16
99841 - Vending Machine Repairer	22.43
99842 - Vending Machine Repairer Helper	18.16

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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

Wage Determination No.: 2015-4613
Revision No.: 15
Date Of Last Revision: 04/23/2021

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: Alabama

Area: Alabama Counties of Franklin Marion Winston

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.64
01012 - Accounting Clerk II		16.44
01013 - Accounting Clerk III		18.38
01020 - Administrative Assistant		26.93
01035 - Court Reporter		18.25
01041 - Customer Service Representative I		12.57
01042 - Customer Service Representative II		13.72
01043 - Customer Service Representative III		15.41
01051 - Data Entry Operator I		13.31
01052 - Data Entry Operator II		14.53
01060 - Dispatcher Motor Vehicle		17.90
01070 - Document Preparation Clerk		14.53
01090 - Duplicating Machine Operator		14.53
01111 - General Clerk I		11.17
01112 - General Clerk II		12.19

01113 - General Clerk III	15.25
01120 - Housing Referral Assistant	20.34
01141 - Messenger Courier	11.85
01191 - Order Clerk I	13.31
01192 - Order Clerk II	15.27
01261 - Personnel Assistant (Employment) I	16.32
01262 - Personnel Assistant (Employment) II	18.25
01263 - Personnel Assistant (Employment) III	20.34
01270 - Production Control Clerk	21.37
01290 - Rental Clerk	12.97
01300 - Scheduler Maintenance	16.32
01311 - Secretary I	16.32
01312 - Secretary II	18.25
01313 - Secretary III	20.34
01320 - Service Order Dispatcher	16.01
01410 - Supply Technician	26.93
01420 - Survey Worker	16.81
01460 - Switchboard Operator/Receptionist	12.00
01531 - Travel Clerk I	12.22
01532 - Travel Clerk II	12.99
01533 - Travel Clerk III	13.78
01611 - Word Processor I	14.53
01612 - Word Processor II	16.32
01613 - Word Processor III	18.25
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	23.30
05010 - Automotive Electrician	18.61
05040 - Automotive Glass Installer	17.74
05070 - Automotive Worker	17.74
05110 - Mobile Equipment Servicer	16.08
05130 - Motor Equipment Metal Mechanic	19.47
05160 - Motor Equipment Metal Worker	17.74
05190 - Motor Vehicle Mechanic	17.78
05220 - Motor Vehicle Mechanic Helper	13.93
05250 - Motor Vehicle Upholstery Worker	16.93
05280 - Motor Vehicle Wrecker	17.74
05310 - Painter Automotive	17.00
05340 - Radiator Repair Specialist	17.74
05370 - Tire Repairer	13.75
05400 - Transmission Repair Specialist	19.47
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.96
07041 - Cook I	9.20
07042 - Cook II	10.58
07070 - Dishwasher	9.25
07130 - Food Service Worker	10.23
07210 - Meat Cutter	15.57
07260 - Waiter/Waitress	8.93
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.56

09040 - Furniture Handler 13.94
09080 - Furniture Refinisher 17.56
09090 - Furniture Refinisher Helper 14.41
09110 - Furniture Repairer Minor 15.98
09130 - Upholsterer 17.56
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.48
11060 - Elevator Operator 12.48
11090 - Gardener 16.56
11122 - Housekeeping Aide 11.66
11150 - Janitor 11.66
11210 - Laborer Grounds Maintenance 12.85
11240 - Maid or Houseman 9.48
11260 - Pruner 11.56
11270 - Tractor Operator 15.32
11330 - Trail Maintenance Worker 12.85
11360 - Window Cleaner 12.99
12000 - Health Occupations
12010 - Ambulance Driver 17.00
12011 - Breath Alcohol Technician 18.08
12012 - Certified Occupational Therapist Assistant 28.42
12015 - Certified Physical Therapist Assistant 30.59
12020 - Dental Assistant 16.00
12025 - Dental Hygienist 24.73
12030 - EKG Technician 27.40
12035 - Electroneurodiagnostic Technologist 27.40
12040 - Emergency Medical Technician 17.00
12071 - Licensed Practical Nurse I 16.17
12072 - Licensed Practical Nurse II 18.08
12073 - Licensed Practical Nurse III 20.15
12100 - Medical Assistant 12.65
12130 - Medical Laboratory Technician 19.80
12160 - Medical Record Clerk 14.88
12190 - Medical Record Technician 16.94
12195 - Medical Transcriptionist 16.17
12210 - Nuclear Medicine Technologist 39.73
12221 - Nursing Assistant I 12.01
12222 - Nursing Assistant II 13.50
12223 - Nursing Assistant III 14.73
12224 - Nursing Assistant IV 16.54
12235 - Optical Dispenser 18.08
12236 - Optical Technician 16.17
12250 - Pharmacy Technician 14.43
12280 - Phlebotomist 14.51
12305 - Radiologic Technologist 23.95
12311 - Registered Nurse I 22.94
12312 - Registered Nurse II 28.08
12313 - Registered Nurse II Specialist 28.08
12314 - Registered Nurse III 33.97
12315 - Registered Nurse III Anesthetist 33.97

12316 - Registered Nurse IV		40.70
12317 - Scheduler (Drug and Alcohol Testing)		22.39
12320 - Substance Abuse Treatment Counselor		20.65
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.09
13012 - Exhibits Specialist II		24.89
13013 - Exhibits Specialist III		30.45
13041 - Illustrator I		20.09
13042 - Illustrator II		24.89
13043 - Illustrator III		30.45
13047 - Librarian		27.56
13050 - Library Aide/Clerk		15.99
13054 - Library Information Technology Systems Administrator		24.89
13058 - Library Technician		20.08
13061 - Media Specialist I		17.96
13062 - Media Specialist II		20.09
13063 - Media Specialist III		22.40
13071 - Photographer I		17.96
13072 - Photographer II		20.08
13073 - Photographer III		24.88
13074 - Photographer IV		30.43
13075 - Photographer V		36.83
13090 - Technical Order Library Clerk		20.08
13110 - Video Teleconference Technician		17.96
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.55
14042 - Computer Operator II		19.13
14043 - Computer Operator III		20.49
14044 - Computer Operator IV		26.16
14045 - Computer Operator V		27.62
14071 - Computer Programmer I	(see 1)	25.00
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.55
14160 - Personal Computer Support Technician		26.16
14170 - System Support Specialist		27.62
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.35
15020 - Aircrew Training Devices Instructor (Rated)		35.52
15030 - Air Crew Training Devices Instructor (Pilot)		36.76
15050 - Computer Based Training Specialist / Instructor		30.38
15060 - Educational Technologist		36.24
15070 - Flight Instructor (Pilot)		36.76
15080 - Graphic Artist		24.54
15085 - Maintenance Test Pilot Fixed Jet/Prop		36.76

15086 - Maintenance Test Pilot Rotary Wing 36.76
15088 - Non-Maintenance Test/Co-Pilot 36.76
15090 - Technical Instructor 20.07
15095 - Technical Instructor/Course Developer 24.54
15110 - Test Proctor 17.16
15120 - Tutor 17.16
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.66
16030 - Counter Attendant 9.66
16040 - Dry Cleaner 12.13
16070 - Finisher Flatwork Machine 9.66
16090 - Presser Hand 9.66
16110 - Presser Machine Drycleaning 9.66
16130 - Presser Machine Shirts 9.66
16160 - Presser Machine Wearing Apparel Laundry 9.66
16190 - Sewing Machine Operator 12.82
16220 - Tailor 13.51
16250 - Washer Machine 10.47
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.44
19040 - Tool And Die Maker 29.82
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.27
21030 - Material Coordinator 21.37
21040 - Material Expediter 21.37
21050 - Material Handling Laborer 13.32
21071 - Order Filler 11.96
21080 - Production Line Worker (Food Processing) 17.27
21110 - Shipping Packer 15.53
21130 - Shipping/Receiving Clerk 15.53
21140 - Store Worker I 12.16
21150 - Stock Clerk 16.79
21210 - Tools And Parts Attendant 17.27
21410 - Warehouse Specialist 17.27
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.35
23019 - Aircraft Logs and Records Technician 19.34
23021 - Aircraft Mechanic I 22.24
23022 - Aircraft Mechanic II 23.35
23023 - Aircraft Mechanic III 24.52
23040 - Aircraft Mechanic Helper 17.44
23050 - Aircraft Painter 20.49
23060 - Aircraft Servicer 19.34
23070 - Aircraft Survival Flight Equipment Technician 20.49
23080 - Aircraft Worker 20.27
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.27
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.24
23110 - Appliance Mechanic 20.49

23120 - Bicycle Repairer 16.75
23125 - Cable Splicer 35.00
23130 - Carpenter Maintenance 19.23
23140 - Carpet Layer 19.25
23160 - Electrician Maintenance 23.21
23181 - Electronics Technician Maintenance I 19.44
23182 - Electronics Technician Maintenance II 25.55
23183 - Electronics Technician Maintenance III 26.62
23260 - Fabric Worker 18.00
23290 - Fire Alarm System Mechanic 21.77
23310 - Fire Extinguisher Repairer 16.75
23311 - Fuel Distribution System Mechanic 21.77
23312 - Fuel Distribution System Operator 16.80
23370 - General Maintenance Worker 17.60
23380 - Ground Support Equipment Mechanic 22.24
23381 - Ground Support Equipment Servicer 19.34
23382 - Ground Support Equipment Worker 20.27
23391 - Gunsmith I 16.75
23392 - Gunsmith II 19.25
23393 - Gunsmith III 21.77
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.95
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.26
23430 - Heavy Equipment Mechanic 23.84
23440 - Heavy Equipment Operator 17.97
23460 - Instrument Mechanic 22.82
23465 - Laboratory/Shelter Mechanic 20.49
23470 - Laborer 13.32
23510 - Locksmith 20.49
23530 - Machinery Maintenance Mechanic 23.32
23550 - Machinist Maintenance 19.67
23580 - Maintenance Trades Helper 14.41
23591 - Metrology Technician I 22.82
23592 - Metrology Technician II 24.03
23593 - Metrology Technician III 25.24
23640 - Millwright 21.77
23710 - Office Appliance Repairer 22.90
23760 - Painter Maintenance 17.56
23790 - Pipefitter Maintenance 21.22
23810 - Plumber Maintenance 20.27
23820 - Pneudraulic Systems Mechanic 21.77
23850 - Rigger 21.77
23870 - Scale Mechanic 19.25
23890 - Sheet-Metal Worker Maintenance 18.81
23910 - Small Engine Mechanic 19.25
23931 - Telecommunications Mechanic I 27.67
23932 - Telecommunications Mechanic II 30.57
23950 - Telephone Lineman 21.77
23960 - Welder Combination Maintenance 18.38

23965 - Well Driller		21.77
23970 - Woodcraft Worker		21.77
23980 - Woodworker		16.75
24000 - Personal Needs Occupations		
24550 - Case Manager		12.61
24570 - Child Care Attendant		9.02
24580 - Child Care Center Clerk		11.24
24610 - Chore Aide		10.86
24620 - Family Readiness And Support Services Coordinator		12.61
24630 - Homemaker		13.55
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		21.77
25040 - Sewage Plant Operator		21.91
25070 - Stationary Engineer		21.77
25190 - Ventilation Equipment Tender		16.34
25210 - Water Treatment Plant Operator		21.91
27000 - Protective Service Occupations		
27004 - Alarm Monitor		14.70
27007 - Baggage Inspector		10.85
27008 - Corrections Officer		18.62
27010 - Court Security Officer		17.91
27030 - Detection Dog Handler		13.55
27040 - Detention Officer		18.62
27070 - Firefighter		17.89
27101 - Guard I		10.85
27102 - Guard II		13.55
27131 - Police Officer I		18.64
27132 - Police Officer II		20.71
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		10.11
28042 - Carnival Equipment Repairer		10.62
28043 - Carnival Worker		8.38
28210 - Gate Attendant/Gate Tender		14.06
28310 - Lifeguard		12.21
28350 - Park Attendant (Aide)		15.73
28510 - Recreation Aide/Health Facility Attendant		11.48
28515 - Recreation Specialist		17.94
28630 - Sports Official		12.53
28690 - Swimming Pool Operator		22.43
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		19.25
29020 - Hatch Tender		19.25
29030 - Line Handler		19.25
29041 - Stevedore I		18.00
29042 - Stevedore II		20.49
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	40.39
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.86
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.67

30021 - Archeological Technician I		18.60
30022 - Archeological Technician II		20.81
30023 - Archeological Technician III		25.48
30030 - Cartographic Technician		25.48
30040 - Civil Engineering Technician		24.54
30051 - Cryogenic Technician I		28.55
30052 - Cryogenic Technician II		31.55
30061 - Drafter/CAD Operator I		18.60
30062 - Drafter/CAD Operator II		20.81
30063 - Drafter/CAD Operator III		23.21
30064 - Drafter/CAD Operator IV		28.55
30081 - Engineering Technician I		15.98
30082 - Engineering Technician II		18.60
30083 - Engineering Technician III		21.00
30084 - Engineering Technician IV		28.62
30085 - Engineering Technician V		33.81
30086 - Engineering Technician VI		40.89
30090 - Environmental Technician		25.48
30095 - Evidence Control Specialist		24.54
30210 - Laboratory Technician		22.08
30221 - Latent Fingerprint Technician I		28.55
30222 - Latent Fingerprint Technician II		31.55
30240 - Mathematical Technician		25.48
30361 - Paralegal/Legal Assistant I		18.54
30362 - Paralegal/Legal Assistant II		22.98
30363 - Paralegal/Legal Assistant III		28.11
30364 - Paralegal/Legal Assistant IV		34.01
30375 - Petroleum Supply Specialist		26.90
30390 - Photo-Optics Technician		25.48
30395 - Radiation Control Technician		26.90
30461 - Technical Writer I		24.54
30462 - Technical Writer II		30.02
30463 - Technical Writer III		36.33
30491 - Unexploded Ordnance (UXO) Technician I		25.67
30492 - Unexploded Ordnance (UXO) Technician II		31.06
30493 - Unexploded Ordnance (UXO) Technician III		37.23
30494 - Unexploded (UXO) Safety Escort		25.67
30495 - Unexploded (UXO) Sweep Personnel		25.67
30501 - Weather Forecaster I		28.55
30502 - Weather Forecaster II		34.73
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.21
30621 - Weather Observer Senior	(see 2)	25.48
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		31.06
31020 - Bus Aide		13.65
31030 - Bus Driver		18.84
31043 - Driver Courier		14.96
31260 - Parking and Lot Attendant		12.28
31290 - Shuttle Bus Driver		16.25

31310 - Taxi Driver	15.96
31361 - Truckdriver Light	16.25
31362 - Truckdriver Medium	16.82
31363 - Truckdriver Heavy	20.10
31364 - Truckdriver Tractor-Trailer	20.10
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.14
99030 - Cashier	10.71
99050 - Desk Clerk	9.27
99095 - Embalmer	25.67
99130 - Flight Follower	25.67
99251 - Laboratory Animal Caretaker I	14.44
99252 - Laboratory Animal Caretaker II	19.69
99260 - Marketing Analyst	22.62
99310 - Mortician	25.67
99410 - Pest Controller	16.93
99510 - Photofinishing Worker	13.49
99710 - Recycling Laborer	17.64
99711 - Recycling Specialist	21.18
99730 - Refuse Collector	15.84
99810 - Sales Clerk	11.63
99820 - School Crossing Guard	13.70
99830 - Survey Party Chief	20.10
99831 - Surveying Aide	12.38
99832 - Surveying Technician	16.94
99840 - Vending Machine Attendant	18.16
99841 - Vending Machine Repairer	22.63
99842 - Vending Machine Repairer Helper	18.16

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years and 4 after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4614
Revision No.: 14
Date Of Last Revision: 05/03/2020

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: Alabama

Area: Alabama Counties of Franklin Marion Winston

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		16.37
01013 - Accounting Clerk III		18.32
01020 - Administrative Assistant		26.89
01035 - Court Reporter		17.93
01041 - Customer Service Representative I		11.88
01042 - Customer Service Representative II		13.35
01043 - Customer Service Representative III		14.56
01051 - Data Entry Operator I		13.08
01052 - Data Entry Operator II		14.27
01060 - Dispatcher Motor Vehicle		16.86
01070 - Document Preparation Clerk		14.27

01090 - Duplicating Machine Operator 14.27
01111 - General Clerk I 10.92
01112 - General Clerk II 12.04
01113 - General Clerk III 15.25
01120 - Housing Referral Assistant 19.98
01141 - Messenger Courier 11.64
01191 - Order Clerk I 13.08
01192 - Order Clerk II 15.27
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 21.37
01290 - Rental Clerk 12.97
01300 - Scheduler Maintenance 16.02
01311 - Secretary I 16.02
01312 - Secretary II 17.93
01313 - Secretary III 19.98
01320 - Service Order Dispatcher 15.07
01410 - Supply Technician 26.89
01420 - Survey Worker 16.81
01460 - Switchboard Operator/Receptionist 11.86
01531 - Travel Clerk I 11.72
01532 - Travel Clerk II 12.49
01533 - Travel Clerk III 13.26
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 23.30
05010 - Automotive Electrician 18.61
05040 - Automotive Glass Installer 17.74
05070 - Automotive Worker 17.74
05110 - Mobile Equipment Servicer 16.08
05130 - Motor Equipment Metal Mechanic 19.47
05160 - Motor Equipment Metal Worker 17.74
05190 - Motor Vehicle Mechanic 17.78
05220 - Motor Vehicle Mechanic Helper 13.93
05250 - Motor Vehicle Upholstery Worker 16.93
05280 - Motor Vehicle Wrecker 17.74
05310 - Painter Automotive 17.00
05340 - Radiator Repair Specialist 17.74
05370 - Tire Repairer 13.75
05400 - Transmission Repair Specialist 19.47
07000 - Food Preparation And Service Occupations
07010 - Baker 13.60
07041 - Cook I 9.14
07042 - Cook II 10.42
07070 - Dishwasher 9.25
07130 - Food Service Worker 10.23
07210 - Meat Cutter 15.57

07260 - Waiter/Waitress	8.89
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.56
09040 - Furniture Handler	13.94
09080 - Furniture Refinisher	17.56
09090 - Furniture Refinisher Helper	14.41
09110 - Furniture Repairer Minor	15.98
09130 - Upholsterer	17.56
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.48
11060 - Elevator Operator	12.48
11090 - Gardener	16.56
11122 - Housekeeping Aide	11.27
11150 - Janitor	11.27
11210 - Laborer Grounds Maintenance	12.85
11240 - Maid or Houseman	9.11
11260 - Pruner	11.56
11270 - Tractor Operator	15.32
11330 - Trail Maintenance Worker	12.85
11360 - Window Cleaner	12.53
12000 - Health Occupations	
12010 - Ambulance Driver	17.00
12011 - Breath Alcohol Technician	17.00
12012 - Certified Occupational Therapist Assistant	28.42
12015 - Certified Physical Therapist Assistant	29.68
12020 - Dental Assistant	16.00
12025 - Dental Hygienist	24.73
12030 - EKG Technician	25.76
12035 - Electroneurodiagnostic Technologist	25.76
12040 - Emergency Medical Technician	17.00
12071 - Licensed Practical Nurse I	15.19
12072 - Licensed Practical Nurse II	17.00
12073 - Licensed Practical Nurse III	18.95
12100 - Medical Assistant	12.41
12130 - Medical Laboratory Technician	19.47
12160 - Medical Record Clerk	13.53
12190 - Medical Record Technician	16.65
12195 - Medical Transcriptionist	15.19
12210 - Nuclear Medicine Technologist	37.35
12221 - Nursing Assistant I	11.18
12222 - Nursing Assistant II	12.57
12223 - Nursing Assistant III	13.71
12224 - Nursing Assistant IV	15.39
12235 - Optical Dispenser	17.00
12236 - Optical Technician	15.19
12250 - Pharmacy Technician	14.43
12280 - Phlebotomist	14.51
12305 - Radiologic Technologist	23.95
12311 - Registered Nurse I	22.94
12312 - Registered Nurse II	28.08

12313 - Registered Nurse II Specialist		28.08
12314 - Registered Nurse III		33.97
12315 - Registered Nurse III Anesthetist		33.97
12316 - Registered Nurse IV		40.70
12317 - Scheduler (Drug and Alcohol Testing)		21.05
12320 - Substance Abuse Treatment Counselor		20.65
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.09
13012 - Exhibits Specialist II		24.89
13013 - Exhibits Specialist III		30.45
13041 - Illustrator I		20.09
13042 - Illustrator II		24.89
13043 - Illustrator III		30.45
13047 - Librarian		27.56
13050 - Library Aide/Clerk		15.94
13054 - Library Information Technology Systems Administrator		24.89
13058 - Library Technician		19.62
13061 - Media Specialist I		17.96
13062 - Media Specialist II		20.09
13063 - Media Specialist III		22.40
13071 - Photographer I		17.53
13072 - Photographer II		19.62
13073 - Photographer III		24.30
13074 - Photographer IV		29.72
13075 - Photographer V		35.96
13090 - Technical Order Library Clerk		19.52
13110 - Video Teleconference Technician		17.96
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.55
14042 - Computer Operator II		19.13
14043 - Computer Operator III		20.49
14044 - Computer Operator IV		26.16
14045 - Computer Operator V		27.62
14071 - Computer Programmer I	(see 1)	25.00
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.55
14160 - Personal Computer Support Technician		26.16
14170 - System Support Specialist		27.62
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.35
15020 - Aircrew Training Devices Instructor (Rated)		35.52
15030 - Air Crew Training Devices Instructor (Pilot)		36.76
15050 - Computer Based Training Specialist / Instructor		30.38
15060 - Educational Technologist		36.24

15070 - Flight Instructor (Pilot) 36.76
15080 - Graphic Artist 24.54
15085 - Maintenance Test Pilot Fixed Jet/Prop 36.76
15086 - Maintenance Test Pilot Rotary Wing 36.76
15088 - Non-Maintenance Test/Co-Pilot 36.76
15090 - Technical Instructor 20.07
15095 - Technical Instructor/Course Developer 24.54
15110 - Test Proctor 17.16
15120 - Tutor 17.16
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.36
16030 - Counter Attendant 9.36
16040 - Dry Cleaner 11.75
16070 - Finisher Flatwork Machine 9.36
16090 - Presser Hand 9.36
16110 - Presser Machine Drycleaning 9.36
16130 - Presser Machine Shirts 9.36
16160 - Presser Machine Wearing Apparel Laundry 9.36
16190 - Sewing Machine Operator 12.42
16220 - Tailor 13.09
16250 - Washer Machine 10.14
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.44
19040 - Tool And Die Maker 29.82
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.79
21030 - Material Coordinator 21.37
21040 - Material Expediter 21.37
21050 - Material Handling Laborer 13.28
21071 - Order Filler 11.96
21080 - Production Line Worker (Food Processing) 16.79
21110 - Shipping Packer 15.17
21130 - Shipping/Receiving Clerk 15.17
21140 - Store Worker I 12.16
21150 - Stock Clerk 16.79
21210 - Tools And Parts Attendant 16.79
21410 - Warehouse Specialist 16.79
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.35
23019 - Aircraft Logs and Records Technician 19.34
23021 - Aircraft Mechanic I 22.24
23022 - Aircraft Mechanic II 23.35
23023 - Aircraft Mechanic III 24.52
23040 - Aircraft Mechanic Helper 17.44
23050 - Aircraft Painter 19.32
23060 - Aircraft Servicer 19.34
23070 - Aircraft Survival Flight Equipment Technician 19.32
23080 - Aircraft Worker 20.27
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.27

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.24
23110 - Appliance Mechanic 19.23
23120 - Bicycle Repairer 15.88
23125 - Cable Splicer 31.82
23130 - Carpenter Maintenance 19.23
23140 - Carpet Layer 18.11
23160 - Electrician Maintenance 23.21
23181 - Electronics Technician Maintenance I 19.44
23182 - Electronics Technician Maintenance II 25.55
23183 - Electronics Technician Maintenance III 26.62
23260 - Fabric Worker 16.98
23290 - Fire Alarm System Mechanic 20.38
23310 - Fire Extinguisher Repairer 15.88
23311 - Fuel Distribution System Mechanic 20.38
23312 - Fuel Distribution System Operator 16.80
23370 - General Maintenance Worker 17.60
23380 - Ground Support Equipment Mechanic 22.24
23381 - Ground Support Equipment Servicer 19.34
23382 - Ground Support Equipment Worker 20.27
23391 - Gunsmith I 15.88
23392 - Gunsmith II 18.11
23393 - Gunsmith III 20.38
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.35
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.49
23430 - Heavy Equipment Mechanic 21.67
23440 - Heavy Equipment Operator 17.97
23460 - Instrument Mechanic 22.82
23465 - Laboratory/Shelter Mechanic 19.23
23470 - Laborer 13.28
23510 - Locksmith 19.23
23530 - Machinery Maintenance Mechanic 23.32
23550 - Machinist Maintenance 19.67
23580 - Maintenance Trades Helper 14.41
23591 - Metrology Technician I 22.82
23592 - Metrology Technician II 24.03
23593 - Metrology Technician III 25.24
23640 - Millwright 20.67
23710 - Office Appliance Repairer 22.90
23760 - Painter Maintenance 17.56
23790 - Pipefitter Maintenance 21.22
23810 - Plumber Maintenance 20.27
23820 - Pneudraulic Systems Mechanic 20.38
23850 - Rigger 20.38
23870 - Scale Mechanic 18.11
23890 - Sheet-Metal Worker Maintenance 18.81
23910 - Small Engine Mechanic 18.11
23931 - Telecommunications Mechanic I 27.67

23932 - Telecommunications Mechanic II	30.57
23950 - Telephone Lineman	20.38
23960 - Welder Combination Maintenance	18.38
23965 - Well Driller	20.38
23970 - Woodcraft Worker	20.38
23980 - Woodworker	16.43
24000 - Personal Needs Occupations	
24550 - Case Manager	12.61
24570 - Child Care Attendant	8.96
24580 - Child Care Center Clerk	11.17
24610 - Chore Aide	10.86
24620 - Family Readiness And Support Services Coordinator	12.61
24630 - Homemaker	13.55
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.75
25040 - Sewage Plant Operator	20.99
25070 - Stationary Engineer	20.75
25190 - Ventilation Equipment Tender	14.85
25210 - Water Treatment Plant Operator	20.99
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.63
27007 - Baggage Inspector	10.85
27008 - Corrections Officer	17.42
27010 - Court Security Officer	16.96
27030 - Detection Dog Handler	13.55
27040 - Detention Officer	17.42
27070 - Firefighter	17.89
27101 - Guard I	10.85
27102 - Guard II	13.55
27131 - Police Officer I	18.64
27132 - Police Officer II	20.71
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.11
28042 - Carnival Equipment Repairer	10.62
28043 - Carnival Worker	8.38
28210 - Gate Attendant/Gate Tender	14.06
28310 - Lifeguard	12.21
28350 - Park Attendant (Aide)	15.73
28510 - Recreation Aide/Health Facility Attendant	11.48
28515 - Recreation Specialist	17.94
28630 - Sports Official	12.53
28690 - Swimming Pool Operator	22.43
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.11
29020 - Hatch Tender	18.11
29030 - Line Handler	18.11
29041 - Stevedore I	16.98
29042 - Stevedore II	19.23
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 18.60
30022 - Archeological Technician II 20.81
30023 - Archeological Technician III 25.48
30030 - Cartographic Technician 25.48
30040 - Civil Engineering Technician 24.50
30051 - Cryogenic Technician I 28.55
30052 - Cryogenic Technician II 31.55
30061 - Drafter/CAD Operator I 18.60
30062 - Drafter/CAD Operator II 20.81
30063 - Drafter/CAD Operator III 23.21
30064 - Drafter/CAD Operator IV 28.55
30081 - Engineering Technician I 15.98
30082 - Engineering Technician II 18.60
30083 - Engineering Technician III 21.00
30084 - Engineering Technician IV 28.62
30085 - Engineering Technician V 33.81
30086 - Engineering Technician VI 40.89
30090 - Environmental Technician 25.48
30095 - Evidence Control Specialist 22.68
30210 - Laboratory Technician 22.05
30221 - Latent Fingerprint Technician I 28.55
30222 - Latent Fingerprint Technician II 31.55
30240 - Mathematical Technician 25.48
30361 - Paralegal/Legal Assistant I 18.54
30362 - Paralegal/Legal Assistant II 22.98
30363 - Paralegal/Legal Assistant III 28.11
30364 - Paralegal/Legal Assistant IV 34.01
30375 - Petroleum Supply Specialist 24.45
30390 - Photo-Optics Technician 25.48
30395 - Radiation Control Technician 24.45
30461 - Technical Writer I 23.43
30462 - Technical Writer II 28.67
30463 - Technical Writer III 34.67
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 28.55
30502 - Weather Forecaster II 34.73
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.21
30621 - Weather Observer Senior (see 2) 25.48
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 13.65
31030 - Bus Driver 18.84

31043 - Driver Courier	14.96
31260 - Parking and Lot Attendant	12.28
31290 - Shuttle Bus Driver	16.25
31310 - Taxi Driver	15.96
31361 - Truckdriver Light	16.25
31362 - Truckdriver Medium	16.82
31363 - Truckdriver Heavy	20.10
31364 - Truckdriver Tractor-Trailer	20.10
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.50
99050 - Desk Clerk	9.27
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.13
99252 - Laboratory Animal Caretaker II	17.92
99260 - Marketing Analyst	22.62
99310 - Mortician	25.35
99410 - Pest Controller	16.93
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	16.60
99711 - Recycling Specialist	19.79
99730 - Refuse Collector	14.93
99810 - Sales Clerk	11.63
99820 - School Crossing Guard	13.70
99830 - Survey Party Chief	19.85
99831 - Surveying Aide	12.23
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	18.16
99841 - Vending Machine Repairer	22.43
99842 - Vending Machine Repairer Helper	18.16

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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.: 2015-4615
Revision No.: 15
Date Of Last Revision: 04/26/2021

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: Alabama

Area: Alabama Counties of Cherokee Clay Cleburne De Kalb Talladega

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.17
01012 - Accounting Clerk II		17.02
01013 - Accounting Clerk III		19.04
01020 - Administrative Assistant		31.08
01035 - Court Reporter		18.81
01041 - Customer Service Representative I		14.16
01042 - Customer Service Representative II		15.45
01043 - Customer Service Representative III		17.34
01051 - Data Entry Operator I		13.26
01052 - Data Entry Operator II		14.47
01060 - Dispatcher Motor Vehicle		17.77
01070 - Document Preparation Clerk		14.97
01090 - Duplicating Machine Operator		14.97
01111 - General Clerk I		10.87
01112 - General Clerk II		11.86

01113 - General Clerk III	13.32
01120 - Housing Referral Assistant	20.96
01141 - Messenger Courier	12.60
01191 - Order Clerk I	12.77
01192 - Order Clerk II	13.94
01261 - Personnel Assistant (Employment) I	16.20
01262 - Personnel Assistant (Employment) II	18.13
01263 - Personnel Assistant (Employment) III	20.20
01270 - Production Control Clerk	19.71
01290 - Rental Clerk	12.27
01300 - Scheduler Maintenance	16.82
01311 - Secretary I	16.82
01312 - Secretary II	18.81
01313 - Secretary III	20.96
01320 - Service Order Dispatcher	16.32
01410 - Supply Technician	31.08
01420 - Survey Worker	15.60
01460 - Switchboard Operator/Receptionist	12.71
01531 - Travel Clerk I	12.07
01532 - Travel Clerk II	12.82
01533 - Travel Clerk III	13.64
01611 - Word Processor I	14.97
01612 - Word Processor II	16.82
01613 - Word Processor III	18.81
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	20.91
05010 - Automotive Electrician	16.47
05040 - Automotive Glass Installer	15.62
05070 - Automotive Worker	15.62
05110 - Mobile Equipment Servicer	13.81
05130 - Motor Equipment Metal Mechanic	17.35
05160 - Motor Equipment Metal Worker	15.62
05190 - Motor Vehicle Mechanic	17.35
05220 - Motor Vehicle Mechanic Helper	12.91
05250 - Motor Vehicle Upholstery Worker	15.24
05280 - Motor Vehicle Wrecker	15.62
05310 - Painter Automotive	16.47
05340 - Radiator Repair Specialist	15.62
05370 - Tire Repairer	11.95
05400 - Transmission Repair Specialist	17.35
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.42
07041 - Cook I	12.03
07042 - Cook II	13.55
07070 - Dishwasher	9.28
07130 - Food Service Worker	9.24
07210 - Meat Cutter	14.78
07260 - Waiter/Waitress	9.79
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.00

09040 - Furniture Handler 9.94
09080 - Furniture Refinisher 13.81
09090 - Furniture Refinisher Helper 11.22
09110 - Furniture Repairer Minor 12.52
09130 - Upholsterer 14.95
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.61
11060 - Elevator Operator 10.78
11090 - Gardener 13.62
11122 - Housekeeping Aide 10.78
11150 - Janitor 10.78
11210 - Laborer Grounds Maintenance 11.08
11240 - Maid or Houseman 9.41
11260 - Pruner 10.30
11270 - Tractor Operator 12.59
11330 - Trail Maintenance Worker 11.08
11360 - Window Cleaner 11.77
12000 - Health Occupations
12010 - Ambulance Driver 16.02
12011 - Breath Alcohol Technician 17.76
12012 - Certified Occupational Therapist Assistant 28.71
12015 - Certified Physical Therapist Assistant 28.08
12020 - Dental Assistant 16.50
12025 - Dental Hygienist 30.66
12030 - EKG Technician 26.91
12035 - Electroneurodiagnostic Technologist 26.91
12040 - Emergency Medical Technician 16.02
12071 - Licensed Practical Nurse I 15.87
12072 - Licensed Practical Nurse II 17.76
12073 - Licensed Practical Nurse III 19.79
12100 - Medical Assistant 13.53
12130 - Medical Laboratory Technician 19.70
12160 - Medical Record Clerk 13.66
12190 - Medical Record Technician 16.16
12195 - Medical Transcriptionist 15.14
12210 - Nuclear Medicine Technologist 37.76
12221 - Nursing Assistant I 11.55
12222 - Nursing Assistant II 12.98
12223 - Nursing Assistant III 14.16
12224 - Nursing Assistant IV 15.91
12235 - Optical Dispenser 16.80
12236 - Optical Technician 15.87
12250 - Pharmacy Technician 14.02
12280 - Phlebotomist 14.85
12305 - Radiologic Technologist 23.56
12311 - Registered Nurse I 23.04
12312 - Registered Nurse II 28.18
12313 - Registered Nurse II Specialist 28.18
12314 - Registered Nurse III 34.09
12315 - Registered Nurse III Anesthetist 34.09

12316 - Registered Nurse IV		40.86
12317 - Scheduler (Drug and Alcohol Testing)		22.00
12320 - Substance Abuse Treatment Counselor		22.00
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.56
13012 - Exhibits Specialist II		24.22
13013 - Exhibits Specialist III		29.63
13041 - Illustrator I		19.56
13042 - Illustrator II		24.22
13043 - Illustrator III		29.63
13047 - Librarian		26.83
13050 - Library Aide/Clerk		10.80
13054 - Library Information Technology Systems Administrator		24.22
13058 - Library Technician		15.87
13061 - Media Specialist I		17.48
13062 - Media Specialist II		19.56
13063 - Media Specialist III		21.79
13071 - Photographer I		17.47
13072 - Photographer II		19.53
13073 - Photographer III		24.22
13074 - Photographer IV		29.63
13075 - Photographer V		35.85
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		17.04
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.61
14042 - Computer Operator II		16.35
14043 - Computer Operator III		18.23
14044 - Computer Operator IV		20.25
14045 - Computer Operator V		22.43
14071 - Computer Programmer I	(see 1)	19.19
14072 - Computer Programmer II	(see 1)	23.77
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.61
14160 - Personal Computer Support Technician		20.25
14170 - System Support Specialist		27.83
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.62
15020 - Aircrew Training Devices Instructor (Rated)		34.64
15030 - Air Crew Training Devices Instructor (Pilot)		41.51
15050 - Computer Based Training Specialist / Instructor		28.62
15060 - Educational Technologist		40.22
15070 - Flight Instructor (Pilot)		41.51
15080 - Graphic Artist		21.00
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.51

15086 - Maintenance Test Pilot Rotary Wing 41.51
15088 - Non-Maintenance Test/Co-Pilot 41.51
15090 - Technical Instructor 20.24
15095 - Technical Instructor/Course Developer 24.76
15110 - Test Proctor 16.33
15120 - Tutor 16.33
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.93
16030 - Counter Attendant 9.93
16040 - Dry Cleaner 11.88
16070 - Finisher Flatwork Machine 9.93
16090 - Presser Hand 9.93
16110 - Presser Machine Drycleaning 9.93
16130 - Presser Machine Shirts 9.93
16160 - Presser Machine Wearing Apparel Laundry 9.93
16190 - Sewing Machine Operator 12.54
16220 - Tailor 13.17
16250 - Washer Machine 10.59
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.06
19040 - Tool And Die Maker 29.03
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 14.68
21030 - Material Coordinator 19.71
21040 - Material Expediter 19.71
21050 - Material Handling Laborer 12.10
21071 - Order Filler 12.57
21080 - Production Line Worker (Food Processing) 14.68
21110 - Shipping Packer 15.39
21130 - Shipping/Receiving Clerk 15.39
21140 - Store Worker I 12.82
21150 - Stock Clerk 16.70
21210 - Tools And Parts Attendant 14.68
21410 - Warehouse Specialist 14.68
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 22.72
23019 - Aircraft Logs and Records Technician 18.28
23021 - Aircraft Mechanic I 21.56
23022 - Aircraft Mechanic II 22.72
23023 - Aircraft Mechanic III 23.65
23040 - Aircraft Mechanic Helper 16.04
23050 - Aircraft Painter 20.47
23060 - Aircraft Servicer 18.28
23070 - Aircraft Survival Flight Equipment Technician 20.47
23080 - Aircraft Worker 19.41
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 19.41
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 21.56
23110 - Appliance Mechanic 20.47

23120 - Bicycle Repairer	17.07
23125 - Cable Splicer	34.09
23130 - Carpenter Maintenance	18.06
23140 - Carpet Layer	19.41
23160 - Electrician Maintenance	23.40
23181 - Electronics Technician Maintenance I	25.24
23182 - Electronics Technician Maintenance II	26.62
23183 - Electronics Technician Maintenance III	28.03
23260 - Fabric Worker	18.28
23290 - Fire Alarm System Mechanic	21.56
23310 - Fire Extinguisher Repairer	17.17
23311 - Fuel Distribution System Mechanic	23.61
23312 - Fuel Distribution System Operator	18.97
23370 - General Maintenance Worker	17.48
23380 - Ground Support Equipment Mechanic	21.56
23381 - Ground Support Equipment Servicer	18.28
23382 - Ground Support Equipment Worker	19.41
23391 - Gunsmith I	17.17
23392 - Gunsmith II	19.41
23393 - Gunsmith III	21.56
23410 - Heating Ventilation And Air-Conditioning Mechanic	21.10
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	22.13
23430 - Heavy Equipment Mechanic	20.04
23440 - Heavy Equipment Operator	17.15
23460 - Instrument Mechanic	21.56
23465 - Laboratory/Shelter Mechanic	20.47
23470 - Laborer	12.10
23510 - Locksmith	20.47
23530 - Machinery Maintenance Mechanic	21.41
23550 - Machinist Maintenance	20.50
23580 - Maintenance Trades Helper	13.76
23591 - Metrology Technician I	21.56
23592 - Metrology Technician II	22.72
23593 - Metrology Technician III	23.65
23640 - Millwright	22.95
23710 - Office Appliance Repairer	20.31
23760 - Painter Maintenance	20.47
23790 - Pipefitter Maintenance	22.20
23810 - Plumber Maintenance	21.08
23820 - Pneudraulic Systems Mechanic	21.56
23850 - Rigger	21.56
23870 - Scale Mechanic	19.41
23890 - Sheet-Metal Worker Maintenance	21.37
23910 - Small Engine Mechanic	18.06
23931 - Telecommunications Mechanic I	28.17
23932 - Telecommunications Mechanic II	29.55
23950 - Telephone Lineman	24.09
23960 - Welder Combination Maintenance	18.52

23965 - Well Driller	21.56
23970 - Woodcraft Worker	21.56
23980 - Woodworker	17.17
24000 - Personal Needs Occupations	
24550 - Case Manager	13.59
24570 - Child Care Attendant	11.28
24580 - Child Care Center Clerk	14.05
24610 - Chore Aide	9.92
24620 - Family Readiness And Support Services Coordinator	13.59
24630 - Homemaker	13.59
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.94
25040 - Sewage Plant Operator	20.77
25070 - Stationary Engineer	22.94
25190 - Ventilation Equipment Tender	17.88
25210 - Water Treatment Plant Operator	20.77
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.90
27007 - Baggage Inspector	11.90
27008 - Corrections Officer	16.56
27010 - Court Security Officer	16.23
27030 - Detection Dog Handler	13.31
27040 - Detention Officer	16.56
27070 - Firefighter	17.59
27101 - Guard I	11.90
27102 - Guard II	13.31
27131 - Police Officer I	17.36
27132 - Police Officer II	19.29
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.32
28042 - Carnival Equipment Repairer	12.11
28043 - Carnival Worker	8.94
28210 - Gate Attendant/Gate Tender	14.32
28310 - Lifeguard	11.71
28350 - Park Attendant (Aide)	16.01
28510 - Recreation Aide/Health Facility Attendant	11.68
28515 - Recreation Specialist	19.80
28630 - Sports Official	12.75
28690 - Swimming Pool Operator	19.14
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.35
29020 - Hatch Tender	21.35
29030 - Line Handler	21.35
29041 - Stevedore I	20.11
29042 - Stevedore II	22.52
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.39
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.86
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.67

30021 - Archeological Technician I		18.63
30022 - Archeological Technician II		20.83
30023 - Archeological Technician III		25.81
30030 - Cartographic Technician		25.81
30040 - Civil Engineering Technician		21.73
30051 - Cryogenic Technician I		28.58
30052 - Cryogenic Technician II		31.57
30061 - Drafter/CAD Operator I		18.63
30062 - Drafter/CAD Operator II		20.83
30063 - Drafter/CAD Operator III		23.22
30064 - Drafter/CAD Operator IV		28.58
30081 - Engineering Technician I		16.64
30082 - Engineering Technician II		17.81
30083 - Engineering Technician III		20.90
30084 - Engineering Technician IV		25.89
30085 - Engineering Technician V		31.67
30086 - Engineering Technician VI		35.11
30090 - Environmental Technician		25.81
30095 - Evidence Control Specialist		25.81
30210 - Laboratory Technician		26.88
30221 - Latent Fingerprint Technician I		28.58
30222 - Latent Fingerprint Technician II		31.57
30240 - Mathematical Technician		25.81
30361 - Paralegal/Legal Assistant I		17.67
30362 - Paralegal/Legal Assistant II		21.89
30363 - Paralegal/Legal Assistant III		27.11
30364 - Paralegal/Legal Assistant IV		32.20
30375 - Petroleum Supply Specialist		31.57
30390 - Photo-Optics Technician		25.81
30395 - Radiation Control Technician		31.57
30461 - Technical Writer I		25.81
30462 - Technical Writer II		31.57
30463 - Technical Writer III		38.20
30491 - Unexploded Ordnance (UXO) Technician I		25.67
30492 - Unexploded Ordnance (UXO) Technician II		31.06
30493 - Unexploded Ordnance (UXO) Technician III		37.23
30494 - Unexploded (UXO) Safety Escort		25.67
30495 - Unexploded (UXO) Sweep Personnel		25.67
30501 - Weather Forecaster I		28.58
30502 - Weather Forecaster II		34.77
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.22
30621 - Weather Observer Senior	(see 2)	25.81
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		31.06
31020 - Bus Aide		13.37
31030 - Bus Driver		17.57
31043 - Driver Courier		13.80
31260 - Parking and Lot Attendant		12.20
31290 - Shuttle Bus Driver		14.45

31310 - Taxi Driver	15.28
31361 - Truckdriver Light	14.76
31362 - Truckdriver Medium	15.72
31363 - Truckdriver Heavy	20.20
31364 - Truckdriver Tractor-Trailer	20.20
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.14
99030 - Cashier	10.08
99050 - Desk Clerk	9.21
99095 - Embalmer	25.67
99130 - Flight Follower	25.67
99251 - Laboratory Animal Caretaker I	11.07
99252 - Laboratory Animal Caretaker II	11.84
99260 - Marketing Analyst	23.64
99310 - Mortician	25.67
99410 - Pest Controller	15.28
99510 - Photofinishing Worker	13.49
99710 - Recycling Laborer	15.99
99711 - Recycling Specialist	18.56
99730 - Refuse Collector	14.47
99810 - Sales Clerk	11.21
99820 - School Crossing Guard	14.11
99830 - Survey Party Chief	19.41
99831 - Surveying Aide	12.69
99832 - Surveying Technician	17.41
99840 - Vending Machine Attendant	17.85
99841 - Vending Machine Repairer	20.89
99842 - Vending Machine Repairer Helper	17.85

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4616
Revision No.: 14
Date Of Last Revision: 05/03/2020

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: Alabama

Area: Alabama Counties of Cherokee Clay Cleburne De Kalb Talladega

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		28.44
01035 - Court Reporter		18.34
01041 - Customer Service Representative I		12.89
01042 - Customer Service Representative II		14.49
01043 - Customer Service Representative III		15.81
01051 - Data Entry Operator I		13.26
01052 - Data Entry Operator II		14.47
01060 - Dispatcher Motor Vehicle		17.77
01070 - Document Preparation Clerk		14.60

01090 - Duplicating Machine Operator 14.60
01111 - General Clerk I 10.57
01112 - General Clerk II 11.53
01113 - General Clerk III 12.94
01120 - Housing Referral Assistant 20.45
01141 - Messenger Courier 12.60
01191 - Order Clerk I 12.38
01192 - Order Clerk II 13.50
01261 - Personnel Assistant (Employment) I 16.20
01262 - Personnel Assistant (Employment) II 18.13
01263 - Personnel Assistant (Employment) III 20.20
01270 - Production Control Clerk 19.71
01290 - Rental Clerk 12.24
01300 - Scheduler Maintenance 16.39
01311 - Secretary I 16.39
01312 - Secretary II 18.34
01313 - Secretary III 20.45
01320 - Service Order Dispatcher 16.32
01410 - Supply Technician 28.44
01420 - Survey Worker 15.60
01460 - Switchboard Operator/Receptionist 11.78
01531 - Travel Clerk I 11.67
01532 - Travel Clerk II 12.40
01533 - Travel Clerk III 13.13
01611 - Word Processor I 14.60
01612 - Word Processor II 16.39
01613 - Word Processor III 18.34
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.79
05010 - Automotive Electrician 16.47
05040 - Automotive Glass Installer 15.62
05070 - Automotive Worker 15.62
05110 - Mobile Equipment Servicer 13.81
05130 - Motor Equipment Metal Mechanic 17.35
05160 - Motor Equipment Metal Worker 15.62
05190 - Motor Vehicle Mechanic 17.35
05220 - Motor Vehicle Mechanic Helper 12.91
05250 - Motor Vehicle Upholstery Worker 15.24
05280 - Motor Vehicle Wrecker 15.62
05310 - Painter Automotive 16.47
05340 - Radiator Repair Specialist 15.62
05370 - Tire Repairer 11.72
05400 - Transmission Repair Specialist 17.35
07000 - Food Preparation And Service Occupations
07010 - Baker 13.72
07041 - Cook I 12.03
07042 - Cook II 13.55
07070 - Dishwasher 9.28
07130 - Food Service Worker 9.24
07210 - Meat Cutter 13.55

07260 - Waiter/Waitress	9.79
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	13.64
09040 - Furniture Handler	9.94
09080 - Furniture Refinisher	13.81
09090 - Furniture Refinisher Helper	11.22
09110 - Furniture Repairer Minor	12.52
09130 - Upholsterer	13.81
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.16
11060 - Elevator Operator	10.43
11090 - Gardener	13.62
11122 - Housekeeping Aide	10.43
11150 - Janitor	10.43
11210 - Laborer Grounds Maintenance	11.08
11240 - Maid or Houseman	9.00
11260 - Pruner	10.30
11270 - Tractor Operator	12.59
11330 - Trail Maintenance Worker	11.08
11360 - Window Cleaner	11.39
12000 - Health Occupations	
12010 - Ambulance Driver	16.02
12011 - Breath Alcohol Technician	17.76
12012 - Certified Occupational Therapist Assistant	28.71
12015 - Certified Physical Therapist Assistant	27.41
12020 - Dental Assistant	16.50
12025 - Dental Hygienist	30.66
12030 - EKG Technician	26.91
12035 - Electroneurodiagnostic Technologist	26.91
12040 - Emergency Medical Technician	16.02
12071 - Licensed Practical Nurse I	15.87
12072 - Licensed Practical Nurse II	17.76
12073 - Licensed Practical Nurse III	19.79
12100 - Medical Assistant	12.30
12130 - Medical Laboratory Technician	19.70
12160 - Medical Record Clerk	13.11
12190 - Medical Record Technician	16.16
12195 - Medical Transcriptionist	15.14
12210 - Nuclear Medicine Technologist	34.33
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	15.27
12236 - Optical Technician	15.87
12250 - Pharmacy Technician	13.66
12280 - Phlebotomist	14.61
12305 - Radiologic Technologist	23.56
12311 - Registered Nurse I	23.04
12312 - Registered Nurse II	28.18

12313 - Registered Nurse II Specialist		28.18
12314 - Registered Nurse III		34.09
12315 - Registered Nurse III Anesthetist		34.09
12316 - Registered Nurse IV		40.86
12317 - Scheduler (Drug and Alcohol Testing)		22.00
12320 - Substance Abuse Treatment Counselor		22.00
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.56
13012 - Exhibits Specialist II		24.22
13013 - Exhibits Specialist III		29.63
13041 - Illustrator I		19.56
13042 - Illustrator II		24.22
13043 - Illustrator III		29.63
13047 - Librarian		26.83
13050 - Library Aide/Clerk		10.80
13054 - Library Information Technology Systems Administrator		24.22
13058 - Library Technician		14.43
13061 - Media Specialist I		17.48
13062 - Media Specialist II		19.56
13063 - Media Specialist III		21.79
13071 - Photographer I		16.20
13072 - Photographer II		18.52
13073 - Photographer III		24.22
13074 - Photographer IV		29.63
13075 - Photographer V		35.85
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		17.04
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.28
14042 - Computer Operator II		14.86
14043 - Computer Operator III		16.57
14044 - Computer Operator IV		18.41
14045 - Computer Operator V		20.39
14071 - Computer Programmer I	(see 1)	19.19
14072 - Computer Programmer II	(see 1)	23.77
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		13.28
14160 - Personal Computer Support Technician		18.41
14170 - System Support Specialist		25.30
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.92
15020 - Aircrew Training Devices Instructor (Rated)		33.77
15030 - Air Crew Training Devices Instructor (Pilot)		40.48
15050 - Computer Based Training Specialist / Instructor		27.92
15060 - Educational Technologist		38.09

15070 - Flight Instructor (Pilot) 40.48
15080 - Graphic Artist 21.00
15085 - Maintenance Test Pilot Fixed Jet/Prop 39.88
15086 - Maintenance Test Pilot Rotary Wing 39.88
15088 - Non-Maintenance Test/Co-Pilot 39.88
15090 - Technical Instructor 20.24
15095 - Technical Instructor/Course Developer 24.76
15110 - Test Proctor 16.33
15120 - Tutor 16.33
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.63
16030 - Counter Attendant 9.63
16040 - Dry Cleaner 11.53
16070 - Finisher Flatwork Machine 9.63
16090 - Presser Hand 9.63
16110 - Presser Machine Drycleaning 9.63
16130 - Presser Machine Shirts 9.63
16160 - Presser Machine Wearing Apparel Laundry 9.63
16190 - Sewing Machine Operator 12.17
16220 - Tailor 12.78
16250 - Washer Machine 10.27
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.84
19040 - Tool And Die Maker 28.76
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 14.68
21030 - Material Coordinator 19.71
21040 - Material Expediter 19.71
21050 - Material Handling Laborer 11.87
21071 - Order Filler 12.52
21080 - Production Line Worker (Food Processing) 14.68
21110 - Shipping Packer 14.60
21130 - Shipping/Receiving Clerk 14.60
21140 - Store Worker I 12.58
21150 - Stock Clerk 16.37
21210 - Tools And Parts Attendant 14.68
21410 - Warehouse Specialist 14.68
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 22.72
23019 - Aircraft Logs and Records Technician 18.28
23021 - Aircraft Mechanic I 21.56
23022 - Aircraft Mechanic II 22.72
23023 - Aircraft Mechanic III 23.65
23040 - Aircraft Mechanic Helper 16.04
23050 - Aircraft Painter 20.47
23060 - Aircraft Servicer 18.28
23070 - Aircraft Survival Flight Equipment Technician 20.47
23080 - Aircraft Worker 19.41
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 19.41

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 21.56
23110 - Appliance Mechanic 20.47
23120 - Bicycle Repairer 17.07
23125 - Cable Splicer 30.99
23130 - Carpenter Maintenance 18.06
23140 - Carpet Layer 19.41
23160 - Electrician Maintenance 23.40
23181 - Electronics Technician Maintenance I 24.16
23182 - Electronics Technician Maintenance II 25.48
23183 - Electronics Technician Maintenance III 26.83
23260 - Fabric Worker 18.28
23290 - Fire Alarm System Mechanic 21.56
23310 - Fire Extinguisher Repairer 17.17
23311 - Fuel Distribution System Mechanic 23.13
23312 - Fuel Distribution System Operator 18.97
23370 - General Maintenance Worker 17.48
23380 - Ground Support Equipment Mechanic 21.56
23381 - Ground Support Equipment Servicer 18.28
23382 - Ground Support Equipment Worker 19.41
23391 - Gunsmith I 17.17
23392 - Gunsmith II 19.41
23393 - Gunsmith III 21.56
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.10
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.13
23430 - Heavy Equipment Mechanic 20.04
23440 - Heavy Equipment Operator 17.15
23460 - Instrument Mechanic 21.56
23465 - Laboratory/Shelter Mechanic 20.47
23470 - Laborer 11.87
23510 - Locksmith 20.47
23530 - Machinery Maintenance Mechanic 21.41
23550 - Machinist Maintenance 20.50
23580 - Maintenance Trades Helper 12.59
23591 - Metrology Technician I 21.56
23592 - Metrology Technician II 22.72
23593 - Metrology Technician III 23.65
23640 - Millwright 22.95
23710 - Office Appliance Repairer 20.31
23760 - Painter Maintenance 20.47
23790 - Pipefitter Maintenance 22.20
23810 - Plumber Maintenance 21.08
23820 - Pneudraulic Systems Mechanic 21.56
23850 - Rigger 21.56
23870 - Scale Mechanic 19.41
23890 - Sheet-Metal Worker Maintenance 21.37
23910 - Small Engine Mechanic 18.06
23931 - Telecommunications Mechanic I 25.61

23932 - Telecommunications Mechanic II 26.86
23950 - Telephone Lineman 22.89
23960 - Welder Combination Maintenance 18.52
23965 - Well Driller 21.56
23970 - Woodcraft Worker 21.56
23980 - Woodworker 17.17
24000 - Personal Needs Occupations
24550 - Case Manager 13.59
24570 - Child Care Attendant 11.28
24580 - Child Care Center Clerk 14.05
24610 - Chore Aide 9.92
24620 - Family Readiness And Support Services Coordinator 13.59
24630 - Homemaker 13.59
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 22.94
25040 - Sewage Plant Operator 20.77
25070 - Stationary Engineer 22.94
25190 - Ventilation Equipment Tender 17.88
25210 - Water Treatment Plant Operator 20.77
27000 - Protective Service Occupations
27004 - Alarm Monitor 13.90
27007 - Baggage Inspector 11.90
27008 - Corrections Officer 16.56
27010 - Court Security Officer 16.15
27030 - Detection Dog Handler 13.31
27040 - Detention Officer 16.56
27070 - Firefighter 17.59
27101 - Guard I 11.90
27102 - Guard II 13.31
27131 - Police Officer I 17.25
27132 - Police Officer II 18.69
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 11.03
28042 - Carnival Equipment Repairer 11.80
28043 - Carnival Worker 8.73
28210 - Gate Attendant/Gate Tender 13.14
28310 - Lifeguard 11.71
28350 - Park Attendant (Aide) 14.71
28510 - Recreation Aide/Health Facility Attendant 10.73
28515 - Recreation Specialist 18.00
28630 - Sports Official 11.71
28690 - Swimming Pool Operator 19.14
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 19.41
29020 - Hatch Tender 19.41
29030 - Line Handler 19.41
29041 - Stevedore I 18.28
29042 - Stevedore II 20.47
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.14
30022 - Archeological Technician II 19.18
30023 - Archeological Technician III 23.75
30030 - Cartographic Technician 23.75
30040 - Civil Engineering Technician 19.75
30051 - Cryogenic Technician I 26.31
30052 - Cryogenic Technician II 29.06
30061 - Drafter/CAD Operator I 17.14
30062 - Drafter/CAD Operator II 19.18
30063 - Drafter/CAD Operator III 21.38
30064 - Drafter/CAD Operator IV 26.31
30081 - Engineering Technician I 16.64
30082 - Engineering Technician II 17.81
30083 - Engineering Technician III 20.90
30084 - Engineering Technician IV 25.89
30085 - Engineering Technician V 31.67
30086 - Engineering Technician VI 34.83
30090 - Environmental Technician 23.75
30095 - Evidence Control Specialist 23.75
30210 - Laboratory Technician 26.88
30221 - Latent Fingerprint Technician I 26.31
30222 - Latent Fingerprint Technician II 29.06
30240 - Mathematical Technician 23.75
30361 - Paralegal/Legal Assistant I 17.67
30362 - Paralegal/Legal Assistant II 21.89
30363 - Paralegal/Legal Assistant III 27.11
30364 - Paralegal/Legal Assistant IV 32.20
30375 - Petroleum Supply Specialist 29.06
30390 - Photo-Optics Technician 23.75
30395 - Radiation Control Technician 29.06
30461 - Technical Writer I 23.75
30462 - Technical Writer II 29.06
30463 - Technical Writer III 35.16
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 26.31
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 13.37
31030 - Bus Driver 17.57

31043 - Driver Courier	13.55
31260 - Parking and Lot Attendant	12.20
31290 - Shuttle Bus Driver	14.45
31310 - Taxi Driver	15.28
31361 - Truckdriver Light	14.45
31362 - Truckdriver Medium	15.39
31363 - Truckdriver Heavy	18.76
31364 - Truckdriver Tractor-Trailer	18.76
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.82
99050 - Desk Clerk	8.97
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	11.06
99252 - Laboratory Animal Caretaker II	11.69
99260 - Marketing Analyst	23.64
99310 - Mortician	25.35
99410 - Pest Controller	14.71
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	15.99
99711 - Recycling Specialist	18.56
99730 - Refuse Collector	14.47
99810 - Sales Clerk	11.21
99820 - School Crossing Guard	13.84
99830 - Survey Party Chief	17.65
99831 - Surveying Aide	11.54
99832 - Surveying Technician	15.83
99840 - Vending Machine Attendant	16.23
99841 - Vending Machine Repairer	18.99
99842 - Vending Machine Repairer Helper	16.23

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 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.: 2015-4617
Revision No.: 15
Date Of Last Revision: 04/26/2021

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: Alabama

Area: Alabama Counties of Jackson Marshall

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.17
01012 - Accounting Clerk II		17.02
01013 - Accounting Clerk III		19.04
01020 - Administrative Assistant		31.08
01035 - Court Reporter		20.77
01041 - Customer Service Representative I		14.16
01042 - Customer Service Representative II		15.45
01043 - Customer Service Representative III		17.34
01051 - Data Entry Operator I		13.26
01052 - Data Entry Operator II		14.47
01060 - Dispatcher Motor Vehicle		17.77
01070 - Document Preparation Clerk		14.97
01090 - Duplicating Machine Operator		14.97
01111 - General Clerk I		10.88
01112 - General Clerk II		11.87

01113 - General Clerk III 13.86
01120 - Housing Referral Assistant 20.96
01141 - Messenger Courier 13.41
01191 - Order Clerk I 12.77
01192 - Order Clerk II 15.27
01261 - Personnel Assistant (Employment) I 16.20
01262 - Personnel Assistant (Employment) II 18.13
01263 - Personnel Assistant (Employment) III 20.20
01270 - Production Control Clerk 19.18
01290 - Rental Clerk 12.97
01300 - Scheduler Maintenance 16.82
01311 - Secretary I 16.82
01312 - Secretary II 18.81
01313 - Secretary III 20.96
01320 - Service Order Dispatcher 15.80
01410 - Supply Technician 31.08
01420 - Survey Worker 16.81
01460 - Switchboard Operator/Receptionist 12.71
01531 - Travel Clerk I 12.07
01532 - Travel Clerk II 12.82
01533 - Travel Clerk III 13.64
01611 - Word Processor I 14.97
01612 - Word Processor II 16.82
01613 - Word Processor III 18.81
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.91
05010 - Automotive Electrician 18.61
05040 - Automotive Glass Installer 17.74
05070 - Automotive Worker 17.74
05110 - Mobile Equipment Servicer 16.08
05130 - Motor Equipment Metal Mechanic 19.47
05160 - Motor Equipment Metal Worker 17.74
05190 - Motor Vehicle Mechanic 17.78
05220 - Motor Vehicle Mechanic Helper 13.93
05250 - Motor Vehicle Upholstery Worker 16.93
05280 - Motor Vehicle Wrecker 17.74
05310 - Painter Automotive 17.00
05340 - Radiator Repair Specialist 17.74
05370 - Tire Repairer 14.03
05400 - Transmission Repair Specialist 19.47
07000 - Food Preparation And Service Occupations
07010 - Baker 14.42
07041 - Cook I 10.16
07042 - Cook II 11.49
07070 - Dishwasher 9.28
07130 - Food Service Worker 9.24
07210 - Meat Cutter 14.78
07260 - Waiter/Waitress 8.98
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 17.56

09040 - Furniture Handler	13.94
09080 - Furniture Refinisher	17.56
09090 - Furniture Refinisher Helper	14.41
09110 - Furniture Repairer Minor	15.98
09130 - Upholsterer	17.56
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.61
11060 - Elevator Operator	10.78
11090 - Gardener	13.44
11122 - Housekeeping Aide	10.78
11150 - Janitor	10.78
11210 - Laborer Grounds Maintenance	10.84
11240 - Maid or Houseman	9.41
11260 - Pruner	9.93
11270 - Tractor Operator	12.57
11330 - Trail Maintenance Worker	10.84
11360 - Window Cleaner	11.77
12000 - Health Occupations	
12010 - Ambulance Driver	16.82
12011 - Breath Alcohol Technician	17.76
12012 - Certified Occupational Therapist Assistant	28.71
12015 - Certified Physical Therapist Assistant	28.08
12020 - Dental Assistant	17.20
12025 - Dental Hygienist	25.18
12030 - EKG Technician	26.91
12035 - Electroneurodiagnostic Technologist	26.91
12040 - Emergency Medical Technician	16.82
12071 - Licensed Practical Nurse I	15.87
12072 - Licensed Practical Nurse II	17.76
12073 - Licensed Practical Nurse III	19.79
12100 - Medical Assistant	13.53
12130 - Medical Laboratory Technician	19.45
12160 - Medical Record Clerk	13.66
12190 - Medical Record Technician	16.46
12195 - Medical Transcriptionist	15.14
12210 - Nuclear Medicine Technologist	37.94
12221 - Nursing Assistant I	11.55
12222 - Nursing Assistant II	12.98
12223 - Nursing Assistant III	14.16
12224 - Nursing Assistant IV	15.91
12235 - Optical Dispenser	17.26
12236 - Optical Technician	15.87
12250 - Pharmacy Technician	14.02
12280 - Phlebotomist	14.85
12305 - Radiologic Technologist	23.95
12311 - Registered Nurse I	22.94
12312 - Registered Nurse II	28.08
12313 - Registered Nurse II Specialist	28.08
12314 - Registered Nurse III	33.97
12315 - Registered Nurse III Anesthetist	33.97

12316 - Registered Nurse IV		40.70
12317 - Scheduler (Drug and Alcohol Testing)		22.00
12320 - Substance Abuse Treatment Counselor		22.00
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.09
13012 - Exhibits Specialist II		24.89
13013 - Exhibits Specialist III		30.45
13041 - Illustrator I		20.09
13042 - Illustrator II		24.89
13043 - Illustrator III		30.45
13047 - Librarian		27.56
13050 - Library Aide/Clerk		15.94
13054 - Library Information Technology Systems Administrator		24.89
13058 - Library Technician		19.53
13061 - Media Specialist I		17.96
13062 - Media Specialist II		20.09
13063 - Media Specialist III		22.40
13071 - Photographer I		17.48
13072 - Photographer II		19.56
13073 - Photographer III		24.22
13074 - Photographer IV		29.63
13075 - Photographer V		35.85
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		17.96
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.11
14042 - Computer Operator II		20.97
14043 - Computer Operator III		22.54
14044 - Computer Operator IV		26.16
14045 - Computer Operator V		28.77
14071 - Computer Programmer I	(see 1)	25.00
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.11
14160 - Personal Computer Support Technician		26.16
14170 - System Support Specialist		28.77
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.35
15020 - Aircrew Training Devices Instructor (Rated)		35.52
15030 - Air Crew Training Devices Instructor (Pilot)		41.51
15050 - Computer Based Training Specialist / Instructor		30.38
15060 - Educational Technologist		40.22
15070 - Flight Instructor (Pilot)		41.51
15080 - Graphic Artist		22.01
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.51

15086 - Maintenance Test Pilot Rotary Wing 41.51
15088 - Non-Maintenance Test/Co-Pilot 41.51
15090 - Technical Instructor 18.91
15095 - Technical Instructor/Course Developer 23.11
15110 - Test Proctor 17.16
15120 - Tutor 17.16
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.93
16030 - Counter Attendant 9.93
16040 - Dry Cleaner 11.88
16070 - Finisher Flatwork Machine 9.93
16090 - Presser Hand 9.93
16110 - Presser Machine Drycleaning 9.93
16130 - Presser Machine Shirts 9.93
16160 - Presser Machine Wearing Apparel Laundry 9.93
16190 - Sewing Machine Operator 12.54
16220 - Tailor 13.17
16250 - Washer Machine 10.59
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.44
19040 - Tool And Die Maker 29.82
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 14.82
21030 - Material Coordinator 19.18
21040 - Material Expediter 19.18
21050 - Material Handling Laborer 12.10
21071 - Order Filler 12.57
21080 - Production Line Worker (Food Processing) 14.82
21110 - Shipping Packer 15.39
21130 - Shipping/Receiving Clerk 15.39
21140 - Store Worker I 12.82
21150 - Stock Clerk 16.70
21210 - Tools And Parts Attendant 14.82
21410 - Warehouse Specialist 14.82
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.35
23019 - Aircraft Logs and Records Technician 19.34
23021 - Aircraft Mechanic I 22.24
23022 - Aircraft Mechanic II 23.35
23023 - Aircraft Mechanic III 24.52
23040 - Aircraft Mechanic Helper 17.44
23050 - Aircraft Painter 20.47
23060 - Aircraft Servicer 19.34
23070 - Aircraft Survival Flight Equipment Technician 20.47
23080 - Aircraft Worker 20.27
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.27
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.24
23110 - Appliance Mechanic 20.47

23120 - Bicycle Repairer 17.17
23125 - Cable Splicer 34.70
23130 - Carpenter Maintenance 18.06
23140 - Carpet Layer 19.41
23160 - Electrician Maintenance 23.40
23181 - Electronics Technician Maintenance I 25.24
23182 - Electronics Technician Maintenance II 26.62
23183 - Electronics Technician Maintenance III 28.03
23260 - Fabric Worker 18.28
23290 - Fire Alarm System Mechanic 21.56
23310 - Fire Extinguisher Repairer 17.17
23311 - Fuel Distribution System Mechanic 23.61
23312 - Fuel Distribution System Operator 18.80
23370 - General Maintenance Worker 17.48
23380 - Ground Support Equipment Mechanic 22.24
23381 - Ground Support Equipment Servicer 19.34
23382 - Ground Support Equipment Worker 20.27
23391 - Gunsmith I 17.17
23392 - Gunsmith II 19.41
23393 - Gunsmith III 21.56
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.10
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.13
23430 - Heavy Equipment Mechanic 20.43
23440 - Heavy Equipment Operator 17.87
23460 - Instrument Mechanic 22.82
23465 - Laboratory/Shelter Mechanic 20.47
23470 - Laborer 12.10
23510 - Locksmith 20.47
23530 - Machinery Maintenance Mechanic 23.32
23550 - Machinist Maintenance 20.50
23580 - Maintenance Trades Helper 14.41
23591 - Metrology Technician I 22.82
23592 - Metrology Technician II 23.80
23593 - Metrology Technician III 24.74
23640 - Millwright 23.83
23710 - Office Appliance Repairer 22.90
23760 - Painter Maintenance 20.47
23790 - Pipefitter Maintenance 22.20
23810 - Plumber Maintenance 21.08
23820 - Pneudraulic Systems Mechanic 21.56
23850 - Rigger 21.56
23870 - Scale Mechanic 19.41
23890 - Sheet-Metal Worker Maintenance 21.56
23910 - Small Engine Mechanic 19.02
23931 - Telecommunications Mechanic I 28.17
23932 - Telecommunications Mechanic II 30.57
23950 - Telephone Lineman 24.09
23960 - Welder Combination Maintenance 18.52

23965 - Well Driller		21.56
23970 - Woodcraft Worker		21.56
23980 - Woodworker		17.17
24000 - Personal Needs Occupations		
24550 - Case Manager		13.59
24570 - Child Care Attendant		10.86
24580 - Child Care Center Clerk		13.54
24610 - Chore Aide		10.86
24620 - Family Readiness And Support Services Coordinator		13.59
24630 - Homemaker		13.59
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		22.83
25040 - Sewage Plant Operator		20.77
25070 - Stationary Engineer		22.83
25190 - Ventilation Equipment Tender		17.00
25210 - Water Treatment Plant Operator		20.77
27000 - Protective Service Occupations		
27004 - Alarm Monitor		13.90
27007 - Baggage Inspector		10.85
27008 - Corrections Officer		16.56
27010 - Court Security Officer		16.82
27030 - Detection Dog Handler		13.55
27040 - Detention Officer		16.56
27070 - Firefighter		16.82
27101 - Guard I		10.85
27102 - Guard II		13.55
27131 - Police Officer I		18.64
27132 - Police Officer II		20.71
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		11.32
28042 - Carnival Equipment Repairer		12.11
28043 - Carnival Worker		8.94
28210 - Gate Attendant/Gate Tender		14.32
28310 - Lifeguard		12.21
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		17.22
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		21.35
29020 - Hatch Tender		21.35
29030 - Line Handler		21.35
29041 - Stevedore I		20.11
29042 - Stevedore II		22.52
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	40.39
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.86
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.67

30021 - Archeological Technician I		18.63
30022 - Archeological Technician II		20.83
30023 - Archeological Technician III		25.81
30030 - Cartographic Technician		25.81
30040 - Civil Engineering Technician		22.83
30051 - Cryogenic Technician I		28.58
30052 - Cryogenic Technician II		31.57
30061 - Drafter/CAD Operator I		18.63
30062 - Drafter/CAD Operator II		20.83
30063 - Drafter/CAD Operator III		23.22
30064 - Drafter/CAD Operator IV		28.58
30081 - Engineering Technician I		17.76
30082 - Engineering Technician II		18.00
30083 - Engineering Technician III		21.00
30084 - Engineering Technician IV		28.62
30085 - Engineering Technician V		33.81
30086 - Engineering Technician VI		44.98
30090 - Environmental Technician		25.81
30095 - Evidence Control Specialist		25.81
30210 - Laboratory Technician		26.88
30221 - Latent Fingerprint Technician I		28.58
30222 - Latent Fingerprint Technician II		31.57
30240 - Mathematical Technician		25.81
30361 - Paralegal/Legal Assistant I		18.54
30362 - Paralegal/Legal Assistant II		22.98
30363 - Paralegal/Legal Assistant III		28.11
30364 - Paralegal/Legal Assistant IV		34.01
30375 - Petroleum Supply Specialist		31.57
30390 - Photo-Optics Technician		25.81
30395 - Radiation Control Technician		31.57
30461 - Technical Writer I		25.81
30462 - Technical Writer II		31.57
30463 - Technical Writer III		38.20
30491 - Unexploded Ordnance (UXO) Technician I		25.67
30492 - Unexploded Ordnance (UXO) Technician II		31.06
30493 - Unexploded Ordnance (UXO) Technician III		37.23
30494 - Unexploded (UXO) Safety Escort		25.67
30495 - Unexploded (UXO) Sweep Personnel		25.67
30501 - Weather Forecaster I		28.58
30502 - Weather Forecaster II		34.77
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.22
30621 - Weather Observer Senior	(see 2)	25.81
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		31.06
31020 - Bus Aide		13.30
31030 - Bus Driver		17.57
31043 - Driver Courier		14.96
31260 - Parking and Lot Attendant		12.20
31290 - Shuttle Bus Driver		16.25

31310 - Taxi Driver	15.28
31361 - Truckdriver Light	16.25
31362 - Truckdriver Medium	16.82
31363 - Truckdriver Heavy	20.20
31364 - Truckdriver Tractor-Trailer	20.20
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.14
99030 - Cashier	10.08
99050 - Desk Clerk	9.21
99095 - Embalmer	25.67
99130 - Flight Follower	25.67
99251 - Laboratory Animal Caretaker I	11.07
99252 - Laboratory Animal Caretaker II	13.46
99260 - Marketing Analyst	23.64
99310 - Mortician	25.67
99410 - Pest Controller	15.28
99510 - Photofinishing Worker	13.49
99710 - Recycling Laborer	15.99
99711 - Recycling Specialist	18.56
99730 - Refuse Collector	14.65
99810 - Sales Clerk	11.63
99820 - School Crossing Guard	14.11
99830 - Survey Party Chief	20.73
99831 - Surveying Aide	12.77
99832 - Surveying Technician	17.48
99840 - Vending Machine Attendant	15.29
99841 - Vending Machine Repairer	18.25
99842 - Vending Machine Repairer Helper	15.29

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 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.: 2015-4618
Revision No.: 14
Date Of Last Revision: 05/03/2020

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: Alabama

Area: Alabama Counties of Jackson Marshall

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		28.44
01035 - Court Reporter		20.77
01041 - Customer Service Representative I		12.89
01042 - Customer Service Representative II		14.49
01043 - Customer Service Representative III		15.81
01051 - Data Entry Operator I		13.26
01052 - Data Entry Operator II		14.47
01060 - Dispatcher Motor Vehicle		17.77
01070 - Document Preparation Clerk		14.60

01090 - Duplicating Machine Operator 14.60
01111 - General Clerk I 10.88
01112 - General Clerk II 11.87
01113 - General Clerk III 13.86
01120 - Housing Referral Assistant 20.45
01141 - Messenger Courier 13.41
01191 - Order Clerk I 12.66
01192 - Order Clerk II 15.27
01261 - Personnel Assistant (Employment) I 16.20
01262 - Personnel Assistant (Employment) II 18.13
01263 - Personnel Assistant (Employment) III 20.20
01270 - Production Control Clerk 19.18
01290 - Rental Clerk 12.97
01300 - Scheduler Maintenance 16.39
01311 - Secretary I 16.39
01312 - Secretary II 18.34
01313 - Secretary III 20.45
01320 - Service Order Dispatcher 15.80
01410 - Supply Technician 28.44
01420 - Survey Worker 16.81
01460 - Switchboard Operator/Receptionist 11.86
01531 - Travel Clerk I 11.67
01532 - Travel Clerk II 12.40
01533 - Travel Clerk III 13.13
01611 - Word Processor I 14.60
01612 - Word Processor II 16.39
01613 - Word Processor III 18.34
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.79
05010 - Automotive Electrician 18.61
05040 - Automotive Glass Installer 17.74
05070 - Automotive Worker 17.74
05110 - Mobile Equipment Servicer 16.08
05130 - Motor Equipment Metal Mechanic 19.47
05160 - Motor Equipment Metal Worker 17.74
05190 - Motor Vehicle Mechanic 17.78
05220 - Motor Vehicle Mechanic Helper 13.93
05250 - Motor Vehicle Upholstery Worker 16.93
05280 - Motor Vehicle Wrecker 17.74
05310 - Painter Automotive 17.00
05340 - Radiator Repair Specialist 17.74
05370 - Tire Repairer 14.03
05400 - Transmission Repair Specialist 19.47
07000 - Food Preparation And Service Occupations
07010 - Baker 13.60
07041 - Cook I 9.71
07042 - Cook II 10.98
07070 - Dishwasher 9.28
07130 - Food Service Worker 9.24
07210 - Meat Cutter 14.21

07260 - Waiter/Waitress	8.95
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.56
09040 - Furniture Handler	13.94
09080 - Furniture Refinisher	17.56
09090 - Furniture Refinisher Helper	14.41
09110 - Furniture Repairer Minor	15.98
09130 - Upholsterer	17.56
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.16
11060 - Elevator Operator	10.43
11090 - Gardener	13.44
11122 - Housekeeping Aide	10.43
11150 - Janitor	10.43
11210 - Laborer Grounds Maintenance	10.84
11240 - Maid or Houseman	9.00
11260 - Pruner	9.93
11270 - Tractor Operator	12.57
11330 - Trail Maintenance Worker	10.84
11360 - Window Cleaner	11.39
12000 - Health Occupations	
12010 - Ambulance Driver	16.82
12011 - Breath Alcohol Technician	17.76
12012 - Certified Occupational Therapist Assistant	28.71
12015 - Certified Physical Therapist Assistant	27.41
12020 - Dental Assistant	17.20
12025 - Dental Hygienist	25.18
12030 - EKG Technician	26.91
12035 - Electroneurodiagnostic Technologist	26.91
12040 - Emergency Medical Technician	16.82
12071 - Licensed Practical Nurse I	15.87
12072 - Licensed Practical Nurse II	17.76
12073 - Licensed Practical Nurse III	19.79
12100 - Medical Assistant	12.30
12130 - Medical Laboratory Technician	19.45
12160 - Medical Record Clerk	13.13
12190 - Medical Record Technician	16.46
12195 - Medical Transcriptionist	15.14
12210 - Nuclear Medicine Technologist	36.96
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	16.56
12236 - Optical Technician	15.87
12250 - Pharmacy Technician	13.66
12280 - Phlebotomist	14.29
12305 - Radiologic Technologist	23.95
12311 - Registered Nurse I	22.94
12312 - Registered Nurse II	28.08

12313 - Registered Nurse II Specialist		28.08
12314 - Registered Nurse III		33.97
12315 - Registered Nurse III Anesthetist		33.97
12316 - Registered Nurse IV		40.70
12317 - Scheduler (Drug and Alcohol Testing)		22.00
12320 - Substance Abuse Treatment Counselor		22.00
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.09
13012 - Exhibits Specialist II		24.89
13013 - Exhibits Specialist III		30.45
13041 - Illustrator I		20.09
13042 - Illustrator II		24.89
13043 - Illustrator III		30.45
13047 - Librarian		27.56
13050 - Library Aide/Clerk		15.94
13054 - Library Information Technology Systems Administrator		24.89
13058 - Library Technician		19.53
13061 - Media Specialist I		17.96
13062 - Media Specialist II		20.09
13063 - Media Specialist III		22.40
13071 - Photographer I		17.48
13072 - Photographer II		19.56
13073 - Photographer III		24.22
13074 - Photographer IV		29.63
13075 - Photographer V		35.85
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		17.96
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.55
14042 - Computer Operator II		19.13
14043 - Computer Operator III		20.49
14044 - Computer Operator IV		26.16
14045 - Computer Operator V		27.62
14071 - Computer Programmer I	(see 1)	25.00
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.55
14160 - Personal Computer Support Technician		26.16
14170 - System Support Specialist		27.62
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.35
15020 - Aircrew Training Devices Instructor (Rated)		35.52
15030 - Air Crew Training Devices Instructor (Pilot)		40.44
15050 - Computer Based Training Specialist / Instructor		30.38
15060 - Educational Technologist		39.46

15070 - Flight Instructor (Pilot) 40.44
15080 - Graphic Artist 22.01
15085 - Maintenance Test Pilot Fixed Jet/Prop 39.88
15086 - Maintenance Test Pilot Rotary Wing 39.88
15088 - Non-Maintenance Test/Co-Pilot 39.88
15090 - Technical Instructor 18.91
15095 - Technical Instructor/Course Developer 23.11
15110 - Test Proctor 17.16
15120 - Tutor 17.16
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.63
16030 - Counter Attendant 9.63
16040 - Dry Cleaner 11.53
16070 - Finisher Flatwork Machine 9.63
16090 - Presser Hand 9.63
16110 - Presser Machine Drycleaning 9.63
16130 - Presser Machine Shirts 9.63
16160 - Presser Machine Wearing Apparel Laundry 9.63
16190 - Sewing Machine Operator 12.17
16220 - Tailor 12.78
16250 - Washer Machine 10.27
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.44
19040 - Tool And Die Maker 29.82
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 14.82
21030 - Material Coordinator 19.18
21040 - Material Expediter 19.18
21050 - Material Handling Laborer 11.87
21071 - Order Filler 12.52
21080 - Production Line Worker (Food Processing) 14.82
21110 - Shipping Packer 14.60
21130 - Shipping/Receiving Clerk 14.60
21140 - Store Worker I 12.58
21150 - Stock Clerk 16.37
21210 - Tools And Parts Attendant 14.82
21410 - Warehouse Specialist 14.82
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.35
23019 - Aircraft Logs and Records Technician 19.34
23021 - Aircraft Mechanic I 22.24
23022 - Aircraft Mechanic II 23.35
23023 - Aircraft Mechanic III 24.52
23040 - Aircraft Mechanic Helper 17.44
23050 - Aircraft Painter 20.47
23060 - Aircraft Servicer 19.34
23070 - Aircraft Survival Flight Equipment Technician 20.47
23080 - Aircraft Worker 20.27
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.27

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.24
23110 - Appliance Mechanic 20.47
23120 - Bicycle Repairer 17.17
23125 - Cable Splicer 31.82
23130 - Carpenter Maintenance 18.06
23140 - Carpet Layer 19.41
23160 - Electrician Maintenance 23.40
23181 - Electronics Technician Maintenance I 24.12
23182 - Electronics Technician Maintenance II 25.80
23183 - Electronics Technician Maintenance III 27.17
23260 - Fabric Worker 18.28
23290 - Fire Alarm System Mechanic 21.56
23310 - Fire Extinguisher Repairer 17.17
23311 - Fuel Distribution System Mechanic 23.13
23312 - Fuel Distribution System Operator 18.42
23370 - General Maintenance Worker 17.48
23380 - Ground Support Equipment Mechanic 22.24
23381 - Ground Support Equipment Servicer 19.34
23382 - Ground Support Equipment Worker 20.27
23391 - Gunsmith I 17.17
23392 - Gunsmith II 19.41
23393 - Gunsmith III 21.56
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.10
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.13
23430 - Heavy Equipment Mechanic 20.43
23440 - Heavy Equipment Operator 17.87
23460 - Instrument Mechanic 22.82
23465 - Laboratory/Shelter Mechanic 20.47
23470 - Laborer 11.87
23510 - Locksmith 20.47
23530 - Machinery Maintenance Mechanic 23.32
23550 - Machinist Maintenance 20.50
23580 - Maintenance Trades Helper 14.41
23591 - Metrology Technician I 22.82
23592 - Metrology Technician II 23.80
23593 - Metrology Technician III 24.74
23640 - Millwright 23.83
23710 - Office Appliance Repairer 22.90
23760 - Painter Maintenance 20.47
23790 - Pipefitter Maintenance 22.20
23810 - Plumber Maintenance 21.08
23820 - Pneudraulic Systems Mechanic 21.56
23850 - Rigger 21.56
23870 - Scale Mechanic 19.41
23890 - Sheet-Metal Worker Maintenance 21.56
23910 - Small Engine Mechanic 19.02
23931 - Telecommunications Mechanic I 25.61

23932 - Telecommunications Mechanic II 27.79
23950 - Telephone Lineman 22.89
23960 - Welder Combination Maintenance 18.52
23965 - Well Driller 21.56
23970 - Woodcraft Worker 21.56
23980 - Woodworker 17.17
24000 - Personal Needs Occupations
24550 - Case Manager 13.59
24570 - Child Care Attendant 10.71
24580 - Child Care Center Clerk 13.35
24610 - Chore Aide 10.86
24620 - Family Readiness And Support Services Coordinator 13.59
24630 - Homemaker 13.59
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 22.83
25040 - Sewage Plant Operator 20.77
25070 - Stationary Engineer 22.83
25190 - Ventilation Equipment Tender 17.00
25210 - Water Treatment Plant Operator 20.77
27000 - Protective Service Occupations
27004 - Alarm Monitor 13.90
27007 - Baggage Inspector 10.85
27008 - Corrections Officer 16.56
27010 - Court Security Officer 16.82
27030 - Detection Dog Handler 13.55
27040 - Detention Officer 16.56
27070 - Firefighter 16.82
27101 - Guard I 10.85
27102 - Guard II 13.55
27131 - Police Officer I 18.64
27132 - Police Officer II 20.71
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 11.03
28042 - Carnival Equipment Repairer 11.80
28043 - Carnival Worker 8.71
28210 - Gate Attendant/Gate Tender 14.06
28310 - Lifeguard 12.21
28350 - Park Attendant (Aide) 15.73
28510 - Recreation Aide/Health Facility Attendant 11.48
28515 - Recreation Specialist 18.21
28630 - Sports Official 12.53
28690 - Swimming Pool Operator 17.22
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 19.41
29020 - Hatch Tender 19.41
29030 - Line Handler 19.41
29041 - Stevedore I 18.28
29042 - Stevedore II 20.47
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 18.60
30022 - Archeological Technician II 20.81
30023 - Archeological Technician III 25.48
30030 - Cartographic Technician 25.48
30040 - Civil Engineering Technician 22.83
30051 - Cryogenic Technician I 26.31
30052 - Cryogenic Technician II 29.06
30061 - Drafter/CAD Operator I 18.60
30062 - Drafter/CAD Operator II 20.81
30063 - Drafter/CAD Operator III 23.21
30064 - Drafter/CAD Operator IV 28.55
30081 - Engineering Technician I 17.76
30082 - Engineering Technician II 18.00
30083 - Engineering Technician III 21.00
30084 - Engineering Technician IV 28.62
30085 - Engineering Technician V 33.81
30086 - Engineering Technician VI 44.98
30090 - Environmental Technician 25.48
30095 - Evidence Control Specialist 23.75
30210 - Laboratory Technician 26.88
30221 - Latent Fingerprint Technician I 26.31
30222 - Latent Fingerprint Technician II 29.06
30240 - Mathematical Technician 25.48
30361 - Paralegal/Legal Assistant I 18.54
30362 - Paralegal/Legal Assistant II 22.98
30363 - Paralegal/Legal Assistant III 28.11
30364 - Paralegal/Legal Assistant IV 34.01
30375 - Petroleum Supply Specialist 29.06
30390 - Photo-Optics Technician 25.48
30395 - Radiation Control Technician 29.06
30461 - Technical Writer I 23.75
30462 - Technical Writer II 29.06
30463 - Technical Writer III 35.16
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 26.31
30502 - Weather Forecaster II 32.00
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.21
30621 - Weather Observer Senior (see 2) 25.48
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 13.30
31030 - Bus Driver 17.57

31043 - Driver Courier	14.96
31260 - Parking and Lot Attendant	12.20
31290 - Shuttle Bus Driver	16.25
31310 - Taxi Driver	15.28
31361 - Truckdriver Light	16.25
31362 - Truckdriver Medium	16.82
31363 - Truckdriver Heavy	18.76
31364 - Truckdriver Tractor-Trailer	18.76
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.82
99050 - Desk Clerk	8.97
99095 - Embalmer	24.92
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	10.66
99252 - Laboratory Animal Caretaker II	13.46
99260 - Marketing Analyst	23.64
99310 - Mortician	24.92
99410 - Pest Controller	15.00
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	15.99
99711 - Recycling Specialist	18.56
99730 - Refuse Collector	14.65
99810 - Sales Clerk	11.63
99820 - School Crossing Guard	13.84
99830 - Survey Party Chief	20.53
99831 - Surveying Aide	12.65
99832 - Surveying Technician	17.31
99840 - Vending Machine Attendant	13.90
99841 - Vending Machine Repairer	16.59
99842 - Vending Machine Repairer Helper	13.90

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.: 2015-4619
Revision No.: 15
Date Of Last Revision: 04/26/2021

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: Alabama

Area: Alabama Counties of Coosa Tallapoosa

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.17
01012 - Accounting Clerk II		17.02
01013 - Accounting Clerk III		19.04
01020 - Administrative Assistant		31.08
01035 - Court Reporter		23.80
01041 - Customer Service Representative I		14.16
01042 - Customer Service Representative II		15.45
01043 - Customer Service Representative III		17.34
01051 - Data Entry Operator I		13.26
01052 - Data Entry Operator II		14.47
01060 - Dispatcher Motor Vehicle		17.77
01070 - Document Preparation Clerk		14.97
01090 - Duplicating Machine Operator		14.97
01111 - General Clerk I		10.87
01112 - General Clerk II		11.86

01113 - General Clerk III 13.32
01120 - Housing Referral Assistant 20.96
01141 - Messenger Courier 13.46
01191 - Order Clerk I 12.77
01192 - Order Clerk II 13.94
01261 - Personnel Assistant (Employment) I 16.90
01262 - Personnel Assistant (Employment) II 20.67
01263 - Personnel Assistant (Employment) III 24.58
01270 - Production Control Clerk 20.17
01290 - Rental Clerk 12.27
01300 - Scheduler Maintenance 16.82
01311 - Secretary I 16.82
01312 - Secretary II 18.81
01313 - Secretary III 20.96
01320 - Service Order Dispatcher 15.88
01410 - Supply Technician 31.08
01420 - Survey Worker 15.86
01460 - Switchboard Operator/Receptionist 12.71
01531 - Travel Clerk I 12.07
01532 - Travel Clerk II 12.82
01533 - Travel Clerk III 13.64
01611 - Word Processor I 14.97
01612 - Word Processor II 16.82
01613 - Word Processor III 18.81
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.91
05010 - Automotive Electrician 16.47
05040 - Automotive Glass Installer 16.78
05070 - Automotive Worker 15.62
05110 - Mobile Equipment Servicer 13.81
05130 - Motor Equipment Metal Mechanic 17.35
05160 - Motor Equipment Metal Worker 15.62
05190 - Motor Vehicle Mechanic 17.35
05220 - Motor Vehicle Mechanic Helper 12.91
05250 - Motor Vehicle Upholstery Worker 14.71
05280 - Motor Vehicle Wrecker 15.62
05310 - Painter Automotive 16.47
05340 - Radiator Repair Specialist 15.62
05370 - Tire Repairer 11.95
05400 - Transmission Repair Specialist 17.35
07000 - Food Preparation And Service Occupations
07010 - Baker 14.42
07041 - Cook I 10.16
07042 - Cook II 11.49
07070 - Dishwasher 9.28
07130 - Food Service Worker 9.24
07210 - Meat Cutter 14.78
07260 - Waiter/Waitress 8.98
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 15.00

09040 - Furniture Handler 9.80
09080 - Furniture Refinisher 13.72
09090 - Furniture Refinisher Helper 11.14
09110 - Furniture Repairer Minor 12.40
09130 - Upholsterer 14.95
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.61
11060 - Elevator Operator 10.78
11090 - Gardener 13.44
11122 - Housekeeping Aide 10.78
11150 - Janitor 10.78
11210 - Laborer Grounds Maintenance 10.84
11240 - Maid or Houseman 9.41
11260 - Pruner 9.93
11270 - Tractor Operator 12.57
11330 - Trail Maintenance Worker 10.84
11360 - Window Cleaner 11.77
12000 - Health Occupations
12010 - Ambulance Driver 16.23
12011 - Breath Alcohol Technician 17.76
12012 - Certified Occupational Therapist Assistant 28.71
12015 - Certified Physical Therapist Assistant 28.08
12020 - Dental Assistant 16.50
12025 - Dental Hygienist 30.67
12030 - EKG Technician 26.91
12035 - Electroneurodiagnostic Technologist 26.91
12040 - Emergency Medical Technician 16.23
12071 - Licensed Practical Nurse I 15.87
12072 - Licensed Practical Nurse II 17.76
12073 - Licensed Practical Nurse III 19.79
12100 - Medical Assistant 13.53
12130 - Medical Laboratory Technician 19.45
12160 - Medical Record Clerk 13.66
12190 - Medical Record Technician 16.16
12195 - Medical Transcriptionist 15.14
12210 - Nuclear Medicine Technologist 37.94
12221 - Nursing Assistant I 11.55
12222 - Nursing Assistant II 12.98
12223 - Nursing Assistant III 14.16
12224 - Nursing Assistant IV 15.91
12235 - Optical Dispenser 17.76
12236 - Optical Technician 15.87
12250 - Pharmacy Technician 14.02
12280 - Phlebotomist 14.85
12305 - Radiologic Technologist 23.56
12311 - Registered Nurse I 23.18
12312 - Registered Nurse II 28.35
12313 - Registered Nurse II Specialist 28.35
12314 - Registered Nurse III 34.30
12315 - Registered Nurse III Anesthetist 34.30

12316 - Registered Nurse IV		41.10
12317 - Scheduler (Drug and Alcohol Testing)		22.00
12320 - Substance Abuse Treatment Counselor		22.00
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.56
13012 - Exhibits Specialist II		24.22
13013 - Exhibits Specialist III		29.63
13041 - Illustrator I		19.56
13042 - Illustrator II		24.22
13043 - Illustrator III		29.63
13047 - Librarian		26.83
13050 - Library Aide/Clerk		9.77
13054 - Library Information Technology Systems Administrator		24.22
13058 - Library Technician		18.82
13061 - Media Specialist I		17.48
13062 - Media Specialist II		19.56
13063 - Media Specialist III		21.79
13071 - Photographer I		17.48
13072 - Photographer II		19.56
13073 - Photographer III		24.22
13074 - Photographer IV		29.63
13075 - Photographer V		35.85
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		17.04
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.69
14042 - Computer Operator II		18.67
14043 - Computer Operator III		20.81
14044 - Computer Operator IV		23.12
14045 - Computer Operator V		25.61
14071 - Computer Programmer I	(see 1)	21.65
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.69
14160 - Personal Computer Support Technician		23.98
14170 - System Support Specialist		27.83
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.62
15020 - Aircrew Training Devices Instructor (Rated)		34.64
15030 - Air Crew Training Devices Instructor (Pilot)		41.51
15050 - Computer Based Training Specialist / Instructor		28.62
15060 - Educational Technologist		40.22
15070 - Flight Instructor (Pilot)		41.51
15080 - Graphic Artist		20.72
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.51

15086 - Maintenance Test Pilot Rotary Wing 41.51
15088 - Non-Maintenance Test/Co-Pilot 41.51
15090 - Technical Instructor 18.94
15095 - Technical Instructor/Course Developer 25.49
15110 - Test Proctor 15.29
15120 - Tutor 15.29
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.93
16030 - Counter Attendant 9.93
16040 - Dry Cleaner 11.88
16070 - Finisher Flatwork Machine 9.93
16090 - Presser Hand 9.93
16110 - Presser Machine Drycleaning 9.93
16130 - Presser Machine Shirts 9.93
16160 - Presser Machine Wearing Apparel Laundry 9.93
16190 - Sewing Machine Operator 12.54
16220 - Tailor 13.17
16250 - Washer Machine 10.59
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.06
19040 - Tool And Die Maker 29.03
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 14.68
21030 - Material Coordinator 19.21
21040 - Material Expediter 19.21
21050 - Material Handling Laborer 12.10
21071 - Order Filler 12.57
21080 - Production Line Worker (Food Processing) 14.68
21110 - Shipping Packer 15.39
21130 - Shipping/Receiving Clerk 15.39
21140 - Store Worker I 12.82
21150 - Stock Clerk 16.70
21210 - Tools And Parts Attendant 14.68
21410 - Warehouse Specialist 14.68
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 22.86
23019 - Aircraft Logs and Records Technician 18.67
23021 - Aircraft Mechanic I 21.88
23022 - Aircraft Mechanic II 22.86
23023 - Aircraft Mechanic III 23.81
23040 - Aircraft Mechanic Helper 16.71
23050 - Aircraft Painter 20.61
23060 - Aircraft Servicer 18.67
23070 - Aircraft Survival Flight Equipment Technician 20.61
23080 - Aircraft Worker 19.64
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 19.64
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 21.88
23110 - Appliance Mechanic 20.47

23120 - Bicycle Repairer 16.76
23125 - Cable Splicer 34.70
23130 - Carpenter Maintenance 18.06
23140 - Carpet Layer 19.41
23160 - Electrician Maintenance 23.32
23181 - Electronics Technician Maintenance I 25.24
23182 - Electronics Technician Maintenance II 26.62
23183 - Electronics Technician Maintenance III 28.03
23260 - Fabric Worker 18.28
23290 - Fire Alarm System Mechanic 21.56
23310 - Fire Extinguisher Repairer 17.17
23311 - Fuel Distribution System Mechanic 23.61
23312 - Fuel Distribution System Operator 18.80
23370 - General Maintenance Worker 17.48
23380 - Ground Support Equipment Mechanic 21.88
23381 - Ground Support Equipment Servicer 18.67
23382 - Ground Support Equipment Worker 19.64
23391 - Gunsmith I 17.17
23392 - Gunsmith II 19.41
23393 - Gunsmith III 21.56
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.10
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.13
23430 - Heavy Equipment Mechanic 19.91
23440 - Heavy Equipment Operator 17.15
23460 - Instrument Mechanic 21.56
23465 - Laboratory/Shelter Mechanic 20.47
23470 - Laborer 12.10
23510 - Locksmith 20.47
23530 - Machinery Maintenance Mechanic 21.41
23550 - Machinist Maintenance 20.36
23580 - Maintenance Trades Helper 13.76
23591 - Metrology Technician I 21.56
23592 - Metrology Technician II 22.72
23593 - Metrology Technician III 23.65
23640 - Millwright 22.95
23710 - Office Appliance Repairer 20.72
23760 - Painter Maintenance 20.47
23790 - Pipefitter Maintenance 22.20
23810 - Plumber Maintenance 21.08
23820 - Pneudraulic Systems Mechanic 21.56
23850 - Rigger 21.56
23870 - Scale Mechanic 19.41
23890 - Sheet-Metal Worker Maintenance 21.37
23910 - Small Engine Mechanic 18.27
23931 - Telecommunications Mechanic I 29.89
23932 - Telecommunications Mechanic II 33.06
23950 - Telephone Lineman 24.09
23960 - Welder Combination Maintenance 18.52

23965 - Well Driller	21.56
23970 - Woodcraft Worker	21.56
23980 - Woodworker	17.17
24000 - Personal Needs Occupations	
24550 - Case Manager	13.59
24570 - Child Care Attendant	11.34
24580 - Child Care Center Clerk	14.51
24610 - Chore Aide	9.93
24620 - Family Readiness And Support Services Coordinator	13.59
24630 - Homemaker	16.50
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.75
25040 - Sewage Plant Operator	20.77
25070 - Stationary Engineer	22.75
25190 - Ventilation Equipment Tender	17.00
25210 - Water Treatment Plant Operator	20.77
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.90
27007 - Baggage Inspector	10.23
27008 - Corrections Officer	16.99
27010 - Court Security Officer	17.70
27030 - Detection Dog Handler	11.61
27040 - Detention Officer	16.99
27070 - Firefighter	17.70
27101 - Guard I	10.23
27102 - Guard II	11.61
27131 - Police Officer I	18.83
27132 - Police Officer II	20.91
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.32
28042 - Carnival Equipment Repairer	12.11
28043 - Carnival Worker	8.94
28210 - Gate Attendant/Gate Tender	14.46
28310 - Lifeguard	11.71
28350 - Park Attendant (Aide)	16.18
28510 - Recreation Aide/Health Facility Attendant	11.81
28515 - Recreation Specialist	19.50
28630 - Sports Official	12.89
28690 - Swimming Pool Operator	14.45
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.35
29020 - Hatch Tender	21.35
29030 - Line Handler	21.35
29041 - Stevedore I	20.11
29042 - Stevedore II	22.52
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.39
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.86
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.67

30021 - Archeological Technician I		18.63
30022 - Archeological Technician II		20.83
30023 - Archeological Technician III		25.81
30030 - Cartographic Technician		25.81
30040 - Civil Engineering Technician		22.43
30051 - Cryogenic Technician I		28.58
30052 - Cryogenic Technician II		31.57
30061 - Drafter/CAD Operator I		18.63
30062 - Drafter/CAD Operator II		20.83
30063 - Drafter/CAD Operator III		23.22
30064 - Drafter/CAD Operator IV		28.58
30081 - Engineering Technician I		17.76
30082 - Engineering Technician II		19.94
30083 - Engineering Technician III		22.31
30084 - Engineering Technician IV		27.62
30085 - Engineering Technician V		33.80
30086 - Engineering Technician VI		40.89
30090 - Environmental Technician		25.81
30095 - Evidence Control Specialist		25.81
30210 - Laboratory Technician		26.88
30221 - Latent Fingerprint Technician I		28.58
30222 - Latent Fingerprint Technician II		31.57
30240 - Mathematical Technician		25.81
30361 - Paralegal/Legal Assistant I		17.90
30362 - Paralegal/Legal Assistant II		23.06
30363 - Paralegal/Legal Assistant III		28.20
30364 - Paralegal/Legal Assistant IV		34.12
30375 - Petroleum Supply Specialist		31.57
30390 - Photo-Optics Technician		25.81
30395 - Radiation Control Technician		31.57
30461 - Technical Writer I		25.81
30462 - Technical Writer II		31.57
30463 - Technical Writer III		38.20
30491 - Unexploded Ordnance (UXO) Technician I		25.67
30492 - Unexploded Ordnance (UXO) Technician II		31.06
30493 - Unexploded Ordnance (UXO) Technician III		37.23
30494 - Unexploded (UXO) Safety Escort		25.67
30495 - Unexploded (UXO) Sweep Personnel		25.67
30501 - Weather Forecaster I		28.58
30502 - Weather Forecaster II		34.77
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.22
30621 - Weather Observer Senior	(see 2)	25.81
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		31.06
31020 - Bus Aide		13.30
31030 - Bus Driver		17.57
31043 - Driver Courier		13.80
31260 - Parking and Lot Attendant		12.20
31290 - Shuttle Bus Driver		14.45

31310 - Taxi Driver	14.50
31361 - Truckdriver Light	14.76
31362 - Truckdriver Medium	15.72
31363 - Truckdriver Heavy	20.20
31364 - Truckdriver Tractor-Trailer	20.20
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.14
99030 - Cashier	10.08
99050 - Desk Clerk	9.36
99095 - Embalmer	25.67
99130 - Flight Follower	25.67
99251 - Laboratory Animal Caretaker I	11.07
99252 - Laboratory Animal Caretaker II	11.84
99260 - Marketing Analyst	23.64
99310 - Mortician	25.67
99410 - Pest Controller	15.28
99510 - Photofinishing Worker	13.49
99710 - Recycling Laborer	15.99
99711 - Recycling Specialist	18.56
99730 - Refuse Collector	14.65
99810 - Sales Clerk	12.37
99820 - School Crossing Guard	14.11
99830 - Survey Party Chief	19.14
99831 - Surveying Aide	12.72
99832 - Surveying Technician	17.41
99840 - Vending Machine Attendant	14.85
99841 - Vending Machine Repairer	17.93
99842 - Vending Machine Repairer Helper	14.85

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4620
Revision No.: 14
Date Of Last Revision: 05/03/2020

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: Alabama

Area: Alabama Counties of Coosa Tallapoosa

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		28.44
01035 - Court Reporter		23.80
01041 - Customer Service Representative I		12.89
01042 - Customer Service Representative II		14.49
01043 - Customer Service Representative III		15.81
01051 - Data Entry Operator I		13.26
01052 - Data Entry Operator II		14.47
01060 - Dispatcher Motor Vehicle		17.77
01070 - Document Preparation Clerk		14.60

01090 - Duplicating Machine Operator 14.60
01111 - General Clerk I 10.57
01112 - General Clerk II 11.53
01113 - General Clerk III 12.94
01120 - Housing Referral Assistant 20.45
01141 - Messenger Courier 13.46
01191 - Order Clerk I 12.38
01192 - Order Clerk II 13.50
01261 - Personnel Assistant (Employment) I 16.90
01262 - Personnel Assistant (Employment) II 20.67
01263 - Personnel Assistant (Employment) III 24.58
01270 - Production Control Clerk 20.17
01290 - Rental Clerk 12.24
01300 - Scheduler Maintenance 16.39
01311 - Secretary I 16.39
01312 - Secretary II 18.34
01313 - Secretary III 20.45
01320 - Service Order Dispatcher 15.88
01410 - Supply Technician 28.44
01420 - Survey Worker 15.86
01460 - Switchboard Operator/Receptionist 11.78
01531 - Travel Clerk I 11.67
01532 - Travel Clerk II 12.40
01533 - Travel Clerk III 13.13
01611 - Word Processor I 14.60
01612 - Word Processor II 16.39
01613 - Word Processor III 18.34
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.79
05010 - Automotive Electrician 16.47
05040 - Automotive Glass Installer 16.78
05070 - Automotive Worker 15.62
05110 - Mobile Equipment Servicer 13.81
05130 - Motor Equipment Metal Mechanic 17.35
05160 - Motor Equipment Metal Worker 15.62
05190 - Motor Vehicle Mechanic 17.35
05220 - Motor Vehicle Mechanic Helper 12.91
05250 - Motor Vehicle Upholstery Worker 14.71
05280 - Motor Vehicle Wrecker 15.62
05310 - Painter Automotive 16.47
05340 - Radiator Repair Specialist 15.62
05370 - Tire Repairer 11.57
05400 - Transmission Repair Specialist 17.35
07000 - Food Preparation And Service Occupations
07010 - Baker 13.72
07041 - Cook I 9.71
07042 - Cook II 10.98
07070 - Dishwasher 9.28
07130 - Food Service Worker 9.24
07210 - Meat Cutter 13.59

07260 - Waiter/Waitress	8.95
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	13.64
09040 - Furniture Handler	9.80
09080 - Furniture Refinisher	13.65
09090 - Furniture Refinisher Helper	11.14
09110 - Furniture Repairer Minor	12.40
09130 - Upholsterer	13.72
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.16
11060 - Elevator Operator	10.43
11090 - Gardener	13.44
11122 - Housekeeping Aide	10.43
11150 - Janitor	10.43
11210 - Laborer Grounds Maintenance	10.84
11240 - Maid or Houseman	9.00
11260 - Pruner	9.93
11270 - Tractor Operator	12.57
11330 - Trail Maintenance Worker	10.84
11360 - Window Cleaner	11.39
12000 - Health Occupations	
12010 - Ambulance Driver	16.23
12011 - Breath Alcohol Technician	17.76
12012 - Certified Occupational Therapist Assistant	28.71
12015 - Certified Physical Therapist Assistant	27.41
12020 - Dental Assistant	16.50
12025 - Dental Hygienist	30.67
12030 - EKG Technician	26.91
12035 - Electroneurodiagnostic Technologist	26.91
12040 - Emergency Medical Technician	16.23
12071 - Licensed Practical Nurse I	15.87
12072 - Licensed Practical Nurse II	17.76
12073 - Licensed Practical Nurse III	19.79
12100 - Medical Assistant	12.30
12130 - Medical Laboratory Technician	19.45
12160 - Medical Record Clerk	13.11
12190 - Medical Record Technician	16.16
12195 - Medical Transcriptionist	15.14
12210 - Nuclear Medicine Technologist	36.96
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	17.76
12236 - Optical Technician	15.87
12250 - Pharmacy Technician	13.66
12280 - Phlebotomist	14.61
12305 - Radiologic Technologist	23.56
12311 - Registered Nurse I	23.18
12312 - Registered Nurse II	28.35

12313 - Registered Nurse II Specialist		28.35
12314 - Registered Nurse III		34.30
12315 - Registered Nurse III Anesthetist		34.30
12316 - Registered Nurse IV		41.10
12317 - Scheduler (Drug and Alcohol Testing)		22.00
12320 - Substance Abuse Treatment Counselor		22.00
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.56
13012 - Exhibits Specialist II		24.22
13013 - Exhibits Specialist III		29.63
13041 - Illustrator I		19.56
13042 - Illustrator II		24.22
13043 - Illustrator III		29.63
13047 - Librarian		26.83
13050 - Library Aide/Clerk		9.77
13054 - Library Information Technology Systems Administrator		24.22
13058 - Library Technician		17.11
13061 - Media Specialist I		17.48
13062 - Media Specialist II		19.56
13063 - Media Specialist III		21.79
13071 - Photographer I		17.48
13072 - Photographer II		19.56
13073 - Photographer III		24.22
13074 - Photographer IV		29.63
13075 - Photographer V		35.85
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		17.04
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.17
14042 - Computer Operator II		16.97
14043 - Computer Operator III		18.92
14044 - Computer Operator IV		21.02
14045 - Computer Operator V		23.28
14071 - Computer Programmer I	(see 1)	21.65
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.17
14160 - Personal Computer Support Technician		21.80
14170 - System Support Specialist		25.30
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.18
15020 - Aircrew Training Devices Instructor (Rated)		34.10
15030 - Air Crew Training Devices Instructor (Pilot)		40.67
15050 - Computer Based Training Specialist / Instructor		28.18
15060 - Educational Technologist		39.46

15070 - Flight Instructor (Pilot) 40.67
15080 - Graphic Artist 20.72
15085 - Maintenance Test Pilot Fixed Jet/Prop 39.88
15086 - Maintenance Test Pilot Rotary Wing 39.88
15088 - Non-Maintenance Test/Co-Pilot 39.88
15090 - Technical Instructor 18.94
15095 - Technical Instructor/Course Developer 25.49
15110 - Test Proctor 15.29
15120 - Tutor 15.29
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.63
16030 - Counter Attendant 9.63
16040 - Dry Cleaner 11.53
16070 - Finisher Flatwork Machine 9.63
16090 - Presser Hand 9.63
16110 - Presser Machine Drycleaning 9.63
16130 - Presser Machine Shirts 9.63
16160 - Presser Machine Wearing Apparel Laundry 9.63
16190 - Sewing Machine Operator 12.17
16220 - Tailor 12.78
16250 - Washer Machine 10.27
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.84
19040 - Tool And Die Maker 28.76
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 14.68
21030 - Material Coordinator 19.21
21040 - Material Expediter 19.21
21050 - Material Handling Laborer 11.87
21071 - Order Filler 12.52
21080 - Production Line Worker (Food Processing) 14.68
21110 - Shipping Packer 14.60
21130 - Shipping/Receiving Clerk 14.60
21140 - Store Worker I 12.58
21150 - Stock Clerk 16.37
21210 - Tools And Parts Attendant 14.68
21410 - Warehouse Specialist 14.68
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 22.86
23019 - Aircraft Logs and Records Technician 18.67
23021 - Aircraft Mechanic I 21.88
23022 - Aircraft Mechanic II 22.86
23023 - Aircraft Mechanic III 23.81
23040 - Aircraft Mechanic Helper 16.71
23050 - Aircraft Painter 20.61
23060 - Aircraft Servicer 18.67
23070 - Aircraft Survival Flight Equipment Technician 20.61
23080 - Aircraft Worker 19.64
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 19.64

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 21.88
23110 - Appliance Mechanic 20.47
23120 - Bicycle Repairer 16.42
23125 - Cable Splicer 34.27
23130 - Carpenter Maintenance 18.06
23140 - Carpet Layer 19.41
23160 - Electrician Maintenance 23.32
23181 - Electronics Technician Maintenance I 24.16
23182 - Electronics Technician Maintenance II 25.48
23183 - Electronics Technician Maintenance III 26.83
23260 - Fabric Worker 18.28
23290 - Fire Alarm System Mechanic 21.56
23310 - Fire Extinguisher Repairer 17.17
23311 - Fuel Distribution System Mechanic 23.13
23312 - Fuel Distribution System Operator 18.42
23370 - General Maintenance Worker 17.48
23380 - Ground Support Equipment Mechanic 21.88
23381 - Ground Support Equipment Servicer 18.67
23382 - Ground Support Equipment Worker 19.64
23391 - Gunsmith I 17.17
23392 - Gunsmith II 19.41
23393 - Gunsmith III 21.56
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.10
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.13
23430 - Heavy Equipment Mechanic 19.91
23440 - Heavy Equipment Operator 17.15
23460 - Instrument Mechanic 21.56
23465 - Laboratory/Shelter Mechanic 20.47
23470 - Laborer 11.87
23510 - Locksmith 20.47
23530 - Machinery Maintenance Mechanic 21.41
23550 - Machinist Maintenance 20.09
23580 - Maintenance Trades Helper 12.59
23591 - Metrology Technician I 21.56
23592 - Metrology Technician II 22.72
23593 - Metrology Technician III 23.65
23640 - Millwright 22.95
23710 - Office Appliance Repairer 20.72
23760 - Painter Maintenance 20.47
23790 - Pipefitter Maintenance 22.20
23810 - Plumber Maintenance 21.08
23820 - Pneudraulic Systems Mechanic 21.56
23850 - Rigger 21.56
23870 - Scale Mechanic 19.41
23890 - Sheet-Metal Worker Maintenance 21.37
23910 - Small Engine Mechanic 18.27
23931 - Telecommunications Mechanic I 27.17

23932 - Telecommunications Mechanic II 30.05
23950 - Telephone Lineman 22.89
23960 - Welder Combination Maintenance 18.52
23965 - Well Driller 21.56
23970 - Woodcraft Worker 21.56
23980 - Woodworker 17.17
24000 - Personal Needs Occupations
24550 - Case Manager 13.59
24570 - Child Care Attendant 11.34
24580 - Child Care Center Clerk 14.51
24610 - Chore Aide 9.93
24620 - Family Readiness And Support Services Coordinator 13.59
24630 - Homemaker 16.50
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 22.75
25040 - Sewage Plant Operator 20.77
25070 - Stationary Engineer 22.75
25190 - Ventilation Equipment Tender 17.00
25210 - Water Treatment Plant Operator 20.77
27000 - Protective Service Occupations
27004 - Alarm Monitor 13.90
27007 - Baggage Inspector 10.23
27008 - Corrections Officer 16.99
27010 - Court Security Officer 17.70
27030 - Detection Dog Handler 11.61
27040 - Detention Officer 16.99
27070 - Firefighter 17.70
27101 - Guard I 10.23
27102 - Guard II 11.61
27131 - Police Officer I 18.83
27132 - Police Officer II 20.91
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 11.03
28042 - Carnival Equipment Repairer 11.80
28043 - Carnival Worker 8.71
28210 - Gate Attendant/Gate Tender 14.46
28310 - Lifeguard 11.71
28350 - Park Attendant (Aide) 16.18
28510 - Recreation Aide/Health Facility Attendant 11.81
28515 - Recreation Specialist 17.73
28630 - Sports Official 12.89
28690 - Swimming Pool Operator 14.45
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 19.41
29020 - Hatch Tender 19.41
29030 - Line Handler 19.41
29041 - Stevedore I 18.28
29042 - Stevedore II 20.47
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.14
30022 - Archeological Technician II 19.18
30023 - Archeological Technician III 24.92
30030 - Cartographic Technician 24.92
30040 - Civil Engineering Technician 20.96
30051 - Cryogenic Technician I 26.31
30052 - Cryogenic Technician II 29.06
30061 - Drafter/CAD Operator I 17.14
30062 - Drafter/CAD Operator II 19.18
30063 - Drafter/CAD Operator III 22.44
30064 - Drafter/CAD Operator IV 27.61
30081 - Engineering Technician I 17.76
30082 - Engineering Technician II 19.94
30083 - Engineering Technician III 22.31
30084 - Engineering Technician IV 27.62
30085 - Engineering Technician V 33.80
30086 - Engineering Technician VI 40.89
30090 - Environmental Technician 23.75
30095 - Evidence Control Specialist 23.75
30210 - Laboratory Technician 26.88
30221 - Latent Fingerprint Technician I 26.31
30222 - Latent Fingerprint Technician II 29.06
30240 - Mathematical Technician 24.92
30361 - Paralegal/Legal Assistant I 17.90
30362 - Paralegal/Legal Assistant II 23.06
30363 - Paralegal/Legal Assistant III 28.20
30364 - Paralegal/Legal Assistant IV 34.12
30375 - Petroleum Supply Specialist 29.06
30390 - Photo-Optics Technician 24.92
30395 - Radiation Control Technician 29.06
30461 - Technical Writer I 23.75
30462 - Technical Writer II 29.06
30463 - Technical Writer III 35.16
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 26.31
30502 - Weather Forecaster II 32.00
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.44
30621 - Weather Observer Senior (see 2) 23.96
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 13.30
31030 - Bus Driver 17.57

31043 - Driver Courier	13.50
31260 - Parking and Lot Attendant	12.20
31290 - Shuttle Bus Driver	14.45
31310 - Taxi Driver	14.50
31361 - Truckdriver Light	14.45
31362 - Truckdriver Medium	15.42
31363 - Truckdriver Heavy	18.91
31364 - Truckdriver Tractor-Trailer	18.91
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.82
99050 - Desk Clerk	9.36
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	10.66
99252 - Laboratory Animal Caretaker II	11.41
99260 - Marketing Analyst	23.64
99310 - Mortician	25.35
99410 - Pest Controller	15.00
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	15.99
99711 - Recycling Specialist	18.56
99730 - Refuse Collector	14.65
99810 - Sales Clerk	12.37
99820 - School Crossing Guard	13.84
99830 - Survey Party Chief	17.40
99831 - Surveying Aide	11.57
99832 - Surveying Technician	15.83
99840 - Vending Machine Attendant	13.50
99841 - Vending Machine Repairer	16.30
99842 - Vending Machine Repairer Helper	13.50

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 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.: 2015-4621
Revision No.: 15
Date Of Last Revision: 04/26/2021

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: Alabama

Area: Alabama Counties of Chambers Randolph

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.17
01012 - Accounting Clerk II		17.02
01013 - Accounting Clerk III		19.04
01020 - Administrative Assistant		31.08
01035 - Court Reporter		18.81
01041 - Customer Service Representative I		14.16
01042 - Customer Service Representative II		15.45
01043 - Customer Service Representative III		17.34
01051 - Data Entry Operator I		13.26
01052 - Data Entry Operator II		14.47
01060 - Dispatcher Motor Vehicle		16.82
01070 - Document Preparation Clerk		14.97
01090 - Duplicating Machine Operator		14.97
01111 - General Clerk I		10.88
01112 - General Clerk II		11.87

01113 - General Clerk III 13.32
01120 - Housing Referral Assistant 20.96
01141 - Messenger Courier 13.60
01191 - Order Clerk I 12.77
01192 - Order Clerk II 13.94
01261 - Personnel Assistant (Employment) I 16.13
01262 - Personnel Assistant (Employment) II 18.05
01263 - Personnel Assistant (Employment) III 20.12
01270 - Production Control Clerk 19.01
01290 - Rental Clerk 12.27
01300 - Scheduler Maintenance 16.82
01311 - Secretary I 16.82
01312 - Secretary II 18.81
01313 - Secretary III 20.96
01320 - Service Order Dispatcher 15.03
01410 - Supply Technician 31.08
01420 - Survey Worker 15.60
01460 - Switchboard Operator/Receptionist 12.71
01531 - Travel Clerk I 12.07
01532 - Travel Clerk II 12.82
01533 - Travel Clerk III 13.64
01611 - Word Processor I 14.97
01612 - Word Processor II 16.82
01613 - Word Processor III 18.81
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.91
05010 - Automotive Electrician 17.62
05040 - Automotive Glass Installer 15.94
05070 - Automotive Worker 15.94
05110 - Mobile Equipment Servicer 13.96
05130 - Motor Equipment Metal Mechanic 17.91
05160 - Motor Equipment Metal Worker 15.94
05190 - Motor Vehicle Mechanic 17.93
05220 - Motor Vehicle Mechanic Helper 13.86
05250 - Motor Vehicle Upholstery Worker 15.59
05280 - Motor Vehicle Wrecker 15.94
05310 - Painter Automotive 16.98
05340 - Radiator Repair Specialist 15.94
05370 - Tire Repairer 11.95
05400 - Transmission Repair Specialist 17.91
07000 - Food Preparation And Service Occupations
07010 - Baker 14.42
07041 - Cook I 10.16
07042 - Cook II 11.49
07070 - Dishwasher 9.28
07130 - Food Service Worker 9.24
07210 - Meat Cutter 14.32
07260 - Waiter/Waitress 8.98
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 16.78

09040 - Furniture Handler 11.16
09080 - Furniture Refinisher 15.55
09090 - Furniture Refinisher Helper 13.03
09110 - Furniture Repairer Minor 14.91
09130 - Upholsterer 16.78
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.61
11060 - Elevator Operator 10.78
11090 - Gardener 13.44
11122 - Housekeeping Aide 10.78
11150 - Janitor 10.78
11210 - Laborer Grounds Maintenance 10.84
11240 - Maid or Houseman 9.41
11260 - Pruner 9.93
11270 - Tractor Operator 12.57
11330 - Trail Maintenance Worker 10.84
11360 - Window Cleaner 11.77
12000 - Health Occupations
12010 - Ambulance Driver 15.77
12011 - Breath Alcohol Technician 17.76
12012 - Certified Occupational Therapist Assistant 28.71
12015 - Certified Physical Therapist Assistant 28.08
12020 - Dental Assistant 16.70
12025 - Dental Hygienist 36.12
12030 - EKG Technician 26.91
12035 - Electroneurodiagnostic Technologist 26.91
12040 - Emergency Medical Technician 15.77
12071 - Licensed Practical Nurse I 15.87
12072 - Licensed Practical Nurse II 17.76
12073 - Licensed Practical Nurse III 19.79
12100 - Medical Assistant 13.53
12130 - Medical Laboratory Technician 19.45
12160 - Medical Record Clerk 13.66
12190 - Medical Record Technician 16.82
12195 - Medical Transcriptionist 15.14
12210 - Nuclear Medicine Technologist 37.94
12221 - Nursing Assistant I 11.55
12222 - Nursing Assistant II 12.98
12223 - Nursing Assistant III 14.16
12224 - Nursing Assistant IV 15.91
12235 - Optical Dispenser 17.76
12236 - Optical Technician 15.87
12250 - Pharmacy Technician 14.02
12280 - Phlebotomist 14.85
12305 - Radiologic Technologist 23.56
12311 - Registered Nurse I 22.48
12312 - Registered Nurse II 27.50
12313 - Registered Nurse II Specialist 27.50
12314 - Registered Nurse III 33.28
12315 - Registered Nurse III Anesthetist 33.28

12316 - Registered Nurse IV		39.88
12317 - Scheduler (Drug and Alcohol Testing)		22.00
12320 - Substance Abuse Treatment Counselor		22.00
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.56
13012 - Exhibits Specialist II		24.22
13013 - Exhibits Specialist III		29.63
13041 - Illustrator I		20.60
13042 - Illustrator II		24.22
13043 - Illustrator III		29.63
13047 - Librarian		26.83
13050 - Library Aide/Clerk		10.66
13054 - Library Information Technology Systems Administrator		24.22
13058 - Library Technician		19.56
13061 - Media Specialist I		17.48
13062 - Media Specialist II		19.56
13063 - Media Specialist III		21.79
13071 - Photographer I		17.48
13072 - Photographer II		19.56
13073 - Photographer III		24.22
13074 - Photographer IV		29.63
13075 - Photographer V		35.85
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		17.44
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.84
14042 - Computer Operator II		16.60
14043 - Computer Operator III		18.51
14044 - Computer Operator IV		20.57
14045 - Computer Operator V		22.77
14071 - Computer Programmer I	(see 1)	20.24
14072 - Computer Programmer II	(see 1)	25.08
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		14.84
14160 - Personal Computer Support Technician		20.57
14170 - System Support Specialist		27.83
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.62
15020 - Aircrew Training Devices Instructor (Rated)		34.64
15030 - Air Crew Training Devices Instructor (Pilot)		41.51
15050 - Computer Based Training Specialist / Instructor		28.62
15060 - Educational Technologist		40.22
15070 - Flight Instructor (Pilot)		41.51
15080 - Graphic Artist		19.48
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.51

15086 - Maintenance Test Pilot Rotary Wing 41.51
15088 - Non-Maintenance Test/Co-Pilot 41.51
15090 - Technical Instructor 21.88
15095 - Technical Instructor/Course Developer 26.77
15110 - Test Proctor 17.66
15120 - Tutor 17.66
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.93
16030 - Counter Attendant 9.93
16040 - Dry Cleaner 11.88
16070 - Finisher Flatwork Machine 9.93
16090 - Presser Hand 9.93
16110 - Presser Machine Drycleaning 9.93
16130 - Presser Machine Shirts 9.93
16160 - Presser Machine Wearing Apparel Laundry 9.93
16190 - Sewing Machine Operator 12.54
16220 - Tailor 13.17
16250 - Washer Machine 10.59
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.06
19040 - Tool And Die Maker 29.03
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 14.68
21030 - Material Coordinator 19.01
21040 - Material Expediter 19.01
21050 - Material Handling Laborer 12.10
21071 - Order Filler 12.57
21080 - Production Line Worker (Food Processing) 14.68
21110 - Shipping Packer 15.39
21130 - Shipping/Receiving Clerk 15.39
21140 - Store Worker I 12.82
21150 - Stock Clerk 16.70
21210 - Tools And Parts Attendant 14.68
21410 - Warehouse Specialist 14.68
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 22.72
23019 - Aircraft Logs and Records Technician 18.28
23021 - Aircraft Mechanic I 21.56
23022 - Aircraft Mechanic II 22.72
23023 - Aircraft Mechanic III 23.65
23040 - Aircraft Mechanic Helper 16.04
23050 - Aircraft Painter 20.47
23060 - Aircraft Servicer 18.28
23070 - Aircraft Survival Flight Equipment Technician 20.47
23080 - Aircraft Worker 19.41
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 19.41
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 21.56
23110 - Appliance Mechanic 20.47

23120 - Bicycle Repairer 16.76
23125 - Cable Splicer 34.70
23130 - Carpenter Maintenance 18.06
23140 - Carpet Layer 19.41
23160 - Electrician Maintenance 22.88
23181 - Electronics Technician Maintenance I 25.24
23182 - Electronics Technician Maintenance II 26.62
23183 - Electronics Technician Maintenance III 28.03
23260 - Fabric Worker 18.28
23290 - Fire Alarm System Mechanic 21.56
23310 - Fire Extinguisher Repairer 17.17
23311 - Fuel Distribution System Mechanic 23.61
23312 - Fuel Distribution System Operator 18.80
23370 - General Maintenance Worker 17.43
23380 - Ground Support Equipment Mechanic 21.56
23381 - Ground Support Equipment Servicer 18.28
23382 - Ground Support Equipment Worker 19.41
23391 - Gunsmith I 17.17
23392 - Gunsmith II 19.41
23393 - Gunsmith III 21.56
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.10
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.13
23430 - Heavy Equipment Mechanic 19.67
23440 - Heavy Equipment Operator 17.15
23460 - Instrument Mechanic 21.56
23465 - Laboratory/Shelter Mechanic 20.47
23470 - Laborer 12.10
23510 - Locksmith 20.47
23530 - Machinery Maintenance Mechanic 21.41
23550 - Machinist Maintenance 20.50
23580 - Maintenance Trades Helper 13.76
23591 - Metrology Technician I 21.56
23592 - Metrology Technician II 22.72
23593 - Metrology Technician III 23.65
23640 - Millwright 22.95
23710 - Office Appliance Repairer 20.31
23760 - Painter Maintenance 20.47
23790 - Pipefitter Maintenance 22.20
23810 - Plumber Maintenance 21.08
23820 - Pneudraulic Systems Mechanic 21.56
23850 - Rigger 21.56
23870 - Scale Mechanic 19.41
23890 - Sheet-Metal Worker Maintenance 21.37
23910 - Small Engine Mechanic 19.02
23931 - Telecommunications Mechanic I 31.38
23932 - Telecommunications Mechanic II 32.98
23950 - Telephone Lineman 24.09
23960 - Welder Combination Maintenance 18.52

23965 - Well Driller	21.56
23970 - Woodcraft Worker	21.56
23980 - Woodworker	17.17
24000 - Personal Needs Occupations	
24550 - Case Manager	13.70
24570 - Child Care Attendant	12.17
24580 - Child Care Center Clerk	14.51
24610 - Chore Aide	10.01
24620 - Family Readiness And Support Services Coordinator	13.70
24630 - Homemaker	15.32
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.75
25040 - Sewage Plant Operator	20.77
25070 - Stationary Engineer	22.75
25190 - Ventilation Equipment Tender	17.00
25210 - Water Treatment Plant Operator	20.77
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.33
27007 - Baggage Inspector	13.38
27008 - Corrections Officer	16.85
27010 - Court Security Officer	16.23
27030 - Detection Dog Handler	15.58
27040 - Detention Officer	16.85
27070 - Firefighter	15.68
27101 - Guard I	13.38
27102 - Guard II	15.58
27131 - Police Officer I	17.36
27132 - Police Officer II	19.29
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.32
28042 - Carnival Equipment Repairer	12.11
28043 - Carnival Worker	8.94
28210 - Gate Attendant/Gate Tender	14.32
28310 - Lifeguard	11.71
28350 - Park Attendant (Aide)	16.01
28510 - Recreation Aide/Health Facility Attendant	11.68
28515 - Recreation Specialist	19.35
28630 - Sports Official	12.75
28690 - Swimming Pool Operator	18.80
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.35
29020 - Hatch Tender	21.35
29030 - Line Handler	21.35
29041 - Stevedore I	20.11
29042 - Stevedore II	22.52
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.39
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.86
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.67

30021 - Archeological Technician I 18.63
30022 - Archeological Technician II 20.83
30023 - Archeological Technician III 25.81
30030 - Cartographic Technician 25.81
30040 - Civil Engineering Technician 22.43
30051 - Cryogenic Technician I 28.58
30052 - Cryogenic Technician II 31.57
30061 - Drafter/CAD Operator I 18.63
30062 - Drafter/CAD Operator II 20.83
30063 - Drafter/CAD Operator III 23.22
30064 - Drafter/CAD Operator IV 28.58
30081 - Engineering Technician I 17.50
30082 - Engineering Technician II 19.65
30083 - Engineering Technician III 21.98
30084 - Engineering Technician IV 27.62
30085 - Engineering Technician V 33.80
30086 - Engineering Technician VI 40.29
30090 - Environmental Technician 25.81
30095 - Evidence Control Specialist 25.81
30210 - Laboratory Technician 26.88
30221 - Latent Fingerprint Technician I 28.58
30222 - Latent Fingerprint Technician II 31.57
30240 - Mathematical Technician 25.81
30361 - Paralegal/Legal Assistant I 17.90
30362 - Paralegal/Legal Assistant II 22.16
30363 - Paralegal/Legal Assistant III 27.11
30364 - Paralegal/Legal Assistant IV 32.81
30375 - Petroleum Supply Specialist 31.57
30390 - Photo-Optics Technician 25.81
30395 - Radiation Control Technician 31.57
30461 - Technical Writer I 25.81
30462 - Technical Writer II 31.57
30463 - Technical Writer III 38.20
30491 - Unexploded Ordnance (UXO) Technician I 25.67
30492 - Unexploded Ordnance (UXO) Technician II 31.06
30493 - Unexploded Ordnance (UXO) Technician III 37.23
30494 - Unexploded (UXO) Safety Escort 25.67
30495 - Unexploded (UXO) Sweep Personnel 25.67
30501 - Weather Forecaster I 28.58
30502 - Weather Forecaster II 34.77
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.22
30621 - Weather Observer Senior (see 2) 25.81
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 31.06
31020 - Bus Aide 13.30
31030 - Bus Driver 17.57
31043 - Driver Courier 13.80
31260 - Parking and Lot Attendant 12.20
31290 - Shuttle Bus Driver 14.45

31310 - Taxi Driver	15.28
31361 - Truckdriver Light	14.76
31362 - Truckdriver Medium	15.72
31363 - Truckdriver Heavy	20.20
31364 - Truckdriver Tractor-Trailer	20.20
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.14
99030 - Cashier	10.08
99050 - Desk Clerk	10.10
99095 - Embalmer	25.67
99130 - Flight Follower	25.67
99251 - Laboratory Animal Caretaker I	11.07
99252 - Laboratory Animal Caretaker II	11.84
99260 - Marketing Analyst	23.64
99310 - Mortician	25.67
99410 - Pest Controller	15.28
99510 - Photofinishing Worker	13.49
99710 - Recycling Laborer	15.99
99711 - Recycling Specialist	18.56
99730 - Refuse Collector	14.65
99810 - Sales Clerk	11.21
99820 - School Crossing Guard	14.11
99830 - Survey Party Chief	17.97
99831 - Surveying Aide	12.74
99832 - Surveying Technician	17.41
99840 - Vending Machine Attendant	16.37
99841 - Vending Machine Repairer	18.25
99842 - Vending Machine Repairer Helper	16.37

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 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.: 2015-4622
Revision No.: 14
Date Of Last Revision: 05/03/2020

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: Alabama

Area: Alabama Counties of Chambers Randolph

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		28.44
01035 - Court Reporter		18.34
01041 - Customer Service Representative I		12.89
01042 - Customer Service Representative II		14.49
01043 - Customer Service Representative III		15.81
01051 - Data Entry Operator I		13.26
01052 - Data Entry Operator II		14.47
01060 - Dispatcher Motor Vehicle		16.82
01070 - Document Preparation Clerk		14.60

01090 - Duplicating Machine Operator	14.60
01111 - General Clerk I	10.88
01112 - General Clerk II	11.87
01113 - General Clerk III	13.32
01120 - Housing Referral Assistant	20.45
01141 - Messenger Courier	13.60
01191 - Order Clerk I	12.38
01192 - Order Clerk II	13.50
01261 - Personnel Assistant (Employment) I	16.13
01262 - Personnel Assistant (Employment) II	18.05
01263 - Personnel Assistant (Employment) III	20.12
01270 - Production Control Clerk	19.01
01290 - Rental Clerk	12.24
01300 - Scheduler Maintenance	16.39
01311 - Secretary I	16.39
01312 - Secretary II	18.34
01313 - Secretary III	20.45
01320 - Service Order Dispatcher	15.03
01410 - Supply Technician	28.44
01420 - Survey Worker	15.60
01460 - Switchboard Operator/Receptionist	11.78
01531 - Travel Clerk I	11.67
01532 - Travel Clerk II	12.49
01533 - Travel Clerk III	13.23
01611 - Word Processor I	14.60
01612 - Word Processor II	16.39
01613 - Word Processor III	18.34
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	20.79
05010 - Automotive Electrician	17.62
05040 - Automotive Glass Installer	15.94
05070 - Automotive Worker	15.94
05110 - Mobile Equipment Servicer	13.96
05130 - Motor Equipment Metal Mechanic	17.91
05160 - Motor Equipment Metal Worker	15.94
05190 - Motor Vehicle Mechanic	17.93
05220 - Motor Vehicle Mechanic Helper	13.86
05250 - Motor Vehicle Upholstery Worker	15.59
05280 - Motor Vehicle Wrecker	15.94
05310 - Painter Automotive	16.98
05340 - Radiator Repair Specialist	15.94
05370 - Tire Repairer	11.57
05400 - Transmission Repair Specialist	17.91
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.72
07041 - Cook I	9.71
07042 - Cook II	11.27
07070 - Dishwasher	9.28
07130 - Food Service Worker	9.24
07210 - Meat Cutter	13.02

07260 - Waiter/Waitress	8.95
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.78
09040 - Furniture Handler	11.16
09080 - Furniture Refinisher	15.55
09090 - Furniture Refinisher Helper	13.03
09110 - Furniture Repairer Minor	14.91
09130 - Upholsterer	16.78
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.16
11060 - Elevator Operator	10.43
11090 - Gardener	13.44
11122 - Housekeeping Aide	10.43
11150 - Janitor	10.43
11210 - Laborer Grounds Maintenance	10.84
11240 - Maid or Houseman	9.00
11260 - Pruner	9.93
11270 - Tractor Operator	12.57
11330 - Trail Maintenance Worker	10.84
11360 - Window Cleaner	11.39
12000 - Health Occupations	
12010 - Ambulance Driver	15.77
12011 - Breath Alcohol Technician	17.76
12012 - Certified Occupational Therapist Assistant	28.71
12015 - Certified Physical Therapist Assistant	27.41
12020 - Dental Assistant	16.70
12025 - Dental Hygienist	36.12
12030 - EKG Technician	26.91
12035 - Electroneurodiagnostic Technologist	26.91
12040 - Emergency Medical Technician	15.77
12071 - Licensed Practical Nurse I	15.87
12072 - Licensed Practical Nurse II	17.76
12073 - Licensed Practical Nurse III	19.79
12100 - Medical Assistant	12.30
12130 - Medical Laboratory Technician	19.45
12160 - Medical Record Clerk	13.13
12190 - Medical Record Technician	16.82
12195 - Medical Transcriptionist	15.14
12210 - Nuclear Medicine Technologist	36.96
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	17.76
12236 - Optical Technician	15.87
12250 - Pharmacy Technician	13.66
12280 - Phlebotomist	14.15
12305 - Radiologic Technologist	23.56
12311 - Registered Nurse I	22.08
12312 - Registered Nurse II	27.02

12313 - Registered Nurse II Specialist		27.02
12314 - Registered Nurse III		32.69
12315 - Registered Nurse III Anesthetist		32.69
12316 - Registered Nurse IV		39.18
12317 - Scheduler (Drug and Alcohol Testing)		22.00
12320 - Substance Abuse Treatment Counselor		22.00
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.56
13012 - Exhibits Specialist II		24.22
13013 - Exhibits Specialist III		29.63
13041 - Illustrator I		20.60
13042 - Illustrator II		24.22
13043 - Illustrator III		29.63
13047 - Librarian		26.83
13050 - Library Aide/Clerk		10.66
13054 - Library Information Technology Systems Administrator		24.22
13058 - Library Technician		19.56
13061 - Media Specialist I		17.48
13062 - Media Specialist II		19.56
13063 - Media Specialist III		21.79
13071 - Photographer I		17.48
13072 - Photographer II		19.56
13073 - Photographer III		24.22
13074 - Photographer IV		29.63
13075 - Photographer V		35.85
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		17.44
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.49
14042 - Computer Operator II		15.09
14043 - Computer Operator III		16.83
14044 - Computer Operator IV		18.70
14045 - Computer Operator V		20.70
14071 - Computer Programmer I	(see 1)	20.24
14072 - Computer Programmer II	(see 1)	25.08
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		13.49
14160 - Personal Computer Support Technician		18.70
14170 - System Support Specialist		25.30
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.05
15020 - Aircrew Training Devices Instructor (Rated)		33.98
15030 - Air Crew Training Devices Instructor (Pilot)		40.67
15050 - Computer Based Training Specialist / Instructor		28.05
15060 - Educational Technologist		38.09

15070 - Flight Instructor (Pilot) 40.67
15080 - Graphic Artist 19.48
15085 - Maintenance Test Pilot Fixed Jet/Prop 39.88
15086 - Maintenance Test Pilot Rotary Wing 39.88
15088 - Non-Maintenance Test/Co-Pilot 39.88
15090 - Technical Instructor 21.88
15095 - Technical Instructor/Course Developer 26.77
15110 - Test Proctor 17.66
15120 - Tutor 17.66
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.63
16030 - Counter Attendant 9.63
16040 - Dry Cleaner 11.53
16070 - Finisher Flatwork Machine 9.63
16090 - Presser Hand 9.63
16110 - Presser Machine Drycleaning 9.63
16130 - Presser Machine Shirts 9.63
16160 - Presser Machine Wearing Apparel Laundry 9.63
16190 - Sewing Machine Operator 12.17
16220 - Tailor 12.78
16250 - Washer Machine 10.27
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.04
19040 - Tool And Die Maker 28.93
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 14.68
21030 - Material Coordinator 19.01
21040 - Material Expediter 19.01
21050 - Material Handling Laborer 11.87
21071 - Order Filler 12.52
21080 - Production Line Worker (Food Processing) 14.68
21110 - Shipping Packer 14.60
21130 - Shipping/Receiving Clerk 14.60
21140 - Store Worker I 12.58
21150 - Stock Clerk 16.37
21210 - Tools And Parts Attendant 14.68
21410 - Warehouse Specialist 14.68
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 22.72
23019 - Aircraft Logs and Records Technician 18.28
23021 - Aircraft Mechanic I 21.56
23022 - Aircraft Mechanic II 22.72
23023 - Aircraft Mechanic III 23.65
23040 - Aircraft Mechanic Helper 16.04
23050 - Aircraft Painter 20.47
23060 - Aircraft Servicer 18.28
23070 - Aircraft Survival Flight Equipment Technician 20.47
23080 - Aircraft Worker 19.41
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 19.41

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 21.56
23110 - Appliance Mechanic 20.47
23120 - Bicycle Repairer 16.45
23125 - Cable Splicer 34.27
23130 - Carpenter Maintenance 18.06
23140 - Carpet Layer 19.41
23160 - Electrician Maintenance 22.88
23181 - Electronics Technician Maintenance I 24.12
23182 - Electronics Technician Maintenance II 25.44
23183 - Electronics Technician Maintenance III 26.83
23260 - Fabric Worker 18.28
23290 - Fire Alarm System Mechanic 21.56
23310 - Fire Extinguisher Repairer 17.17
23311 - Fuel Distribution System Mechanic 23.13
23312 - Fuel Distribution System Operator 18.42
23370 - General Maintenance Worker 17.43
23380 - Ground Support Equipment Mechanic 21.56
23381 - Ground Support Equipment Servicer 18.28
23382 - Ground Support Equipment Worker 19.41
23391 - Gunsmith I 17.17
23392 - Gunsmith II 19.41
23393 - Gunsmith III 21.56
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.10
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.13
23430 - Heavy Equipment Mechanic 18.30
23440 - Heavy Equipment Operator 17.15
23460 - Instrument Mechanic 21.56
23465 - Laboratory/Shelter Mechanic 20.47
23470 - Laborer 11.87
23510 - Locksmith 20.47
23530 - Machinery Maintenance Mechanic 21.41
23550 - Machinist Maintenance 20.50
23580 - Maintenance Trades Helper 12.59
23591 - Metrology Technician I 21.56
23592 - Metrology Technician II 22.72
23593 - Metrology Technician III 23.65
23640 - Millwright 22.95
23710 - Office Appliance Repairer 20.31
23760 - Painter Maintenance 20.47
23790 - Pipefitter Maintenance 22.20
23810 - Plumber Maintenance 21.08
23820 - Pneudraulic Systems Mechanic 21.56
23850 - Rigger 21.56
23870 - Scale Mechanic 19.41
23890 - Sheet-Metal Worker Maintenance 21.37
23910 - Small Engine Mechanic 19.02
23931 - Telecommunications Mechanic I 28.53

23932 - Telecommunications Mechanic II 29.98
23950 - Telephone Lineman 22.89
23960 - Welder Combination Maintenance 18.52
23965 - Well Driller 21.56
23970 - Woodcraft Worker 21.56
23980 - Woodworker 17.17
24000 - Personal Needs Occupations
24550 - Case Manager 13.70
24570 - Child Care Attendant 12.17
24580 - Child Care Center Clerk 14.51
24610 - Chore Aide 10.01
24620 - Family Readiness And Support Services Coordinator 13.70
24630 - Homemaker 15.32
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 22.75
25040 - Sewage Plant Operator 20.77
25070 - Stationary Engineer 22.75
25190 - Ventilation Equipment Tender 17.00
25210 - Water Treatment Plant Operator 20.77
27000 - Protective Service Occupations
27004 - Alarm Monitor 15.33
27007 - Baggage Inspector 13.38
27008 - Corrections Officer 16.85
27010 - Court Security Officer 15.77
27030 - Detection Dog Handler 15.58
27040 - Detention Officer 16.85
27070 - Firefighter 15.68
27101 - Guard I 13.38
27102 - Guard II 15.58
27131 - Police Officer I 16.76
27132 - Police Officer II 18.62
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 11.03
28042 - Carnival Equipment Repairer 11.80
28043 - Carnival Worker 8.80
28210 - Gate Attendant/Gate Tender 13.14
28310 - Lifeguard 11.71
28350 - Park Attendant (Aide) 14.71
28510 - Recreation Aide/Health Facility Attendant 10.73
28515 - Recreation Specialist 17.59
28630 - Sports Official 11.71
28690 - Swimming Pool Operator 18.80
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 19.41
29020 - Hatch Tender 19.41
29030 - Line Handler 19.41
29041 - Stevedore I 18.28
29042 - Stevedore II 20.47
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) 39.89
30011 - Air Traffic Control Specialist Station (HFO) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) 30.29
30021 - Archeological Technician I 17.14
30022 - Archeological Technician II 19.18
30023 - Archeological Technician III 23.75
30030 - Cartographic Technician 23.75
30040 - Civil Engineering Technician 21.55
30051 - Cryogenic Technician I 26.31
30052 - Cryogenic Technician II 29.06
30061 - Drafter/CAD Operator I 17.14
30062 - Drafter/CAD Operator II 19.18
30063 - Drafter/CAD Operator III 21.38
30064 - Drafter/CAD Operator IV 26.31
30081 - Engineering Technician I 17.50
30082 - Engineering Technician II 19.65
30083 - Engineering Technician III 21.98
30084 - Engineering Technician IV 27.62
30085 - Engineering Technician V 33.80
30086 - Engineering Technician VI 40.29
30090 - Environmental Technician 23.75
30095 - Evidence Control Specialist 23.75
30210 - Laboratory Technician 26.88
30221 - Latent Fingerprint Technician I 26.31
30222 - Latent Fingerprint Technician II 29.06
30240 - Mathematical Technician 23.75
30361 - Paralegal/Legal Assistant I 17.90
30362 - Paralegal/Legal Assistant II 22.16
30363 - Paralegal/Legal Assistant III 27.11
30364 - Paralegal/Legal Assistant IV 32.81
30375 - Petroleum Supply Specialist 29.06
30390 - Photo-Optics Technician 23.75
30395 - Radiation Control Technician 29.06
30461 - Technical Writer I 23.75
30462 - Technical Writer II 29.06
30463 - Technical Writer III 35.16
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 26.31
30502 - Weather Forecaster II 32.00
30620 - Weather Observer Combined Upper Air Or 21.38
Surface Programs
30621 - Weather Observer Senior 23.75
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 13.30
31030 - Bus Driver 17.57

31043 - Driver Courier	13.50
31260 - Parking and Lot Attendant	12.20
31290 - Shuttle Bus Driver	14.45
31310 - Taxi Driver	15.28
31361 - Truckdriver Light	14.45
31362 - Truckdriver Medium	15.39
31363 - Truckdriver Heavy	18.63
31364 - Truckdriver Tractor-Trailer	18.63
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.82
99050 - Desk Clerk	10.10
99095 - Embalmer	25.01
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	10.66
99252 - Laboratory Animal Caretaker II	11.41
99260 - Marketing Analyst	23.64
99310 - Mortician	25.01
99410 - Pest Controller	15.00
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	15.99
99711 - Recycling Specialist	18.56
99730 - Refuse Collector	14.65
99810 - Sales Clerk	11.21
99820 - School Crossing Guard	13.84
99830 - Survey Party Chief	16.34
99831 - Surveying Aide	11.58
99832 - Surveying Technician	15.83
99840 - Vending Machine Attendant	14.88
99841 - Vending Machine Repairer	16.59
99842 - Vending Machine Repairer Helper	14.88

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 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).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary

affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4623
Revision No.: 15
Date Of Last Revision: 04/26/2021

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: Alabama

Area: Alabama Counties of Greene Marengo Perry

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		20.01
01013 - Accounting Clerk III		20.98
01020 - Administrative Assistant		26.26
01035 - Court Reporter		17.92
01041 - Customer Service Representative I		12.35
01042 - Customer Service Representative II		13.56
01043 - Customer Service Representative III		15.14
01051 - Data Entry Operator I		13.96
01052 - Data Entry Operator II		15.23
01060 - Dispatcher Motor Vehicle		21.09
01070 - Document Preparation Clerk		13.95
01090 - Duplicating Machine Operator		13.95
01111 - General Clerk I		13.41
01112 - General Clerk II		14.66

01113 - General Clerk III 16.52
01120 - Housing Referral Assistant 20.52
01141 - Messenger Courier 11.38
01191 - Order Clerk I 13.42
01192 - Order Clerk II 14.83
01261 - Personnel Assistant (Employment) I 17.24
01262 - Personnel Assistant (Employment) II 20.67
01263 - Personnel Assistant (Employment) III 24.58
01270 - Production Control Clerk 24.22
01290 - Rental Clerk 14.86
01300 - Scheduler Maintenance 16.45
01311 - Secretary I 16.45
01312 - Secretary II 18.26
01313 - Secretary III 20.52
01320 - Service Order Dispatcher 18.86
01410 - Supply Technician 26.26
01420 - Survey Worker 17.92
01460 - Switchboard Operator/Receptionist 12.47
01531 - Travel Clerk I 12.54
01532 - Travel Clerk II 13.38
01533 - Travel Clerk III 13.98
01611 - Word Processor I 14.45
01612 - Word Processor II 15.82
01613 - Word Processor III 18.17
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 23.46
05010 - Automotive Electrician 17.57
05040 - Automotive Glass Installer 16.60
05070 - Automotive Worker 16.60
05110 - Mobile Equipment Servicer 14.02
05130 - Motor Equipment Metal Mechanic 18.53
05160 - Motor Equipment Metal Worker 16.60
05190 - Motor Vehicle Mechanic 17.83
05220 - Motor Vehicle Mechanic Helper 14.05
05250 - Motor Vehicle Upholstery Worker 15.63
05280 - Motor Vehicle Wrecker 16.60
05310 - Painter Automotive 17.57
05340 - Radiator Repair Specialist 16.60
05370 - Tire Repairer 15.59
05400 - Transmission Repair Specialist 18.53
07000 - Food Preparation And Service Occupations
07010 - Baker 16.48
07041 - Cook I 9.09
07042 - Cook II 10.58
07070 - Dishwasher 8.99
07130 - Food Service Worker 10.70
07210 - Meat Cutter 15.26
07260 - Waiter/Waitress 9.01
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.64

09040 - Furniture Handler 12.58
09080 - Furniture Refinisher 19.64
09090 - Furniture Refinisher Helper 15.23
09110 - Furniture Repairer Minor 17.89
09130 - Upholsterer 19.64
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.22
11060 - Elevator Operator 11.22
11090 - Gardener 17.43
11122 - Housekeeping Aide 9.95
11150 - Janitor 9.95
11210 - Laborer Grounds Maintenance 13.26
11240 - Maid or Houseman 9.69
11260 - Pruner 11.85
11270 - Tractor Operator 16.03
11330 - Trail Maintenance Worker 13.26
11360 - Window Cleaner 11.13
12000 - Health Occupations
12010 - Ambulance Driver 17.25
12011 - Breath Alcohol Technician 17.83
12012 - Certified Occupational Therapist Assistant 24.46
12015 - Certified Physical Therapist Assistant 28.15
12020 - Dental Assistant 14.10
12025 - Dental Hygienist 27.46
12030 - EKG Technician 27.02
12035 - Electroneurodiagnostic Technologist 27.02
12040 - Emergency Medical Technician 17.25
12071 - Licensed Practical Nurse I 15.95
12072 - Licensed Practical Nurse II 17.83
12073 - Licensed Practical Nurse III 19.87
12100 - Medical Assistant 13.28
12130 - Medical Laboratory Technician 22.56
12160 - Medical Record Clerk 14.43
12190 - Medical Record Technician 17.25
12195 - Medical Transcriptionist 15.95
12210 - Nuclear Medicine Technologist 39.18
12221 - Nursing Assistant I 11.43
12222 - Nursing Assistant II 12.84
12223 - Nursing Assistant III 14.02
12224 - Nursing Assistant IV 15.74
12235 - Optical Dispenser 17.83
12236 - Optical Technician 15.95
12250 - Pharmacy Technician 14.17
12280 - Phlebotomist 13.89
12305 - Radiologic Technologist 22.39
12311 - Registered Nurse I 24.27
12312 - Registered Nurse II 29.69
12313 - Registered Nurse II Specialist 29.69
12314 - Registered Nurse III 35.91
12315 - Registered Nurse III Anesthetist 35.91

12316 - Registered Nurse IV		43.04
12317 - Scheduler (Drug and Alcohol Testing)		22.09
12320 - Substance Abuse Treatment Counselor		20.73
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.38
13012 - Exhibits Specialist II		23.99
13013 - Exhibits Specialist III		29.36
13041 - Illustrator I		19.38
13042 - Illustrator II		23.99
13043 - Illustrator III		29.36
13047 - Librarian		26.58
13050 - Library Aide/Clerk		11.26
13054 - Library Information Technology Systems Administrator		23.99
13058 - Library Technician		13.80
13061 - Media Specialist I		17.32
13062 - Media Specialist II		19.38
13063 - Media Specialist III		21.59
13071 - Photographer I		17.32
13072 - Photographer II		19.38
13073 - Photographer III		23.99
13074 - Photographer IV		29.36
13075 - Photographer V		35.52
13090 - Technical Order Library Clerk		18.40
13110 - Video Teleconference Technician		17.32
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.92
14042 - Computer Operator II		17.80
14043 - Computer Operator III		19.86
14044 - Computer Operator IV		22.06
14045 - Computer Operator V		24.43
14071 - Computer Programmer I	(see 1)	23.08
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.92
14160 - Personal Computer Support Technician		22.06
14170 - System Support Specialist		24.43
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.29
15020 - Aircrew Training Devices Instructor (Rated)		34.23
15030 - Air Crew Training Devices Instructor (Pilot)		38.85
15050 - Computer Based Training Specialist / Instructor		29.28
15060 - Educational Technologist		35.24
15070 - Flight Instructor (Pilot)		38.85
15080 - Graphic Artist		27.63
15085 - Maintenance Test Pilot Fixed Jet/Prop		37.43

15086 - Maintenance Test Pilot Rotary Wing 37.43
15088 - Non-Maintenance Test/Co-Pilot 37.43
15090 - Technical Instructor 23.08
15095 - Technical Instructor/Course Developer 28.24
15110 - Test Proctor 18.64
15120 - Tutor 18.64
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.21
16030 - Counter Attendant 10.21
16040 - Dry Cleaner 11.83
16070 - Finisher Flatwork Machine 10.21
16090 - Presser Hand 10.21
16110 - Presser Machine Drycleaning 10.21
16130 - Presser Machine Shirts 10.21
16160 - Presser Machine Wearing Apparel Laundry 10.21
16190 - Sewing Machine Operator 12.52
16220 - Tailor 13.26
16250 - Washer Machine 10.72
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.78
19040 - Tool And Die Maker 25.89
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.87
21030 - Material Coordinator 24.22
21040 - Material Expediter 24.22
21050 - Material Handling Laborer 12.57
21071 - Order Filler 11.76
21080 - Production Line Worker (Food Processing) 15.87
21110 - Shipping Packer 18.92
21130 - Shipping/Receiving Clerk 18.92
21140 - Store Worker I 11.87
21150 - Stock Clerk 16.59
21210 - Tools And Parts Attendant 15.87
21410 - Warehouse Specialist 15.87
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.46
23019 - Aircraft Logs and Records Technician 18.38
23021 - Aircraft Mechanic I 22.11
23022 - Aircraft Mechanic II 23.46
23023 - Aircraft Mechanic III 24.83
23040 - Aircraft Mechanic Helper 16.11
23050 - Aircraft Painter 20.78
23060 - Aircraft Servicer 18.38
23070 - Aircraft Survival Flight Equipment Technician 20.78
23080 - Aircraft Worker 19.53
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 19.53
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.11
23110 - Appliance Mechanic 20.78

23120 - Bicycle Repairer 16.73
23125 - Cable Splicer 36.63
23130 - Carpenter Maintenance 23.16
23140 - Carpet Layer 19.46
23160 - Electrician Maintenance 22.19
23181 - Electronics Technician Maintenance I 29.59
23182 - Electronics Technician Maintenance II 31.60
23183 - Electronics Technician Maintenance III 33.62
23260 - Fabric Worker 18.08
23290 - Fire Alarm System Mechanic 22.11
23310 - Fire Extinguisher Repairer 16.73
23311 - Fuel Distribution System Mechanic 24.08
23312 - Fuel Distribution System Operator 18.15
23370 - General Maintenance Worker 18.36
23380 - Ground Support Equipment Mechanic 22.11
23381 - Ground Support Equipment Servicer 18.38
23382 - Ground Support Equipment Worker 19.53
23391 - Gunsmith I 16.73
23392 - Gunsmith II 19.46
23393 - Gunsmith III 22.11
23410 - Heating Ventilation And Air-Conditioning Mechanic 18.42
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 19.20
23430 - Heavy Equipment Mechanic 21.94
23440 - Heavy Equipment Operator 17.34
23460 - Instrument Mechanic 26.36
23465 - Laboratory/Shelter Mechanic 20.78
23470 - Laborer 12.24
23510 - Locksmith 20.78
23530 - Machinery Maintenance Mechanic 32.63
23550 - Machinist Maintenance 23.74
23580 - Maintenance Trades Helper 14.95
23591 - Metrology Technician I 26.36
23592 - Metrology Technician II 23.67
23593 - Metrology Technician III 25.06
23640 - Millwright 22.57
23710 - Office Appliance Repairer 21.21
23760 - Painter Maintenance 20.63
23790 - Pipefitter Maintenance 22.60
23810 - Plumber Maintenance 21.24
23820 - Pneudraulic Systems Mechanic 22.11
23850 - Rigger 22.11
23870 - Scale Mechanic 19.46
23890 - Sheet-Metal Worker Maintenance 20.68
23910 - Small Engine Mechanic 18.30
23931 - Telecommunications Mechanic I 33.53
23932 - Telecommunications Mechanic II 35.45
23950 - Telephone Lineman 28.66
23960 - Welder Combination Maintenance 19.47

23965 - Well Driller	22.11
23970 - Woodcraft Worker	22.11
23980 - Woodworker	16.73
24000 - Personal Needs Occupations	
24550 - Case Manager	13.44
24570 - Child Care Attendant	10.65
24580 - Child Care Center Clerk	15.30
24610 - Chore Aide	10.10
24620 - Family Readiness And Support Services Coordinator	13.44
24630 - Homemaker	19.50
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.43
25040 - Sewage Plant Operator	20.81
25070 - Stationary Engineer	25.43
25190 - Ventilation Equipment Tender	17.25
25210 - Water Treatment Plant Operator	20.81
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.72
27007 - Baggage Inspector	11.89
27008 - Corrections Officer	18.22
27010 - Court Security Officer	18.99
27030 - Detection Dog Handler	13.87
27040 - Detention Officer	18.22
27070 - Firefighter	20.70
27101 - Guard I	11.89
27102 - Guard II	13.87
27131 - Police Officer I	20.26
27132 - Police Officer II	22.49
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.43
28042 - Carnival Equipment Repairer	16.78
28043 - Carnival Worker	11.41
28210 - Gate Attendant/Gate Tender	13.20
28310 - Lifeguard	11.90
28350 - Park Attendant (Aide)	14.78
28510 - Recreation Aide/Health Facility Attendant	10.78
28515 - Recreation Specialist	18.28
28630 - Sports Official	11.76
28690 - Swimming Pool Operator	19.52
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	19.31
29020 - Hatch Tender	19.31
29030 - Line Handler	19.31
29041 - Stevedore I	17.95
29042 - Stevedore II	20.63
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		16.61
30022 - Archeological Technician II		18.58
30023 - Archeological Technician III		23.03
30030 - Cartographic Technician		23.03
30040 - Civil Engineering Technician		22.60
30051 - Cryogenic Technician I		21.24
30052 - Cryogenic Technician II		23.46
30061 - Drafter/CAD Operator I		16.61
30062 - Drafter/CAD Operator II		18.58
30063 - Drafter/CAD Operator III		22.03
30064 - Drafter/CAD Operator IV		25.20
30081 - Engineering Technician I		15.74
30082 - Engineering Technician II		17.65
30083 - Engineering Technician III		19.75
30084 - Engineering Technician IV		24.48
30085 - Engineering Technician V		29.94
30086 - Engineering Technician VI		36.22
30090 - Environmental Technician		22.51
30095 - Evidence Control Specialist		19.18
30210 - Laboratory Technician		32.60
30221 - Latent Fingerprint Technician I		21.24
30222 - Latent Fingerprint Technician II		23.46
30240 - Mathematical Technician		23.13
30361 - Paralegal/Legal Assistant I		18.40
30362 - Paralegal/Legal Assistant II		22.81
30363 - Paralegal/Legal Assistant III		27.90
30364 - Paralegal/Legal Assistant IV		33.75
30375 - Petroleum Supply Specialist		23.46
30390 - Photo-Optics Technician		23.13
30395 - Radiation Control Technician		23.46
30461 - Technical Writer I		19.00
30462 - Technical Writer II		23.25
30463 - Technical Writer III		26.90
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		23.36
30502 - Weather Forecaster II		28.42
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.03
30621 - Weather Observer Senior	(see 2)	23.10
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		12.25
31030 - Bus Driver		17.42
31043 - Driver Courier		14.26
31260 - Parking and Lot Attendant		10.96
31290 - Shuttle Bus Driver		14.65

31310 - Taxi Driver	14.83
31361 - Truckdriver Light	15.50
31362 - Truckdriver Medium	18.35
31363 - Truckdriver Heavy	19.52
31364 - Truckdriver Tractor-Trailer	19.52
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	10.51
99050 - Desk Clerk	10.93
99095 - Embalmer	24.65
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	18.10
99252 - Laboratory Animal Caretaker II	19.67
99260 - Marketing Analyst	26.95
99310 - Mortician	24.65
99410 - Pest Controller	17.22
99510 - Photofinishing Worker	14.08
99710 - Recycling Laborer	16.00
99711 - Recycling Specialist	19.34
99730 - Refuse Collector	14.30
99810 - Sales Clerk	12.40
99820 - School Crossing Guard	13.45
99830 - Survey Party Chief	20.26
99831 - Surveying Aide	12.32
99832 - Surveying Technician	16.90
99840 - Vending Machine Attendant	18.19
99841 - Vending Machine Repairer	23.00
99842 - Vending Machine Repairer Helper	18.19

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years and 4 weeks after 11 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4624
Revision No.: 14
Date Of Last Revision: 05/03/2020

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: Alabama

Area: Alabama Counties of Greene Marengo Perry

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		20.01
01013 - Accounting Clerk III		20.98
01020 - Administrative Assistant		26.26
01035 - Court Reporter		17.92
01041 - Customer Service Representative I		12.05
01042 - Customer Service Representative II		13.56
01043 - Customer Service Representative III		14.79
01051 - Data Entry Operator I		13.96
01052 - Data Entry Operator II		15.23
01060 - Dispatcher Motor Vehicle		19.71
01070 - Document Preparation Clerk		13.55

01090 - Duplicating Machine Operator 13.55
01111 - General Clerk I 13.41
01112 - General Clerk II 14.66
01113 - General Clerk III 16.52
01120 - Housing Referral Assistant 20.52
01141 - Messenger Courier 11.05
01191 - Order Clerk I 13.42
01192 - Order Clerk II 14.83
01261 - Personnel Assistant (Employment) I 17.24
01262 - Personnel Assistant (Employment) II 20.67
01263 - Personnel Assistant (Employment) III 24.58
01270 - Production Control Clerk 24.22
01290 - Rental Clerk 14.86
01300 - Scheduler Maintenance 16.45
01311 - Secretary I 16.45
01312 - Secretary II 18.26
01313 - Secretary III 20.52
01320 - Service Order Dispatcher 18.08
01410 - Supply Technician 26.26
01420 - Survey Worker 17.92
01460 - Switchboard Operator/Receptionist 12.47
01531 - Travel Clerk I 12.14
01532 - Travel Clerk II 12.88
01533 - Travel Clerk III 13.50
01611 - Word Processor I 14.45
01612 - Word Processor II 15.82
01613 - Word Processor III 18.17
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 23.46
05010 - Automotive Electrician 17.57
05040 - Automotive Glass Installer 16.60
05070 - Automotive Worker 16.60
05110 - Mobile Equipment Servicer 14.02
05130 - Motor Equipment Metal Mechanic 18.53
05160 - Motor Equipment Metal Worker 16.60
05190 - Motor Vehicle Mechanic 17.83
05220 - Motor Vehicle Mechanic Helper 14.05
05250 - Motor Vehicle Upholstery Worker 15.63
05280 - Motor Vehicle Wrecker 16.60
05310 - Painter Automotive 17.57
05340 - Radiator Repair Specialist 16.60
05370 - Tire Repairer 15.59
05400 - Transmission Repair Specialist 18.53
07000 - Food Preparation And Service Occupations
07010 - Baker 16.48
07041 - Cook I 8.86
07042 - Cook II 10.31
07070 - Dishwasher 8.99
07130 - Food Service Worker 10.70
07210 - Meat Cutter 14.26

07260 - Waiter/Waitress	9.00
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.68
09040 - Furniture Handler	12.58
09080 - Furniture Refinisher	18.68
09090 - Furniture Refinisher Helper	15.23
09110 - Furniture Repairer Minor	17.89
09130 - Upholsterer	18.68
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.22
11060 - Elevator Operator	11.22
11090 - Gardener	17.17
11122 - Housekeeping Aide	9.50
11150 - Janitor	9.50
11210 - Laborer Grounds Maintenance	13.06
11240 - Maid or Houseman	9.23
11260 - Pruner	11.68
11270 - Tractor Operator	15.80
11330 - Trail Maintenance Worker	13.06
11360 - Window Cleaner	10.62
12000 - Health Occupations	
12010 - Ambulance Driver	17.25
12011 - Breath Alcohol Technician	17.25
12012 - Certified Occupational Therapist Assistant	23.68
12015 - Certified Physical Therapist Assistant	27.98
12020 - Dental Assistant	14.10
12025 - Dental Hygienist	27.46
12030 - EKG Technician	26.14
12035 - Electroneurodiagnostic Technologist	26.14
12040 - Emergency Medical Technician	17.25
12071 - Licensed Practical Nurse I	15.41
12072 - Licensed Practical Nurse II	17.25
12073 - Licensed Practical Nurse III	19.23
12100 - Medical Assistant	13.28
12130 - Medical Laboratory Technician	21.95
12160 - Medical Record Clerk	14.43
12190 - Medical Record Technician	17.25
12195 - Medical Transcriptionist	15.41
12210 - Nuclear Medicine Technologist	37.90
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	17.25
12236 - Optical Technician	15.41
12250 - Pharmacy Technician	13.74
12280 - Phlebotomist	13.89
12305 - Radiologic Technologist	21.97
12311 - Registered Nurse I	24.27
12312 - Registered Nurse II	29.69

12313 - Registered Nurse II Specialist		29.69
12314 - Registered Nurse III		35.91
12315 - Registered Nurse III Anesthetist		35.91
12316 - Registered Nurse IV		43.04
12317 - Scheduler (Drug and Alcohol Testing)		21.36
12320 - Substance Abuse Treatment Counselor		20.73
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.38
13012 - Exhibits Specialist II		23.99
13013 - Exhibits Specialist III		29.36
13041 - Illustrator I		19.38
13042 - Illustrator II		23.99
13043 - Illustrator III		29.36
13047 - Librarian		26.58
13050 - Library Aide/Clerk		10.24
13054 - Library Information Technology Systems Administrator		23.99
13058 - Library Technician		12.80
13061 - Media Specialist I		17.32
13062 - Media Specialist II		19.38
13063 - Media Specialist III		21.59
13071 - Photographer I		17.32
13072 - Photographer II		19.38
13073 - Photographer III		23.99
13074 - Photographer IV		29.36
13075 - Photographer V		35.52
13090 - Technical Order Library Clerk		16.73
13110 - Video Teleconference Technician		17.32
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.92
14042 - Computer Operator II		17.80
14043 - Computer Operator III		19.86
14044 - Computer Operator IV		22.06
14045 - Computer Operator V		24.43
14071 - Computer Programmer I	(see 1)	23.08
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.92
14160 - Personal Computer Support Technician		22.06
14170 - System Support Specialist		24.43
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.29
15020 - Aircrew Training Devices Instructor (Rated)		34.23
15030 - Air Crew Training Devices Instructor (Pilot)		38.85
15050 - Computer Based Training Specialist / Instructor		29.28
15060 - Educational Technologist		35.24

15070 - Flight Instructor (Pilot) 38.85
15080 - Graphic Artist 27.63
15085 - Maintenance Test Pilot Fixed Jet/Prop 37.43
15086 - Maintenance Test Pilot Rotary Wing 37.43
15088 - Non-Maintenance Test/Co-Pilot 37.43
15090 - Technical Instructor 23.08
15095 - Technical Instructor/Course Developer 28.24
15110 - Test Proctor 18.64
15120 - Tutor 18.64
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.89
16030 - Counter Attendant 9.89
16040 - Dry Cleaner 11.46
16070 - Finisher Flatwork Machine 9.89
16090 - Presser Hand 9.89
16110 - Presser Machine Drycleaning 9.89
16130 - Presser Machine Shirts 9.89
16160 - Presser Machine Wearing Apparel Laundry 9.89
16190 - Sewing Machine Operator 12.13
16220 - Tailor 12.85
16250 - Washer Machine 10.72
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.78
19040 - Tool And Die Maker 25.89
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.87
21030 - Material Coordinator 24.22
21040 - Material Expediter 24.22
21050 - Material Handling Laborer 12.57
21071 - Order Filler 11.33
21080 - Production Line Worker (Food Processing) 15.87
21110 - Shipping Packer 17.20
21130 - Shipping/Receiving Clerk 17.20
21140 - Store Worker I 11.80
21150 - Stock Clerk 16.50
21210 - Tools And Parts Attendant 15.87
21410 - Warehouse Specialist 15.87
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.46
23019 - Aircraft Logs and Records Technician 18.38
23021 - Aircraft Mechanic I 22.11
23022 - Aircraft Mechanic II 23.46
23023 - Aircraft Mechanic III 24.83
23040 - Aircraft Mechanic Helper 16.11
23050 - Aircraft Painter 20.78
23060 - Aircraft Servicer 18.38
23070 - Aircraft Survival Flight Equipment Technician 20.78
23080 - Aircraft Worker 19.53
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 19.53

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.11
23110 - Appliance Mechanic 20.78
23120 - Bicycle Repairer 16.73
23125 - Cable Splicer 33.30
23130 - Carpenter Maintenance 21.05
23140 - Carpet Layer 19.46
23160 - Electrician Maintenance 22.19
23181 - Electronics Technician Maintenance I 29.41
23182 - Electronics Technician Maintenance II 31.41
23183 - Electronics Technician Maintenance III 33.43
23260 - Fabric Worker 18.08
23290 - Fire Alarm System Mechanic 22.11
23310 - Fire Extinguisher Repairer 16.73
23311 - Fuel Distribution System Mechanic 24.08
23312 - Fuel Distribution System Operator 18.15
23370 - General Maintenance Worker 18.36
23380 - Ground Support Equipment Mechanic 22.11
23381 - Ground Support Equipment Servicer 18.38
23382 - Ground Support Equipment Worker 19.53
23391 - Gunsmith I 16.73
23392 - Gunsmith II 19.46
23393 - Gunsmith III 22.11
23410 - Heating Ventilation And Air-Conditioning Mechanic 18.42
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 19.20
23430 - Heavy Equipment Mechanic 21.94
23440 - Heavy Equipment Operator 17.34
23460 - Instrument Mechanic 26.36
23465 - Laboratory/Shelter Mechanic 20.78
23470 - Laborer 12.24
23510 - Locksmith 20.78
23530 - Machinery Maintenance Mechanic 30.56
23550 - Machinist Maintenance 23.74
23580 - Maintenance Trades Helper 14.95
23591 - Metrology Technician I 26.36
23592 - Metrology Technician II 23.67
23593 - Metrology Technician III 25.06
23640 - Millwright 22.04
23710 - Office Appliance Repairer 21.21
23760 - Painter Maintenance 20.57
23790 - Pipefitter Maintenance 22.60
23810 - Plumber Maintenance 21.24
23820 - Pneudraulic Systems Mechanic 22.11
23850 - Rigger 22.11
23870 - Scale Mechanic 19.46
23890 - Sheet-Metal Worker Maintenance 20.68
23910 - Small Engine Mechanic 18.30
23931 - Telecommunications Mechanic I 31.01

23932 - Telecommunications Mechanic II 33.48
23950 - Telephone Lineman 28.66
23960 - Welder Combination Maintenance 18.90
23965 - Well Driller 22.11
23970 - Woodcraft Worker 22.11
23980 - Woodworker 16.73
24000 - Personal Needs Occupations
24550 - Case Manager 13.44
24570 - Child Care Attendant 10.65
24580 - Child Care Center Clerk 15.30
24610 - Chore Aide 10.10
24620 - Family Readiness And Support Services Coordinator 13.44
24630 - Homemaker 19.50
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 25.43
25040 - Sewage Plant Operator 20.81
25070 - Stationary Engineer 25.43
25190 - Ventilation Equipment Tender 17.25
25210 - Water Treatment Plant Operator 20.81
27000 - Protective Service Occupations
27004 - Alarm Monitor 14.72
27007 - Baggage Inspector 11.47
27008 - Corrections Officer 18.22
27010 - Court Security Officer 18.99
27030 - Detection Dog Handler 13.87
27040 - Detention Officer 18.22
27070 - Firefighter 20.70
27101 - Guard I 11.47
27102 - Guard II 13.87
27131 - Police Officer I 20.26
27132 - Police Officer II 22.49
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.80
28042 - Carnival Equipment Repairer 15.31
28043 - Carnival Worker 11.07
28210 - Gate Attendant/Gate Tender 13.20
28310 - Lifeguard 11.90
28350 - Park Attendant (Aide) 14.78
28510 - Recreation Aide/Health Facility Attendant 10.78
28515 - Recreation Specialist 18.28
28630 - Sports Official 11.76
28690 - Swimming Pool Operator 18.94
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 19.25
29020 - Hatch Tender 19.25
29030 - Line Handler 19.25
29041 - Stevedore I 17.89
29042 - Stevedore II 20.57
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 16.61
30022 - Archeological Technician II 18.58
30023 - Archeological Technician III 23.03
30030 - Cartographic Technician 23.03
30040 - Civil Engineering Technician 22.60
30051 - Cryogenic Technician I 21.24
30052 - Cryogenic Technician II 23.46
30061 - Drafter/CAD Operator I 16.61
30062 - Drafter/CAD Operator II 18.58
30063 - Drafter/CAD Operator III 22.03
30064 - Drafter/CAD Operator IV 25.20
30081 - Engineering Technician I 15.74
30082 - Engineering Technician II 17.65
30083 - Engineering Technician III 19.75
30084 - Engineering Technician IV 24.48
30085 - Engineering Technician V 29.94
30086 - Engineering Technician VI 36.22
30090 - Environmental Technician 22.51
30095 - Evidence Control Specialist 19.18
30210 - Laboratory Technician 29.90
30221 - Latent Fingerprint Technician I 21.24
30222 - Latent Fingerprint Technician II 23.46
30240 - Mathematical Technician 23.13
30361 - Paralegal/Legal Assistant I 18.40
30362 - Paralegal/Legal Assistant II 22.81
30363 - Paralegal/Legal Assistant III 27.90
30364 - Paralegal/Legal Assistant IV 33.75
30375 - Petroleum Supply Specialist 23.46
30390 - Photo-Optics Technician 23.13
30395 - Radiation Control Technician 23.46
30461 - Technical Writer I 19.00
30462 - Technical Writer II 23.25
30463 - Technical Writer III 26.90
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 23.36
30502 - Weather Forecaster II 28.42
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.03
30621 - Weather Observer Senior (see 2) 23.10
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.25
31030 - Bus Driver 17.42

31043 - Driver Courier	14.18
31260 - Parking and Lot Attendant	10.96
31290 - Shuttle Bus Driver	14.65
31310 - Taxi Driver	14.83
31361 - Truckdriver Light	14.65
31362 - Truckdriver Medium	18.35
31363 - Truckdriver Heavy	19.52
31364 - Truckdriver Tractor-Trailer	19.52
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.51
99050 - Desk Clerk	10.65
99095 - Embalmer	24.65
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	18.10
99252 - Laboratory Animal Caretaker II	19.67
99260 - Marketing Analyst	24.88
99310 - Mortician	24.65
99410 - Pest Controller	17.22
99510 - Photofinishing Worker	14.08
99710 - Recycling Laborer	14.55
99711 - Recycling Specialist	17.75
99730 - Refuse Collector	13.06
99810 - Sales Clerk	12.40
99820 - School Crossing Guard	13.38
99830 - Survey Party Chief	20.06
99831 - Surveying Aide	12.20
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	18.10
99841 - Vending Machine Repairer	22.89
99842 - Vending Machine Repairer Helper	18.10

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 11 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4625
Revision No.: 15
Date Of Last Revision: 04/26/2021

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: Alabama

Area: Alabama Counties of Choctaw Clarke Conecuh Escambia Monroe Washington

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.83
01012 - Accounting Clerk II		16.66
01013 - Accounting Clerk III		18.63
01020 - Administrative Assistant		26.26
01035 - Court Reporter		17.96
01041 - Customer Service Representative I		12.35
01042 - Customer Service Representative II		13.56
01043 - Customer Service Representative III		15.14
01051 - Data Entry Operator I		12.78
01052 - Data Entry Operator II		13.95
01060 - Dispatcher Motor Vehicle		21.09
01070 - Document Preparation Clerk		13.95
01090 - Duplicating Machine Operator		13.95
01111 - General Clerk I		11.79

01112 - General Clerk II	12.86
01113 - General Clerk III	14.45
01120 - Housing Referral Assistant	19.53
01141 - Messenger Courier	11.38
01191 - Order Clerk I	12.78
01192 - Order Clerk II	13.95
01261 - Personnel Assistant (Employment) I	17.24
01262 - Personnel Assistant (Employment) II	20.67
01263 - Personnel Assistant (Employment) III	24.58
01270 - Production Control Clerk	24.22
01290 - Rental Clerk	14.27
01300 - Scheduler Maintenance	15.67
01311 - Secretary I	15.67
01312 - Secretary II	17.52
01313 - Secretary III	19.53
01320 - Service Order Dispatcher	18.86
01410 - Supply Technician	26.26
01420 - Survey Worker	17.56
01460 - Switchboard Operator/Receptionist	11.27
01531 - Travel Clerk I	12.54
01532 - Travel Clerk II	13.38
01533 - Travel Clerk III	13.98
01611 - Word Processor I	13.95
01612 - Word Processor II	15.67
01613 - Word Processor III	17.52
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	23.12
05010 - Automotive Electrician	16.05
05040 - Automotive Glass Installer	14.40
05070 - Automotive Worker	14.40
05110 - Mobile Equipment Servicer	12.57
05130 - Motor Equipment Metal Mechanic	16.06
05160 - Motor Equipment Metal Worker	14.40
05190 - Motor Vehicle Mechanic	16.06
05220 - Motor Vehicle Mechanic Helper	11.94
05250 - Motor Vehicle Upholstery Worker	14.40
05280 - Motor Vehicle Wrecker	14.40
05310 - Painter Automotive	15.98
05340 - Radiator Repair Specialist	15.43
05370 - Tire Repairer	15.04
05400 - Transmission Repair Specialist	16.06
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.98
07041 - Cook I	9.19
07042 - Cook II	10.58
07070 - Dishwasher	8.99
07130 - Food Service Worker	10.70
07210 - Meat Cutter	22.20
07260 - Waiter/Waitress	9.01
09000 - Furniture Maintenance And Repair Occupations	

09010 - Electrostatic Spray Painter 19.64
09040 - Furniture Handler 12.58
09080 - Furniture Refinisher 19.64
09090 - Furniture Refinisher Helper 15.23
09110 - Furniture Repairer Minor 17.75
09130 - Upholsterer 19.64
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.22
11060 - Elevator Operator 11.22
11090 - Gardener 17.43
11122 - Housekeeping Aide 9.95
11150 - Janitor 9.95
11210 - Laborer Grounds Maintenance 13.26
11240 - Maid or Houseman 9.69
11260 - Pruner 12.90
11270 - Tractor Operator 16.03
11330 - Trail Maintenance Worker 13.26
11360 - Window Cleaner 11.13
12000 - Health Occupations
12010 - Ambulance Driver 15.80
12011 - Breath Alcohol Technician 17.83
12012 - Certified Occupational Therapist Assistant 24.46
12015 - Certified Physical Therapist Assistant 28.15
12020 - Dental Assistant 14.10
12025 - Dental Hygienist 30.14
12030 - EKG Technician 27.02
12035 - Electroneurodiagnostic Technologist 27.02
12040 - Emergency Medical Technician 15.80
12071 - Licensed Practical Nurse I 15.95
12072 - Licensed Practical Nurse II 17.83
12073 - Licensed Practical Nurse III 19.87
12100 - Medical Assistant 12.88
12130 - Medical Laboratory Technician 22.56
12160 - Medical Record Clerk 14.43
12190 - Medical Record Technician 17.25
12195 - Medical Transcriptionist 15.95
12210 - Nuclear Medicine Technologist 39.18
12221 - Nursing Assistant I 11.43
12222 - Nursing Assistant II 12.84
12223 - Nursing Assistant III 14.02
12224 - Nursing Assistant IV 15.74
12235 - Optical Dispenser 17.83
12236 - Optical Technician 15.95
12250 - Pharmacy Technician 14.75
12280 - Phlebotomist 13.89
12305 - Radiologic Technologist 22.39
12311 - Registered Nurse I 21.61
12312 - Registered Nurse II 26.43
12313 - Registered Nurse II Specialist 26.43
12314 - Registered Nurse III 31.98

12315 - Registered Nurse III Anesthetist		31.98
12316 - Registered Nurse IV		38.33
12317 - Scheduler (Drug and Alcohol Testing)		22.09
12320 - Substance Abuse Treatment Counselor		20.73
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.38
13012 - Exhibits Specialist II		23.99
13013 - Exhibits Specialist III		29.36
13041 - Illustrator I		20.65
13042 - Illustrator II		24.45
13043 - Illustrator III		28.84
13047 - Librarian		26.58
13050 - Library Aide/Clerk		10.19
13054 - Library Information Technology Systems Administrator		23.99
13058 - Library Technician		14.47
13061 - Media Specialist I		17.32
13062 - Media Specialist II		19.38
13063 - Media Specialist III		21.59
13071 - Photographer I		17.32
13072 - Photographer II		19.38
13073 - Photographer III		23.99
13074 - Photographer IV		29.36
13075 - Photographer V		35.52
13090 - Technical Order Library Clerk		18.40
13110 - Video Teleconference Technician		17.01
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.45
14042 - Computer Operator II		16.16
14043 - Computer Operator III		18.02
14044 - Computer Operator IV		20.01
14045 - Computer Operator V		22.18
14071 - Computer Programmer I	(see 1)	18.85
14072 - Computer Programmer II	(see 1)	23.36
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.45
14160 - Personal Computer Support Technician		20.01
14170 - System Support Specialist		22.18
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.79
15020 - Aircrew Training Devices Instructor (Rated)		33.42
15030 - Air Crew Training Devices Instructor (Pilot)		38.60
15050 - Computer Based Training Specialist / Instructor		27.79
15060 - Educational Technologist		29.19
15070 - Flight Instructor (Pilot)		38.60
15080 - Graphic Artist		23.99

15085 - Maintenance Test Pilot Fixed Jet/Prop 37.43
15086 - Maintenance Test Pilot Rotary Wing 37.43
15088 - Non-Maintenance Test/Co-Pilot 37.43
15090 - Technical Instructor 22.62
15095 - Technical Instructor/Course Developer 27.67
15110 - Test Proctor 18.26
15120 - Tutor 18.26
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.21
16030 - Counter Attendant 10.21
16040 - Dry Cleaner 11.83
16070 - Finisher Flatwork Machine 10.21
16090 - Presser Hand 10.21
16110 - Presser Machine Drycleaning 10.21
16130 - Presser Machine Shirts 10.21
16160 - Presser Machine Wearing Apparel Laundry 10.21
16190 - Sewing Machine Operator 12.52
16220 - Tailor 13.26
16250 - Washer Machine 10.66
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.78
19040 - Tool And Die Maker 25.89
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.87
21030 - Material Coordinator 24.22
21040 - Material Expediter 24.22
21050 - Material Handling Laborer 12.24
21071 - Order Filler 12.08
21080 - Production Line Worker (Food Processing) 15.87
21110 - Shipping Packer 18.92
21130 - Shipping/Receiving Clerk 18.92
21140 - Store Worker I 11.87
21150 - Stock Clerk 16.59
21210 - Tools And Parts Attendant 15.87
21410 - Warehouse Specialist 15.87
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.38
23019 - Aircraft Logs and Records Technician 18.08
23021 - Aircraft Mechanic I 22.11
23022 - Aircraft Mechanic II 23.38
23023 - Aircraft Mechanic III 24.64
23040 - Aircraft Mechanic Helper 15.38
23050 - Aircraft Painter 20.78
23060 - Aircraft Servicer 18.08
23070 - Aircraft Survival Flight Equipment Technician 20.78
23080 - Aircraft Worker 19.46
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 19.46
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.11

23110 - Appliance Mechanic 20.78
23120 - Bicycle Repairer 16.60
23125 - Cable Splicer 35.84
23130 - Carpenter Maintenance 22.45
23140 - Carpet Layer 19.46
23160 - Electrician Maintenance 22.19
23181 - Electronics Technician Maintenance I 29.59
23182 - Electronics Technician Maintenance II 31.60
23183 - Electronics Technician Maintenance III 33.62
23260 - Fabric Worker 18.08
23290 - Fire Alarm System Mechanic 22.11
23310 - Fire Extinguisher Repairer 16.73
23311 - Fuel Distribution System Mechanic 21.56
23312 - Fuel Distribution System Operator 16.31
23370 - General Maintenance Worker 18.36
23380 - Ground Support Equipment Mechanic 22.11
23381 - Ground Support Equipment Servicer 18.08
23382 - Ground Support Equipment Worker 19.46
23391 - Gunsmith I 16.73
23392 - Gunsmith II 19.46
23393 - Gunsmith III 22.11
23410 - Heating Ventilation And Air-Conditioning Mechanic 18.16
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 19.20
23430 - Heavy Equipment Mechanic 21.94
23440 - Heavy Equipment Operator 16.93
23460 - Instrument Mechanic 22.11
23465 - Laboratory/Shelter Mechanic 20.78
23470 - Laborer 12.24
23510 - Locksmith 20.78
23530 - Machinery Maintenance Mechanic 32.63
23550 - Machinist Maintenance 23.74
23580 - Maintenance Trades Helper 12.86
23591 - Metrology Technician I 22.11
23592 - Metrology Technician II 23.38
23593 - Metrology Technician III 24.64
23640 - Millwright 22.57
23710 - Office Appliance Repairer 20.42
23760 - Painter Maintenance 20.63
23790 - Pipefitter Maintenance 22.60
23810 - Plumber Maintenance 20.74
23820 - Pneudraulic Systems Mechanic 22.11
23850 - Rigger 22.11
23870 - Scale Mechanic 19.46
23890 - Sheet-Metal Worker Maintenance 20.13
23910 - Small Engine Mechanic 17.05
23931 - Telecommunications Mechanic I 33.53
23932 - Telecommunications Mechanic II 35.45
23950 - Telephone Lineman 27.70

23960 - Welder Combination Maintenance		19.47
23965 - Well Driller		22.11
23970 - Woodcraft Worker		22.11
23980 - Woodworker		16.73
24000 - Personal Needs Occupations		
24550 - Case Manager		13.24
24570 - Child Care Attendant		9.70
24580 - Child Care Center Clerk		12.46
24610 - Chore Aide		10.10
24620 - Family Readiness And Support Services Coordinator		13.24
24630 - Homemaker		13.44
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		24.76
25040 - Sewage Plant Operator		20.81
25070 - Stationary Engineer		24.76
25190 - Ventilation Equipment Tender		16.74
25210 - Water Treatment Plant Operator		20.81
27000 - Protective Service Occupations		
27004 - Alarm Monitor		13.04
27007 - Baggage Inspector		11.89
27008 - Corrections Officer		15.97
27010 - Court Security Officer		16.07
27030 - Detection Dog Handler		13.30
27040 - Detention Officer		15.97
27070 - Firefighter		16.25
27101 - Guard I		11.89
27102 - Guard II		13.30
27131 - Police Officer I		18.57
27132 - Police Officer II		20.64
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		15.43
28042 - Carnival Equipment Repairer		16.78
28043 - Carnival Worker		11.41
28210 - Gate Attendant/Gate Tender		13.20
28310 - Lifeguard		11.70
28350 - Park Attendant (Aide)		14.78
28510 - Recreation Aide/Health Facility Attendant		10.78
28515 - Recreation Specialist		18.30
28630 - Sports Official		11.76
28690 - Swimming Pool Operator		19.52
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		22.47
29020 - Hatch Tender		22.47
29030 - Line Handler		22.47
29041 - Stevedore I		20.81
29042 - Stevedore II		24.10
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	40.29
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.78

30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.59
30021 - Archeological Technician I 16.51
30022 - Archeological Technician II 18.47
30023 - Archeological Technician III 23.28
30030 - Cartographic Technician 23.24
30040 - Civil Engineering Technician 20.55
30051 - Cryogenic Technician I 21.24
30052 - Cryogenic Technician II 23.46
30061 - Drafter/CAD Operator I 16.51
30062 - Drafter/CAD Operator II 18.47
30063 - Drafter/CAD Operator III 20.59
30064 - Drafter/CAD Operator IV 24.60
30081 - Engineering Technician I 16.87
30082 - Engineering Technician II 18.93
30083 - Engineering Technician III 21.17
30084 - Engineering Technician IV 26.24
30085 - Engineering Technician V 32.10
30086 - Engineering Technician VI 38.83
30090 - Environmental Technician 21.31
30095 - Evidence Control Specialist 19.18
30210 - Laboratory Technician 32.60
30221 - Latent Fingerprint Technician I 21.24
30222 - Latent Fingerprint Technician II 23.46
30240 - Mathematical Technician 26.22
30361 - Paralegal/Legal Assistant I 16.88
30362 - Paralegal/Legal Assistant II 20.92
30363 - Paralegal/Legal Assistant III 25.59
30364 - Paralegal/Legal Assistant IV 30.96
30375 - Petroleum Supply Specialist 23.46
30390 - Photo-Optics Technician 23.24
30395 - Radiation Control Technician 23.46
30461 - Technical Writer I 24.41
30462 - Technical Writer II 29.85
30463 - Technical Writer III 34.82
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 23.36
30502 - Weather Forecaster II 28.42
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.65
30621 - Weather Observer Senior (see 2) 24.41
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.98
31020 - Bus Aide 12.25
31030 - Bus Driver 17.42
31043 - Driver Courier 14.19
31260 - Parking and Lot Attendant 10.96

31290 - Shuttle Bus Driver	14.03
31310 - Taxi Driver	14.83
31361 - Truckdriver Light	15.43
31362 - Truckdriver Medium	16.76
31363 - Truckdriver Heavy	18.75
31364 - Truckdriver Tractor-Trailer	18.75
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	9.52
99050 - Desk Clerk	10.59
99095 - Embalmer	24.65
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	15.51
99252 - Laboratory Animal Caretaker II	19.18
99260 - Marketing Analyst	26.95
99310 - Mortician	24.65
99410 - Pest Controller	16.27
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	15.58
99711 - Recycling Specialist	19.14
99730 - Refuse Collector	13.78
99810 - Sales Clerk	12.37
99820 - School Crossing Guard	13.45
99830 - Survey Party Chief	18.97
99831 - Surveying Aide	12.34
99832 - Surveying Technician	16.90
99840 - Vending Machine Attendant	18.19
99841 - Vending Machine Repairer	23.00
99842 - Vending Machine Repairer Helper	18.19

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or

stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years and 4 weeks after 11 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4626
Revision No.: 14
Date Of Last Revision: 05/03/2020

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: Alabama

Area: Alabama Counties of Choctaw Clarke Conecuh Escambia Monroe Washington

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.54
01012 - Accounting Clerk II		16.32
01013 - Accounting Clerk III		18.26
01020 - Administrative Assistant		26.26
01035 - Court Reporter		17.96
01041 - Customer Service Representative I		12.05
01042 - Customer Service Representative II		13.56
01043 - Customer Service Representative III		14.79
01051 - Data Entry Operator I		12.42
01052 - Data Entry Operator II		13.55
01060 - Dispatcher Motor Vehicle		19.76

01070 - Document Preparation Clerk 13.55
01090 - Duplicating Machine Operator 13.55
01111 - General Clerk I 11.79
01112 - General Clerk II 12.86
01113 - General Clerk III 14.45
01120 - Housing Referral Assistant 18.97
01141 - Messenger Courier 11.05
01191 - Order Clerk I 12.42
01192 - Order Clerk II 13.55
01261 - Personnel Assistant (Employment) I 17.24
01262 - Personnel Assistant (Employment) II 20.67
01263 - Personnel Assistant (Employment) III 24.58
01270 - Production Control Clerk 24.22
01290 - Rental Clerk 14.27
01300 - Scheduler Maintenance 15.21
01311 - Secretary I 15.21
01312 - Secretary II 17.02
01313 - Secretary III 18.97
01320 - Service Order Dispatcher 18.71
01410 - Supply Technician 26.26
01420 - Survey Worker 17.56
01460 - Switchboard Operator/Receptionist 11.09
01531 - Travel Clerk I 12.14
01532 - Travel Clerk II 12.88
01533 - Travel Clerk III 13.50
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 23.12
05010 - Automotive Electrician 16.05
05040 - Automotive Glass Installer 14.40
05070 - Automotive Worker 14.40
05110 - Mobile Equipment Servicer 12.57
05130 - Motor Equipment Metal Mechanic 16.06
05160 - Motor Equipment Metal Worker 14.40
05190 - Motor Vehicle Mechanic 16.06
05220 - Motor Vehicle Mechanic Helper 11.94
05250 - Motor Vehicle Upholstery Worker 14.40
05280 - Motor Vehicle Wrecker 14.40
05310 - Painter Automotive 15.98
05340 - Radiator Repair Specialist 15.43
05370 - Tire Repairer 15.04
05400 - Transmission Repair Specialist 16.06
07000 - Food Preparation And Service Occupations
07010 - Baker 15.98
07041 - Cook I 9.19
07042 - Cook II 10.40
07070 - Dishwasher 8.99
07130 - Food Service Worker 10.70

07210 - Meat Cutter	22.20
07260 - Waiter/Waitress	9.00
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.39
09040 - Furniture Handler	12.58
09080 - Furniture Refinisher	18.39
09090 - Furniture Refinisher Helper	15.23
09110 - Furniture Repairer Minor	17.75
09130 - Upholsterer	18.39
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.22
11060 - Elevator Operator	11.22
11090 - Gardener	17.17
11122 - Housekeeping Aide	9.50
11150 - Janitor	9.50
11210 - Laborer Grounds Maintenance	13.06
11240 - Maid or Houseman	9.23
11260 - Pruner	12.90
11270 - Tractor Operator	15.80
11330 - Trail Maintenance Worker	13.06
11360 - Window Cleaner	10.62
12000 - Health Occupations	
12010 - Ambulance Driver	15.80
12011 - Breath Alcohol Technician	17.25
12012 - Certified Occupational Therapist Assistant	23.66
12015 - Certified Physical Therapist Assistant	27.17
12020 - Dental Assistant	14.10
12025 - Dental Hygienist	30.14
12030 - EKG Technician	26.14
12035 - Electroneurodiagnostic Technologist	26.14
12040 - Emergency Medical Technician	15.80
12071 - Licensed Practical Nurse I	15.41
12072 - Licensed Practical Nurse II	17.25
12073 - Licensed Practical Nurse III	19.23
12100 - Medical Assistant	12.73
12130 - Medical Laboratory Technician	21.95
12160 - Medical Record Clerk	14.43
12190 - Medical Record Technician	17.25
12195 - Medical Transcriptionist	15.41
12210 - Nuclear Medicine Technologist	37.90
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	17.25
12236 - Optical Technician	15.41
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	13.89
12305 - Radiologic Technologist	21.97
12311 - Registered Nurse I	21.55

12312 - Registered Nurse II		26.36
12313 - Registered Nurse II Specialist		26.36
12314 - Registered Nurse III		31.89
12315 - Registered Nurse III Anesthetist		31.89
12316 - Registered Nurse IV		38.22
12317 - Scheduler (Drug and Alcohol Testing)		21.36
12320 - Substance Abuse Treatment Counselor		20.73
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.38
13012 - Exhibits Specialist II		23.99
13013 - Exhibits Specialist III		29.36
13041 - Illustrator I		20.65
13042 - Illustrator II		24.45
13043 - Illustrator III		28.84
13047 - Librarian		26.58
13050 - Library Aide/Clerk		9.26
13054 - Library Information Technology Systems Administrator		23.99
13058 - Library Technician		14.47
13061 - Media Specialist I		17.32
13062 - Media Specialist II		19.38
13063 - Media Specialist III		21.59
13071 - Photographer I		17.32
13072 - Photographer II		19.38
13073 - Photographer III		23.99
13074 - Photographer IV		29.36
13075 - Photographer V		35.52
13090 - Technical Order Library Clerk		16.73
13110 - Video Teleconference Technician		17.01
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.45
14042 - Computer Operator II		16.16
14043 - Computer Operator III		18.02
14044 - Computer Operator IV		20.01
14045 - Computer Operator V		22.18
14071 - Computer Programmer I	(see 1)	18.85
14072 - Computer Programmer II	(see 1)	23.36
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.45
14160 - Personal Computer Support Technician		20.01
14170 - System Support Specialist		22.18
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.79
15020 - Aircrew Training Devices Instructor (Rated)		33.42
15030 - Air Crew Training Devices Instructor (Pilot)		38.60
15050 - Computer Based Training Specialist / Instructor		27.79

15060 - Educational Technologist 29.19
15070 - Flight Instructor (Pilot) 38.60
15080 - Graphic Artist 23.99
15085 - Maintenance Test Pilot Fixed Jet/Prop 37.43
15086 - Maintenance Test Pilot Rotary Wing 37.43
15088 - Non-Maintenance Test/Co-Pilot 37.43
15090 - Technical Instructor 22.62
15095 - Technical Instructor/Course Developer 27.67
15110 - Test Proctor 18.26
15120 - Tutor 18.26
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.89
16030 - Counter Attendant 9.89
16040 - Dry Cleaner 11.46
16070 - Finisher Flatwork Machine 9.89
16090 - Presser Hand 9.89
16110 - Presser Machine Drycleaning 9.89
16130 - Presser Machine Shirts 9.89
16160 - Presser Machine Wearing Apparel Laundry 9.89
16190 - Sewing Machine Operator 12.13
16220 - Tailor 12.85
16250 - Washer Machine 10.33
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.78
19040 - Tool And Die Maker 25.89
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.87
21030 - Material Coordinator 24.22
21040 - Material Expediter 24.22
21050 - Material Handling Laborer 12.24
21071 - Order Filler 12.08
21080 - Production Line Worker (Food Processing) 15.87
21110 - Shipping Packer 17.20
21130 - Shipping/Receiving Clerk 17.20
21140 - Store Worker I 11.80
21150 - Stock Clerk 16.50
21210 - Tools And Parts Attendant 15.87
21410 - Warehouse Specialist 15.87
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.38
23019 - Aircraft Logs and Records Technician 18.08
23021 - Aircraft Mechanic I 22.11
23022 - Aircraft Mechanic II 23.38
23023 - Aircraft Mechanic III 24.64
23040 - Aircraft Mechanic Helper 15.38
23050 - Aircraft Painter 20.78
23060 - Aircraft Servicer 18.08
23070 - Aircraft Survival Flight Equipment Technician 20.78
23080 - Aircraft Worker 19.46
23091 - Aircrew Life Support Equipment (ALSE) Mechanic 19.46

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 22.11
II
23110 - Appliance Mechanic 20.78
23120 - Bicycle Repairer 16.55
23125 - Cable Splicer 32.58
23130 - Carpenter Maintenance 20.41
23140 - Carpet Layer 19.46
23160 - Electrician Maintenance 22.19
23181 - Electronics Technician Maintenance I 29.41
23182 - Electronics Technician Maintenance II 31.41
23183 - Electronics Technician Maintenance III 33.43
23260 - Fabric Worker 18.08
23290 - Fire Alarm System Mechanic 22.11
23310 - Fire Extinguisher Repairer 16.73
23311 - Fuel Distribution System Mechanic 21.56
23312 - Fuel Distribution System Operator 16.31
23370 - General Maintenance Worker 18.36
23380 - Ground Support Equipment Mechanic 22.11
23381 - Ground Support Equipment Servicer 18.08
23382 - Ground Support Equipment Worker 19.46
23391 - Gunsmith I 16.73
23392 - Gunsmith II 19.46
23393 - Gunsmith III 22.11
23410 - Heating Ventilation And Air-Conditioning Mechanic 18.16
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 19.20
23430 - Heavy Equipment Mechanic 21.94
23440 - Heavy Equipment Operator 16.54
23460 - Instrument Mechanic 22.11
23465 - Laboratory/Shelter Mechanic 20.78
23470 - Laborer 12.24
23510 - Locksmith 20.78
23530 - Machinery Maintenance Mechanic 31.09
23550 - Machinist Maintenance 23.74
23580 - Maintenance Trades Helper 12.86
23591 - Metrology Technician I 22.11
23592 - Metrology Technician II 23.38
23593 - Metrology Technician III 24.64
23640 - Millwright 22.04
23710 - Office Appliance Repairer 20.39
23760 - Painter Maintenance 20.57
23790 - Pipefitter Maintenance 22.60
23810 - Plumber Maintenance 20.74
23820 - Pneudraulic Systems Mechanic 22.11
23850 - Rigger 22.11
23870 - Scale Mechanic 19.46
23890 - Sheet-Metal Worker Maintenance 20.13
23910 - Small Engine Mechanic 17.05

23931 - Telecommunications Mechanic I 31.01
23932 - Telecommunications Mechanic II 32.79
23950 - Telephone Lineman 27.70
23960 - Welder Combination Maintenance 18.90
23965 - Well Driller 22.11
23970 - Woodcraft Worker 22.11
23980 - Woodworker 16.73
24000 - Personal Needs Occupations
24550 - Case Manager 13.24
24570 - Child Care Attendant 8.82
24580 - Child Care Center Clerk 12.46
24610 - Chore Aide 10.10
24620 - Family Readiness And Support Services Coordinator 13.24
24630 - Homemaker 13.44
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 24.76
25040 - Sewage Plant Operator 20.81
25070 - Stationary Engineer 24.76
25190 - Ventilation Equipment Tender 16.74
25210 - Water Treatment Plant Operator 20.81
27000 - Protective Service Occupations
27004 - Alarm Monitor 13.04
27007 - Baggage Inspector 11.47
27008 - Corrections Officer 15.97
27010 - Court Security Officer 15.92
27030 - Detection Dog Handler 12.84
27040 - Detention Officer 15.97
27070 - Firefighter 14.77
27101 - Guard I 11.47
27102 - Guard II 12.84
27131 - Police Officer I 18.57
27132 - Police Officer II 20.64
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.98
28042 - Carnival Equipment Repairer 16.24
28043 - Carnival Worker 11.07
28210 - Gate Attendant/Gate Tender 13.20
28310 - Lifeguard 10.82
28350 - Park Attendant (Aide) 14.78
28510 - Recreation Aide/Health Facility Attendant 10.78
28515 - Recreation Specialist 18.30
28630 - Sports Official 11.76
28690 - Swimming Pool Operator 18.94
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 22.47
29020 - Hatch Tender 22.47
29030 - Line Handler 22.47
29041 - Stevedore I 20.81
29042 - Stevedore II 24.10

30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29
30021 - Archeological Technician I		16.51
30022 - Archeological Technician II		18.47
30023 - Archeological Technician III		23.28
30030 - Cartographic Technician		23.24
30040 - Civil Engineering Technician		20.17
30051 - Cryogenic Technician I		21.24
30052 - Cryogenic Technician II		23.46
30061 - Drafter/CAD Operator I		16.51
30062 - Drafter/CAD Operator II		18.47
30063 - Drafter/CAD Operator III		20.59
30064 - Drafter/CAD Operator IV		24.60
30081 - Engineering Technician I		16.87
30082 - Engineering Technician II		18.93
30083 - Engineering Technician III		21.17
30084 - Engineering Technician IV		26.24
30085 - Engineering Technician V		32.10
30086 - Engineering Technician VI		38.83
30090 - Environmental Technician		21.31
30095 - Evidence Control Specialist		19.18
30210 - Laboratory Technician		30.73
30221 - Latent Fingerprint Technician I		21.24
30222 - Latent Fingerprint Technician II		23.46
30240 - Mathematical Technician		26.22
30361 - Paralegal/Legal Assistant I		16.88
30362 - Paralegal/Legal Assistant II		20.92
30363 - Paralegal/Legal Assistant III		25.59
30364 - Paralegal/Legal Assistant IV		30.96
30375 - Petroleum Supply Specialist		23.46
30390 - Photo-Optics Technician		23.24
30395 - Radiation Control Technician		23.46
30461 - Technical Writer I		24.41
30462 - Technical Writer II		29.85
30463 - Technical Writer III		34.82
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		23.36
30502 - Weather Forecaster II		28.42
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.65
30621 - Weather Observer Senior	(see 2)	24.41

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		30.67
31020 - Bus Aide		12.25

31030 - Bus Driver	17.42
31043 - Driver Courier	12.90
31260 - Parking and Lot Attendant	10.96
31290 - Shuttle Bus Driver	14.03
31310 - Taxi Driver	14.83
31361 - Truckdriver Light	14.03
31362 - Truckdriver Medium	15.27
31363 - Truckdriver Heavy	18.75
31364 - Truckdriver Tractor-Trailer	18.75
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.16
99050 - Desk Clerk	9.63
99095 - Embalmer	24.65
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	15.51
99252 - Laboratory Animal Caretaker II	19.18
99260 - Marketing Analyst	24.88
99310 - Mortician	24.65
99410 - Pest Controller	16.27
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	14.16
99711 - Recycling Specialist	17.40
99730 - Refuse Collector	12.53
99810 - Sales Clerk	12.37
99820 - School Crossing Guard	13.38
99830 - Survey Party Chief	18.78
99831 - Surveying Aide	12.22
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	18.10
99841 - Vending Machine Repairer	22.89
99842 - Vending Machine Repairer Helper	18.10

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 11 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4627
Revision No.: 15
Date Of Last Revision: 04/26/2021

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: Alabama

Area: Alabama Counties of Dallas Wilcox

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.83
01012 - Accounting Clerk II		16.66
01013 - Accounting Clerk III		18.63
01020 - Administrative Assistant		26.26
01035 - Court Reporter		19.67
01041 - Customer Service Representative I		12.35
01042 - Customer Service Representative II		13.56
01043 - Customer Service Representative III		15.14
01051 - Data Entry Operator I		12.78
01052 - Data Entry Operator II		13.95
01060 - Dispatcher Motor Vehicle		21.09
01070 - Document Preparation Clerk		13.95
01090 - Duplicating Machine Operator		13.95
01111 - General Clerk I		11.15
01112 - General Clerk II		12.16

01113 - General Clerk III 13.65
01120 - Housing Referral Assistant 19.53
01141 - Messenger Courier 11.38
01191 - Order Clerk I 12.78
01192 - Order Clerk II 13.95
01261 - Personnel Assistant (Employment) I 16.90
01262 - Personnel Assistant (Employment) II 20.67
01263 - Personnel Assistant (Employment) III 24.58
01270 - Production Control Clerk 24.22
01290 - Rental Clerk 12.93
01300 - Scheduler Maintenance 15.67
01311 - Secretary I 15.67
01312 - Secretary II 17.52
01313 - Secretary III 19.53
01320 - Service Order Dispatcher 18.86
01410 - Supply Technician 26.26
01420 - Survey Worker 15.86
01460 - Switchboard Operator/Receptionist 11.27
01531 - Travel Clerk I 12.54
01532 - Travel Clerk II 13.38
01533 - Travel Clerk III 13.98
01611 - Word Processor I 13.95
01612 - Word Processor II 15.67
01613 - Word Processor III 17.52
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.46
05010 - Automotive Electrician 15.84
05040 - Automotive Glass Installer 16.78
05070 - Automotive Worker 14.94
05110 - Mobile Equipment Servicer 13.08
05130 - Motor Equipment Metal Mechanic 16.76
05160 - Motor Equipment Metal Worker 14.94
05190 - Motor Vehicle Mechanic 16.76
05220 - Motor Vehicle Mechanic Helper 12.51
05250 - Motor Vehicle Upholstery Worker 14.05
05280 - Motor Vehicle Wrecker 14.94
05310 - Painter Automotive 15.84
05340 - Radiator Repair Specialist 14.94
05370 - Tire Repairer 14.00
05400 - Transmission Repair Specialist 16.76
07000 - Food Preparation And Service Occupations
07010 - Baker 18.17
07041 - Cook I 9.09
07042 - Cook II 10.58
07070 - Dishwasher 8.99
07130 - Food Service Worker 10.70
07210 - Meat Cutter 15.26
07260 - Waiter/Waitress 9.01
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.64

09040 - Furniture Handler 12.58
09080 - Furniture Refinisher 19.64
09090 - Furniture Refinisher Helper 14.83
09110 - Furniture Repairer Minor 17.08
09130 - Upholsterer 19.64
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.22
11060 - Elevator Operator 11.22
11090 - Gardener 17.43
11122 - Housekeeping Aide 9.95
11150 - Janitor 9.95
11210 - Laborer Grounds Maintenance 13.26
11240 - Maid or Houseman 9.69
11260 - Pruner 11.85
11270 - Tractor Operator 16.03
11330 - Trail Maintenance Worker 13.26
11360 - Window Cleaner 11.13
12000 - Health Occupations
12010 - Ambulance Driver 16.23
12011 - Breath Alcohol Technician 17.83
12012 - Certified Occupational Therapist Assistant 24.46
12015 - Certified Physical Therapist Assistant 28.15
12020 - Dental Assistant 14.10
12025 - Dental Hygienist 30.67
12030 - EKG Technician 27.02
12035 - Electroneurodiagnostic Technologist 27.02
12040 - Emergency Medical Technician 16.23
12071 - Licensed Practical Nurse I 15.95
12072 - Licensed Practical Nurse II 17.83
12073 - Licensed Practical Nurse III 19.87
12100 - Medical Assistant 12.88
12130 - Medical Laboratory Technician 22.56
12160 - Medical Record Clerk 14.07
12190 - Medical Record Technician 17.25
12195 - Medical Transcriptionist 15.95
12210 - Nuclear Medicine Technologist 39.18
12221 - Nursing Assistant I 11.43
12222 - Nursing Assistant II 12.84
12223 - Nursing Assistant III 14.02
12224 - Nursing Assistant IV 15.74
12235 - Optical Dispenser 17.83
12236 - Optical Technician 15.95
12250 - Pharmacy Technician 14.17
12280 - Phlebotomist 13.89
12305 - Radiologic Technologist 22.39
12311 - Registered Nurse I 23.18
12312 - Registered Nurse II 28.35
12313 - Registered Nurse II Specialist 28.35
12314 - Registered Nurse III 34.30
12315 - Registered Nurse III Anesthetist 34.30

12316 - Registered Nurse IV		41.10
12317 - Scheduler (Drug and Alcohol Testing)		22.09
12320 - Substance Abuse Treatment Counselor		20.73
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.38
13012 - Exhibits Specialist II		23.99
13013 - Exhibits Specialist III		29.36
13041 - Illustrator I		19.38
13042 - Illustrator II		23.99
13043 - Illustrator III		29.36
13047 - Librarian		26.58
13050 - Library Aide/Clerk		10.12
13054 - Library Information Technology Systems Administrator		23.99
13058 - Library Technician		14.14
13061 - Media Specialist I		17.32
13062 - Media Specialist II		19.38
13063 - Media Specialist III		21.59
13071 - Photographer I		17.01
13072 - Photographer II		19.09
13073 - Photographer III		23.57
13074 - Photographer IV		28.84
13075 - Photographer V		34.88
13090 - Technical Order Library Clerk		18.40
13110 - Video Teleconference Technician		17.32
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.17
14042 - Computer Operator II		16.97
14043 - Computer Operator III		18.92
14044 - Computer Operator IV		21.02
14045 - Computer Operator V		23.28
14071 - Computer Programmer I		21.65
14072 - Computer Programmer II		
14073 - Computer Programmer III		
14074 - Computer Programmer IV		
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.17
14160 - Personal Computer Support Technician		21.80
14170 - System Support Specialist		23.28
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.18
15020 - Aircrew Training Devices Instructor (Rated)		34.10
15030 - Air Crew Training Devices Instructor (Pilot)		40.44
15050 - Computer Based Training Specialist / Instructor		28.18
15060 - Educational Technologist		36.01
15070 - Flight Instructor (Pilot)		40.44
15080 - Graphic Artist		27.58
15085 - Maintenance Test Pilot Fixed Jet/Prop		37.43

15086 - Maintenance Test Pilot Rotary Wing 37.43
15088 - Non-Maintenance Test/Co-Pilot 37.43
15090 - Technical Instructor 22.91
15095 - Technical Instructor/Course Developer 28.24
15110 - Test Proctor 18.50
15120 - Tutor 18.50
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.21
16030 - Counter Attendant 10.21
16040 - Dry Cleaner 11.83
16070 - Finisher Flatwork Machine 10.21
16090 - Presser Hand 10.21
16110 - Presser Machine Drycleaning 10.21
16130 - Presser Machine Shirts 10.21
16160 - Presser Machine Wearing Apparel Laundry 10.21
16190 - Sewing Machine Operator 12.52
16220 - Tailor 13.26
16250 - Washer Machine 10.66
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.78
19040 - Tool And Die Maker 25.89
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.87
21030 - Material Coordinator 24.22
21040 - Material Expediter 24.22
21050 - Material Handling Laborer 12.24
21071 - Order Filler 13.18
21080 - Production Line Worker (Food Processing) 15.87
21110 - Shipping Packer 18.92
21130 - Shipping/Receiving Clerk 18.92
21140 - Store Worker I 12.34
21150 - Stock Clerk 16.59
21210 - Tools And Parts Attendant 15.87
21410 - Warehouse Specialist 15.87
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.38
23019 - Aircraft Logs and Records Technician 18.67
23021 - Aircraft Mechanic I 22.11
23022 - Aircraft Mechanic II 23.38
23023 - Aircraft Mechanic III 24.64
23040 - Aircraft Mechanic Helper 16.71
23050 - Aircraft Painter 20.78
23060 - Aircraft Servicer 18.67
23070 - Aircraft Survival Flight Equipment Technician 20.78
23080 - Aircraft Worker 19.64
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 19.64
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.11
23110 - Appliance Mechanic 20.78

23120 - Bicycle Repairer 16.60
23125 - Cable Splicer 36.88
23130 - Carpenter Maintenance 21.78
23140 - Carpet Layer 19.46
23160 - Electrician Maintenance 22.19
23181 - Electronics Technician Maintenance I 29.59
23182 - Electronics Technician Maintenance II 31.60
23183 - Electronics Technician Maintenance III 33.62
23260 - Fabric Worker 18.08
23290 - Fire Alarm System Mechanic 21.95
23310 - Fire Extinguisher Repairer 16.73
23311 - Fuel Distribution System Mechanic 20.94
23312 - Fuel Distribution System Operator 16.31
23370 - General Maintenance Worker 18.52
23380 - Ground Support Equipment Mechanic 22.11
23381 - Ground Support Equipment Servicer 18.67
23382 - Ground Support Equipment Worker 19.64
23391 - Gunsmith I 16.73
23392 - Gunsmith II 19.46
23393 - Gunsmith III 22.11
23410 - Heating Ventilation And Air-Conditioning Mechanic 18.16
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 19.20
23430 - Heavy Equipment Mechanic 21.94
23440 - Heavy Equipment Operator 16.93
23460 - Instrument Mechanic 22.11
23465 - Laboratory/Shelter Mechanic 20.78
23470 - Laborer 12.24
23510 - Locksmith 20.78
23530 - Machinery Maintenance Mechanic 32.56
23550 - Machinist Maintenance 23.74
23580 - Maintenance Trades Helper 12.86
23591 - Metrology Technician I 22.11
23592 - Metrology Technician II 23.38
23593 - Metrology Technician III 24.64
23640 - Millwright 22.57
23710 - Office Appliance Repairer 20.78
23760 - Painter Maintenance 20.47
23790 - Pipefitter Maintenance 22.60
23810 - Plumber Maintenance 20.33
23820 - Pneudraulic Systems Mechanic 22.11
23850 - Rigger 22.11
23870 - Scale Mechanic 19.46
23890 - Sheet-Metal Worker Maintenance 19.94
23910 - Small Engine Mechanic 16.61
23931 - Telecommunications Mechanic I 33.53
23932 - Telecommunications Mechanic II 35.45
23950 - Telephone Lineman 25.04
23960 - Welder Combination Maintenance 19.47

23965 - Well Driller 22.11
23970 - Woodcraft Worker 22.11
23980 - Woodworker 16.60
24000 - Personal Needs Occupations
24550 - Case Manager 12.97
24570 - Child Care Attendant 10.31
24580 - Child Care Center Clerk 13.33
24610 - Chore Aide 10.10
24620 - Family Readiness And Support Services Coordinator 12.97
24630 - Homemaker 16.50
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 23.21
25040 - Sewage Plant Operator 20.81
25070 - Stationary Engineer 23.21
25190 - Ventilation Equipment Tender 17.25
25210 - Water Treatment Plant Operator 20.81
27000 - Protective Service Occupations
27004 - Alarm Monitor 13.71
27007 - Baggage Inspector 11.89
27008 - Corrections Officer 16.99
27010 - Court Security Officer 17.70
27030 - Detection Dog Handler 13.30
27040 - Detention Officer 16.99
27070 - Firefighter 17.70
27101 - Guard I 11.89
27102 - Guard II 13.30
27131 - Police Officer I 18.83
27132 - Police Officer II 20.91
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.93
28042 - Carnival Equipment Repairer 16.78
28043 - Carnival Worker 11.41
28210 - Gate Attendant/Gate Tender 14.46
28310 - Lifeguard 11.70
28350 - Park Attendant (Aide) 16.18
28510 - Recreation Aide/Health Facility Attendant 11.81
28515 - Recreation Specialist 18.30
28630 - Sports Official 12.89
28690 - Swimming Pool Operator 19.52
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 19.31
29020 - Hatch Tender 19.31
29030 - Line Handler 19.31
29041 - Stevedore I 17.95
29042 - Stevedore II 20.63
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		16.38
30022 - Archeological Technician II		18.32
30023 - Archeological Technician III		24.92
30030 - Cartographic Technician		24.92
30040 - Civil Engineering Technician		20.55
30051 - Cryogenic Technician I		21.24
30052 - Cryogenic Technician II		23.46
30061 - Drafter/CAD Operator I		16.38
30062 - Drafter/CAD Operator II		18.32
30063 - Drafter/CAD Operator III		22.44
30064 - Drafter/CAD Operator IV		27.61
30081 - Engineering Technician I		15.18
30082 - Engineering Technician II		17.04
30083 - Engineering Technician III		20.74
30084 - Engineering Technician IV		23.61
30085 - Engineering Technician V		28.89
30086 - Engineering Technician VI		34.95
30090 - Environmental Technician		23.33
30095 - Evidence Control Specialist		19.18
30210 - Laboratory Technician		32.60
30221 - Latent Fingerprint Technician I		21.24
30222 - Latent Fingerprint Technician II		23.46
30240 - Mathematical Technician		24.92
30361 - Paralegal/Legal Assistant I		17.89
30362 - Paralegal/Legal Assistant II		23.06
30363 - Paralegal/Legal Assistant III		28.20
30364 - Paralegal/Legal Assistant IV		34.12
30375 - Petroleum Supply Specialist		23.46
30390 - Photo-Optics Technician		24.92
30395 - Radiation Control Technician		23.46
30461 - Technical Writer I		19.50
30462 - Technical Writer II		23.84
30463 - Technical Writer III		28.38
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		23.36
30502 - Weather Forecaster II		28.42
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.44
30621 - Weather Observer Senior	(see 2)	23.96
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		12.25
31030 - Bus Driver		17.42
31043 - Driver Courier		14.19
31260 - Parking and Lot Attendant		10.96
31290 - Shuttle Bus Driver		14.03

31310 - Taxi Driver	14.83
31361 - Truckdriver Light	15.43
31362 - Truckdriver Medium	16.76
31363 - Truckdriver Heavy	18.91
31364 - Truckdriver Tractor-Trailer	18.91
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	9.52
99050 - Desk Clerk	10.59
99095 - Embalmer	24.65
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	15.47
99252 - Laboratory Animal Caretaker II	16.36
99260 - Marketing Analyst	26.95
99310 - Mortician	24.65
99410 - Pest Controller	16.27
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	15.98
99711 - Recycling Specialist	18.73
99730 - Refuse Collector	14.30
99810 - Sales Clerk	12.37
99820 - School Crossing Guard	13.45
99830 - Survey Party Chief	18.59
99831 - Surveying Aide	12.36
99832 - Surveying Technician	16.90
99840 - Vending Machine Attendant	18.19
99841 - Vending Machine Repairer	23.00
99842 - Vending Machine Repairer Helper	18.18

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 11 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4628
Revision No.: 14
Date Of Last Revision: 05/03/2020

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: Alabama

Area: Alabama Counties of Dallas Wilcox

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.54
01012 - Accounting Clerk II		16.32
01013 - Accounting Clerk III		18.26
01020 - Administrative Assistant		26.26
01035 - Court Reporter		19.67
01041 - Customer Service Representative I		12.05
01042 - Customer Service Representative II		13.56
01043 - Customer Service Representative III		14.79
01051 - Data Entry Operator I		12.42
01052 - Data Entry Operator II		13.55
01060 - Dispatcher Motor Vehicle		19.25
01070 - Document Preparation Clerk		13.55

01090 - Duplicating Machine Operator 13.55
01111 - General Clerk I 11.15
01112 - General Clerk II 12.16
01113 - General Clerk III 13.65
01120 - Housing Referral Assistant 18.97
01141 - Messenger Courier 11.05
01191 - Order Clerk I 12.42
01192 - Order Clerk II 13.55
01261 - Personnel Assistant (Employment) I 16.90
01262 - Personnel Assistant (Employment) II 20.67
01263 - Personnel Assistant (Employment) III 24.58
01270 - Production Control Clerk 24.22
01290 - Rental Clerk 12.22
01300 - Scheduler Maintenance 15.21
01311 - Secretary I 15.21
01312 - Secretary II 17.02
01313 - Secretary III 18.97
01320 - Service Order Dispatcher 17.20
01410 - Supply Technician 26.26
01420 - Survey Worker 15.86
01460 - Switchboard Operator/Receptionist 11.09
01531 - Travel Clerk I 12.14
01532 - Travel Clerk II 12.88
01533 - Travel Clerk III 13.50
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 22.46
05010 - Automotive Electrician 15.84
05040 - Automotive Glass Installer 16.78
05070 - Automotive Worker 14.94
05110 - Mobile Equipment Servicer 13.08
05130 - Motor Equipment Metal Mechanic 16.76
05160 - Motor Equipment Metal Worker 14.94
05190 - Motor Vehicle Mechanic 16.76
05220 - Motor Vehicle Mechanic Helper 12.51
05250 - Motor Vehicle Upholstery Worker 14.05
05280 - Motor Vehicle Wrecker 14.94
05310 - Painter Automotive 15.84
05340 - Radiator Repair Specialist 14.94
05370 - Tire Repairer 14.00
05400 - Transmission Repair Specialist 16.76
07000 - Food Preparation And Service Occupations
07010 - Baker 18.17
07041 - Cook I 8.86
07042 - Cook II 10.31
07070 - Dishwasher 8.99
07130 - Food Service Worker 10.70
07210 - Meat Cutter 14.95

07260 - Waiter/Waitress	9.00
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.07
09040 - Furniture Handler	12.58
09080 - Furniture Refinisher	18.17
09090 - Furniture Refinisher Helper	14.83
09110 - Furniture Repairer Minor	16.50
09130 - Upholsterer	18.26
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.22
11060 - Elevator Operator	11.22
11090 - Gardener	17.17
11122 - Housekeeping Aide	9.50
11150 - Janitor	9.50
11210 - Laborer Grounds Maintenance	13.06
11240 - Maid or Houseman	9.23
11260 - Pruner	11.68
11270 - Tractor Operator	15.80
11330 - Trail Maintenance Worker	13.06
11360 - Window Cleaner	10.62
12000 - Health Occupations	
12010 - Ambulance Driver	16.23
12011 - Breath Alcohol Technician	17.25
12012 - Certified Occupational Therapist Assistant	23.66
12015 - Certified Physical Therapist Assistant	27.98
12020 - Dental Assistant	14.10
12025 - Dental Hygienist	30.67
12030 - EKG Technician	26.14
12035 - Electroneurodiagnostic Technologist	26.14
12040 - Emergency Medical Technician	16.23
12071 - Licensed Practical Nurse I	15.41
12072 - Licensed Practical Nurse II	17.25
12073 - Licensed Practical Nurse III	19.23
12100 - Medical Assistant	11.96
12130 - Medical Laboratory Technician	21.69
12160 - Medical Record Clerk	14.07
12190 - Medical Record Technician	17.25
12195 - Medical Transcriptionist	15.41
12210 - Nuclear Medicine Technologist	37.90
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	17.25
12236 - Optical Technician	15.41
12250 - Pharmacy Technician	13.74
12280 - Phlebotomist	13.89
12305 - Radiologic Technologist	21.97
12311 - Registered Nurse I	23.18
12312 - Registered Nurse II	28.35

12313 - Registered Nurse II Specialist		28.35
12314 - Registered Nurse III		34.30
12315 - Registered Nurse III Anesthetist		34.30
12316 - Registered Nurse IV		41.10
12317 - Scheduler (Drug and Alcohol Testing)		21.36
12320 - Substance Abuse Treatment Counselor		20.73
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.38
13012 - Exhibits Specialist II		23.99
13013 - Exhibits Specialist III		29.36
13041 - Illustrator I		19.38
13042 - Illustrator II		23.99
13043 - Illustrator III		29.36
13047 - Librarian		26.58
13050 - Library Aide/Clerk		9.20
13054 - Library Information Technology Systems Administrator		23.99
13058 - Library Technician		14.14
13061 - Media Specialist I		17.32
13062 - Media Specialist II		19.38
13063 - Media Specialist III		21.59
13071 - Photographer I		17.01
13072 - Photographer II		19.09
13073 - Photographer III		23.57
13074 - Photographer IV		28.84
13075 - Photographer V		34.88
13090 - Technical Order Library Clerk		16.73
13110 - Video Teleconference Technician		17.32
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.17
14042 - Computer Operator II		16.97
14043 - Computer Operator III		18.92
14044 - Computer Operator IV		21.02
14045 - Computer Operator V		23.28
14071 - Computer Programmer I	(see 1)	21.65
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.17
14160 - Personal Computer Support Technician		21.80
14170 - System Support Specialist		23.28
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.18
15020 - Aircrew Training Devices Instructor (Rated)		34.10
15030 - Air Crew Training Devices Instructor (Pilot)		40.44
15050 - Computer Based Training Specialist / Instructor		28.18
15060 - Educational Technologist		36.01

15070 - Flight Instructor (Pilot) 40.44
15080 - Graphic Artist 27.58
15085 - Maintenance Test Pilot Fixed Jet/Prop 37.43
15086 - Maintenance Test Pilot Rotary Wing 37.43
15088 - Non-Maintenance Test/Co-Pilot 37.43
15090 - Technical Instructor 22.91
15095 - Technical Instructor/Course Developer 28.24
15110 - Test Proctor 18.50
15120 - Tutor 18.50
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.89
16030 - Counter Attendant 9.89
16040 - Dry Cleaner 11.46
16070 - Finisher Flatwork Machine 9.89
16090 - Presser Hand 9.89
16110 - Presser Machine Drycleaning 9.89
16130 - Presser Machine Shirts 9.89
16160 - Presser Machine Wearing Apparel Laundry 9.89
16190 - Sewing Machine Operator 12.13
16220 - Tailor 12.85
16250 - Washer Machine 10.33
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.78
19040 - Tool And Die Maker 25.89
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.87
21030 - Material Coordinator 24.22
21040 - Material Expediter 24.22
21050 - Material Handling Laborer 12.24
21071 - Order Filler 13.18
21080 - Production Line Worker (Food Processing) 15.87
21110 - Shipping Packer 17.20
21130 - Shipping/Receiving Clerk 17.20
21140 - Store Worker I 12.34
21150 - Stock Clerk 16.50
21210 - Tools And Parts Attendant 15.87
21410 - Warehouse Specialist 15.87
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.38
23019 - Aircraft Logs and Records Technician 18.67
23021 - Aircraft Mechanic I 22.11
23022 - Aircraft Mechanic II 23.38
23023 - Aircraft Mechanic III 24.64
23040 - Aircraft Mechanic Helper 16.71
23050 - Aircraft Painter 20.78
23060 - Aircraft Servicer 18.67
23070 - Aircraft Survival Flight Equipment Technician 20.78
23080 - Aircraft Worker 19.64
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 19.64

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.11
23110 - Appliance Mechanic 20.78
23120 - Bicycle Repairer 16.42
23125 - Cable Splicer 33.53
23130 - Carpenter Maintenance 19.80
23140 - Carpet Layer 19.46
23160 - Electrician Maintenance 22.19
23181 - Electronics Technician Maintenance I 29.41
23182 - Electronics Technician Maintenance II 31.28
23183 - Electronics Technician Maintenance III 32.95
23260 - Fabric Worker 18.08
23290 - Fire Alarm System Mechanic 21.88
23310 - Fire Extinguisher Repairer 16.73
23311 - Fuel Distribution System Mechanic 20.94
23312 - Fuel Distribution System Operator 16.31
23370 - General Maintenance Worker 18.52
23380 - Ground Support Equipment Mechanic 22.11
23381 - Ground Support Equipment Servicer 18.67
23382 - Ground Support Equipment Worker 19.64
23391 - Gunsmith I 16.73
23392 - Gunsmith II 19.46
23393 - Gunsmith III 22.11
23410 - Heating Ventilation And Air-Conditioning Mechanic 18.16
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 19.20
23430 - Heavy Equipment Mechanic 21.94
23440 - Heavy Equipment Operator 16.54
23460 - Instrument Mechanic 22.11
23465 - Laboratory/Shelter Mechanic 20.78
23470 - Laborer 12.24
23510 - Locksmith 20.78
23530 - Machinery Maintenance Mechanic 29.60
23550 - Machinist Maintenance 23.74
23580 - Maintenance Trades Helper 12.86
23591 - Metrology Technician I 22.11
23592 - Metrology Technician II 23.38
23593 - Metrology Technician III 24.64
23640 - Millwright 22.04
23710 - Office Appliance Repairer 20.78
23760 - Painter Maintenance 18.61
23790 - Pipefitter Maintenance 22.60
23810 - Plumber Maintenance 20.33
23820 - Pneudraulic Systems Mechanic 22.11
23850 - Rigger 22.11
23870 - Scale Mechanic 19.46
23890 - Sheet-Metal Worker Maintenance 19.94
23910 - Small Engine Mechanic 16.61
23931 - Telecommunications Mechanic I 31.01

23932 - Telecommunications Mechanic II 32.79
23950 - Telephone Lineman 25.04
23960 - Welder Combination Maintenance 18.90
23965 - Well Driller 22.11
23970 - Woodcraft Worker 22.11
23980 - Woodworker 16.55
24000 - Personal Needs Occupations
24550 - Case Manager 12.97
24570 - Child Care Attendant 10.31
24580 - Child Care Center Clerk 13.33
24610 - Chore Aide 10.10
24620 - Family Readiness And Support Services Coordinator 12.97
24630 - Homemaker 16.50
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 23.21
25040 - Sewage Plant Operator 20.81
25070 - Stationary Engineer 23.21
25190 - Ventilation Equipment Tender 17.25
25210 - Water Treatment Plant Operator 20.81
27000 - Protective Service Occupations
27004 - Alarm Monitor 13.71
27007 - Baggage Inspector 11.47
27008 - Corrections Officer 16.99
27010 - Court Security Officer 17.70
27030 - Detection Dog Handler 12.84
27040 - Detention Officer 16.99
27070 - Firefighter 17.70
27101 - Guard I 11.47
27102 - Guard II 12.84
27131 - Police Officer I 18.83
27132 - Police Officer II 20.91
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.57
28042 - Carnival Equipment Repairer 15.27
28043 - Carnival Worker 11.07
28210 - Gate Attendant/Gate Tender 14.46
28310 - Lifeguard 11.40
28350 - Park Attendant (Aide) 16.18
28510 - Recreation Aide/Health Facility Attendant 11.81
28515 - Recreation Specialist 18.30
28630 - Sports Official 12.89
28690 - Swimming Pool Operator 18.71
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 19.25
29020 - Hatch Tender 19.25
29030 - Line Handler 19.25
29041 - Stevedore I 17.89
29042 - Stevedore II 20.57
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 16.38
30022 - Archeological Technician II 18.32
30023 - Archeological Technician III 24.92
30030 - Cartographic Technician 24.92
30040 - Civil Engineering Technician 19.19
30051 - Cryogenic Technician I 21.24
30052 - Cryogenic Technician II 23.46
30061 - Drafter/CAD Operator I 16.38
30062 - Drafter/CAD Operator II 18.32
30063 - Drafter/CAD Operator III 22.44
30064 - Drafter/CAD Operator IV 27.61
30081 - Engineering Technician I 15.18
30082 - Engineering Technician II 17.04
30083 - Engineering Technician III 20.74
30084 - Engineering Technician IV 23.61
30085 - Engineering Technician V 28.89
30086 - Engineering Technician VI 34.95
30090 - Environmental Technician 23.33
30095 - Evidence Control Specialist 19.18
30210 - Laboratory Technician 29.90
30221 - Latent Fingerprint Technician I 21.24
30222 - Latent Fingerprint Technician II 23.46
30240 - Mathematical Technician 24.92
30361 - Paralegal/Legal Assistant I 17.89
30362 - Paralegal/Legal Assistant II 23.06
30363 - Paralegal/Legal Assistant III 28.20
30364 - Paralegal/Legal Assistant IV 34.12
30375 - Petroleum Supply Specialist 23.46
30390 - Photo-Optics Technician 24.92
30395 - Radiation Control Technician 23.46
30461 - Technical Writer I 19.50
30462 - Technical Writer II 23.84
30463 - Technical Writer III 28.38
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 23.36
30502 - Weather Forecaster II 28.42
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.44
30621 - Weather Observer Senior (see 2) 23.96
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.25
31030 - Bus Driver 17.42

31043 - Driver Courier	12.90
31260 - Parking and Lot Attendant	10.96
31290 - Shuttle Bus Driver	14.03
31310 - Taxi Driver	14.83
31361 - Truckdriver Light	14.03
31362 - Truckdriver Medium	15.42
31363 - Truckdriver Heavy	18.91
31364 - Truckdriver Tractor-Trailer	18.91
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.16
99050 - Desk Clerk	9.63
99095 - Embalmer	24.65
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	15.47
99252 - Laboratory Animal Caretaker II	16.36
99260 - Marketing Analyst	24.88
99310 - Mortician	24.65
99410 - Pest Controller	16.27
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	14.53
99711 - Recycling Specialist	17.03
99730 - Refuse Collector	13.63
99810 - Sales Clerk	12.37
99820 - School Crossing Guard	13.38
99830 - Survey Party Chief	18.40
99831 - Surveying Aide	12.24
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	17.17
99841 - Vending Machine Repairer	21.03
99842 - Vending Machine Repairer Helper	16.53

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 11 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4629
Revision No.: 15
Date Of Last Revision: 04/26/2021

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: Alabama

Area: Alabama County of Sumter

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.83
01012 - Accounting Clerk II		16.66
01013 - Accounting Clerk III		18.63
01020 - Administrative Assistant		25.50
01035 - Court Reporter		17.52
01041 - Customer Service Representative I		12.35
01042 - Customer Service Representative II		13.56
01043 - Customer Service Representative III		15.14
01051 - Data Entry Operator I		12.78
01052 - Data Entry Operator II		13.95
01060 - Dispatcher Motor Vehicle		20.15
01070 - Document Preparation Clerk		13.95
01090 - Duplicating Machine Operator		13.95
01111 - General Clerk I		11.15
01112 - General Clerk II		12.16

01113 - General Clerk III 13.65
01120 - Housing Referral Assistant 19.53
01141 - Messenger Courier 11.38
01191 - Order Clerk I 12.78
01192 - Order Clerk II 13.95
01261 - Personnel Assistant (Employment) I 15.86
01262 - Personnel Assistant (Employment) II 17.73
01263 - Personnel Assistant (Employment) III 19.77
01270 - Production Control Clerk 24.22
01290 - Rental Clerk 12.93
01300 - Scheduler Maintenance 15.67
01311 - Secretary I 15.67
01312 - Secretary II 17.52
01313 - Secretary III 19.53
01320 - Service Order Dispatcher 18.23
01410 - Supply Technician 25.50
01420 - Survey Worker 13.12
01460 - Switchboard Operator/Receptionist 11.27
01531 - Travel Clerk I 12.54
01532 - Travel Clerk II 13.38
01533 - Travel Clerk III 13.98
01611 - Word Processor I 13.95
01612 - Word Processor II 15.67
01613 - Word Processor III 17.52
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.46
05010 - Automotive Electrician 16.88
05040 - Automotive Glass Installer 15.94
05070 - Automotive Worker 15.94
05110 - Mobile Equipment Servicer 14.01
05130 - Motor Equipment Metal Mechanic 17.84
05160 - Motor Equipment Metal Worker 15.94
05190 - Motor Vehicle Mechanic 17.84
05220 - Motor Vehicle Mechanic Helper 13.11
05250 - Motor Vehicle Upholstery Worker 14.96
05280 - Motor Vehicle Wrecker 15.94
05310 - Painter Automotive 16.88
05340 - Radiator Repair Specialist 15.94
05370 - Tire Repairer 17.16
05400 - Transmission Repair Specialist 17.84
07000 - Food Preparation And Service Occupations
07010 - Baker 15.80
07041 - Cook I 9.09
07042 - Cook II 10.58
07070 - Dishwasher 8.99
07130 - Food Service Worker 10.70
07210 - Meat Cutter 14.78
07260 - Waiter/Waitress 9.01
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.64

09040 - Furniture Handler 12.58
09080 - Furniture Refinisher 19.64
09090 - Furniture Refinisher Helper 15.23
09110 - Furniture Repairer Minor 17.89
09130 - Upholsterer 19.64
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.22
11060 - Elevator Operator 11.22
11090 - Gardener 17.43
11122 - Housekeeping Aide 9.95
11150 - Janitor 9.95
11210 - Laborer Grounds Maintenance 13.26
11240 - Maid or Houseman 9.69
11260 - Pruner 11.85
11270 - Tractor Operator 16.03
11330 - Trail Maintenance Worker 13.26
11360 - Window Cleaner 11.13
12000 - Health Occupations
12010 - Ambulance Driver 15.80
12011 - Breath Alcohol Technician 17.83
12012 - Certified Occupational Therapist Assistant 24.46
12015 - Certified Physical Therapist Assistant 28.15
12020 - Dental Assistant 14.10
12025 - Dental Hygienist 27.41
12030 - EKG Technician 27.02
12035 - Electroneurodiagnostic Technologist 27.02
12040 - Emergency Medical Technician 15.80
12071 - Licensed Practical Nurse I 15.95
12072 - Licensed Practical Nurse II 17.83
12073 - Licensed Practical Nurse III 19.87
12100 - Medical Assistant 12.88
12130 - Medical Laboratory Technician 22.56
12160 - Medical Record Clerk 14.11
12190 - Medical Record Technician 17.25
12195 - Medical Transcriptionist 15.95
12210 - Nuclear Medicine Technologist 39.18
12221 - Nursing Assistant I 11.43
12222 - Nursing Assistant II 12.84
12223 - Nursing Assistant III 14.02
12224 - Nursing Assistant IV 15.74
12235 - Optical Dispenser 17.83
12236 - Optical Technician 15.95
12250 - Pharmacy Technician 14.17
12280 - Phlebotomist 13.79
12305 - Radiologic Technologist 22.39
12311 - Registered Nurse I 22.34
12312 - Registered Nurse II 27.33
12313 - Registered Nurse II Specialist 27.33
12314 - Registered Nurse III 33.07
12315 - Registered Nurse III Anesthetist 33.07

12316 - Registered Nurse IV		39.64
12317 - Scheduler (Drug and Alcohol Testing)		22.09
12320 - Substance Abuse Treatment Counselor		20.73
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.38
13012 - Exhibits Specialist II		23.99
13013 - Exhibits Specialist III		29.36
13041 - Illustrator I		19.38
13042 - Illustrator II		23.99
13043 - Illustrator III		29.36
13047 - Librarian		26.58
13050 - Library Aide/Clerk		13.86
13054 - Library Information Technology Systems Administrator		23.99
13058 - Library Technician		16.28
13061 - Media Specialist I		17.01
13062 - Media Specialist II		19.38
13063 - Media Specialist III		21.59
13071 - Photographer I		17.08
13072 - Photographer II		19.03
13073 - Photographer III		23.71
13074 - Photographer IV		28.99
13075 - Photographer V		35.06
13090 - Technical Order Library Clerk		18.40
13110 - Video Teleconference Technician		17.32
14000 - Information Technology Occupations		
14041 - Computer Operator I		11.20
14042 - Computer Operator II		13.52
14043 - Computer Operator III		16.20
14044 - Computer Operator IV		18.59
14045 - Computer Operator V		20.74
14071 - Computer Programmer I	(see 1)	17.37
14072 - Computer Programmer II	(see 1)	21.47
14073 - Computer Programmer III	(see 1)	25.88
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	25.45
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		11.20
14160 - Personal Computer Support Technician		18.59
14170 - System Support Specialist		21.24
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		25.45
15020 - Aircrew Training Devices Instructor (Rated)		30.80
15030 - Air Crew Training Devices Instructor (Pilot)		36.76
15050 - Computer Based Training Specialist / Instructor		25.45
15060 - Educational Technologist		32.37
15070 - Flight Instructor (Pilot)		36.76
15080 - Graphic Artist		22.32
15085 - Maintenance Test Pilot Fixed Jet/Prop		36.76

15086 - Maintenance Test Pilot Rotary Wing 36.76
15088 - Non-Maintenance Test/Co-Pilot 36.76
15090 - Technical Instructor 21.08
15095 - Technical Instructor/Course Developer 25.80
15110 - Test Proctor 17.02
15120 - Tutor 17.02
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.21
16030 - Counter Attendant 10.21
16040 - Dry Cleaner 11.83
16070 - Finisher Flatwork Machine 10.21
16090 - Presser Hand 10.21
16110 - Presser Machine Drycleaning 10.21
16130 - Presser Machine Shirts 10.21
16160 - Presser Machine Wearing Apparel Laundry 10.21
16190 - Sewing Machine Operator 12.52
16220 - Tailor 13.26
16250 - Washer Machine 10.66
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.78
19040 - Tool And Die Maker 25.89
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.87
21030 - Material Coordinator 24.22
21040 - Material Expediter 24.22
21050 - Material Handling Laborer 12.24
21071 - Order Filler 11.76
21080 - Production Line Worker (Food Processing) 15.87
21110 - Shipping Packer 18.92
21130 - Shipping/Receiving Clerk 18.92
21140 - Store Worker I 11.87
21150 - Stock Clerk 16.59
21210 - Tools And Parts Attendant 15.87
21410 - Warehouse Specialist 15.87
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.38
23019 - Aircraft Logs and Records Technician 18.08
23021 - Aircraft Mechanic I 22.11
23022 - Aircraft Mechanic II 23.38
23023 - Aircraft Mechanic III 24.64
23040 - Aircraft Mechanic Helper 15.38
23050 - Aircraft Painter 20.78
23060 - Aircraft Servicer 18.08
23070 - Aircraft Survival Flight Equipment Technician 20.78
23080 - Aircraft Worker 19.46
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 19.46
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.11
23110 - Appliance Mechanic 20.78

23120 - Bicycle Repairer 16.73
23125 - Cable Splicer 35.62
23130 - Carpenter Maintenance 22.43
23140 - Carpet Layer 19.46
23160 - Electrician Maintenance 22.19
23181 - Electronics Technician Maintenance I 29.59
23182 - Electronics Technician Maintenance II 31.60
23183 - Electronics Technician Maintenance III 33.62
23260 - Fabric Worker 18.08
23290 - Fire Alarm System Mechanic 22.11
23310 - Fire Extinguisher Repairer 16.73
23311 - Fuel Distribution System Mechanic 20.94
23312 - Fuel Distribution System Operator 15.84
23370 - General Maintenance Worker 18.36
23380 - Ground Support Equipment Mechanic 22.11
23381 - Ground Support Equipment Servicer 18.08
23382 - Ground Support Equipment Worker 19.46
23391 - Gunsmith I 16.73
23392 - Gunsmith II 19.46
23393 - Gunsmith III 22.11
23410 - Heating Ventilation And Air-Conditioning Mechanic 18.16
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 19.20
23430 - Heavy Equipment Mechanic 21.94
23440 - Heavy Equipment Operator 16.99
23460 - Instrument Mechanic 22.11
23465 - Laboratory/Shelter Mechanic 20.78
23470 - Laborer 12.24
23510 - Locksmith 20.78
23530 - Machinery Maintenance Mechanic 32.63
23550 - Machinist Maintenance 23.74
23580 - Maintenance Trades Helper 13.74
23591 - Metrology Technician I 22.11
23592 - Metrology Technician II 23.38
23593 - Metrology Technician III 24.64
23640 - Millwright 23.02
23710 - Office Appliance Repairer 20.42
23760 - Painter Maintenance 20.63
23790 - Pipefitter Maintenance 21.05
23810 - Plumber Maintenance 19.79
23820 - Pneudraulic Systems Mechanic 22.11
23850 - Rigger 22.11
23870 - Scale Mechanic 19.46
23890 - Sheet-Metal Worker Maintenance 20.56
23910 - Small Engine Mechanic 16.70
23931 - Telecommunications Mechanic I 33.53
23932 - Telecommunications Mechanic II 35.45
23950 - Telephone Lineman 24.88
23960 - Welder Combination Maintenance 19.47

23965 - Well Driller		22.11
23970 - Woodcraft Worker		22.11
23980 - Woodworker		16.73
24000 - Personal Needs Occupations		
24550 - Case Manager		11.40
24570 - Child Care Attendant		9.68
24580 - Child Care Center Clerk		12.08
24610 - Chore Aide		10.86
24620 - Family Readiness And Support Services Coordinator		11.40
24630 - Homemaker		12.20
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		24.76
25040 - Sewage Plant Operator		20.81
25070 - Stationary Engineer		24.76
25190 - Ventilation Equipment Tender		16.62
25210 - Water Treatment Plant Operator		20.81
27000 - Protective Service Occupations		
27004 - Alarm Monitor		12.74
27007 - Baggage Inspector		11.89
27008 - Corrections Officer		15.04
27010 - Court Security Officer		16.07
27030 - Detection Dog Handler		13.30
27040 - Detention Officer		15.04
27070 - Firefighter		16.25
27101 - Guard I		11.89
27102 - Guard II		13.30
27131 - Police Officer I		18.57
27132 - Police Officer II		20.64
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		15.43
28042 - Carnival Equipment Repairer		16.78
28043 - Carnival Worker		11.41
28210 - Gate Attendant/Gate Tender		13.20
28310 - Lifeguard		11.70
28350 - Park Attendant (Aide)		14.78
28510 - Recreation Aide/Health Facility Attendant		10.78
28515 - Recreation Specialist		18.30
28630 - Sports Official		11.76
28690 - Swimming Pool Operator		20.78
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		19.31
29020 - Hatch Tender		19.31
29030 - Line Handler		19.31
29041 - Stevedore I		17.95
29042 - Stevedore II		20.63
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		14.89
30022 - Archeological Technician II		16.90
30023 - Archeological Technician III		20.65
30030 - Cartographic Technician		21.34
30040 - Civil Engineering Technician		20.55
30051 - Cryogenic Technician I		21.24
30052 - Cryogenic Technician II		23.46
30061 - Drafter/CAD Operator I		14.89
30062 - Drafter/CAD Operator II		16.90
30063 - Drafter/CAD Operator III		18.85
30064 - Drafter/CAD Operator IV		22.86
30081 - Engineering Technician I		13.46
30082 - Engineering Technician II		15.11
30083 - Engineering Technician III		16.90
30084 - Engineering Technician IV		20.93
30085 - Engineering Technician V		25.61
30086 - Engineering Technician VI		30.98
30090 - Environmental Technician		23.03
30095 - Evidence Control Specialist		19.18
30210 - Laboratory Technician		28.03
30221 - Latent Fingerprint Technician I		21.24
30222 - Latent Fingerprint Technician II		23.46
30240 - Mathematical Technician		20.94
30361 - Paralegal/Legal Assistant I		16.88
30362 - Paralegal/Legal Assistant II		21.07
30363 - Paralegal/Legal Assistant III		25.58
30364 - Paralegal/Legal Assistant IV		30.94
30375 - Petroleum Supply Specialist		23.46
30390 - Photo-Optics Technician		23.03
30395 - Radiation Control Technician		23.46
30461 - Technical Writer I		20.65
30462 - Technical Writer II		25.25
30463 - Technical Writer III		30.55
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		23.36
30502 - Weather Forecaster II		28.42
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	18.85
30621 - Weather Observer Senior	(see 2)	23.03
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		12.25
31030 - Bus Driver		17.42
31043 - Driver Courier		14.26
31260 - Parking and Lot Attendant		10.96
31290 - Shuttle Bus Driver		15.20

31310 - Taxi Driver	14.83
31361 - Truckdriver Light	15.50
31362 - Truckdriver Medium	16.76
31363 - Truckdriver Heavy	18.75
31364 - Truckdriver Tractor-Trailer	18.75
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	9.52
99050 - Desk Clerk	10.59
99095 - Embalmer	24.65
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	14.98
99252 - Laboratory Animal Caretaker II	16.24
99260 - Marketing Analyst	26.95
99310 - Mortician	24.65
99410 - Pest Controller	16.27
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	15.47
99711 - Recycling Specialist	18.08
99730 - Refuse Collector	13.94
99810 - Sales Clerk	12.08
99820 - School Crossing Guard	13.45
99830 - Survey Party Chief	18.61
99831 - Surveying Aide	12.09
99832 - Surveying Technician	16.90
99840 - Vending Machine Attendant	18.19
99841 - Vending Machine Repairer	23.00
99842 - Vending Machine Repairer Helper	18.19

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years and 4 weeks after 11 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4630
Revision No.: 14
Date Of Last Revision: 05/03/2020

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: Alabama

Area: Alabama County of Sumter

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.54
01012 - Accounting Clerk II		16.32
01013 - Accounting Clerk III		18.26
01020 - Administrative Assistant		24.54
01035 - Court Reporter		17.02
01041 - Customer Service Representative I		12.05
01042 - Customer Service Representative II		13.56
01043 - Customer Service Representative III		14.79
01051 - Data Entry Operator I		12.42
01052 - Data Entry Operator II		13.55
01060 - Dispatcher Motor Vehicle		18.32
01070 - Document Preparation Clerk		13.55

01090 - Duplicating Machine Operator	13.55
01111 - General Clerk I	11.15
01112 - General Clerk II	12.16
01113 - General Clerk III	13.65
01120 - Housing Referral Assistant	18.97
01141 - Messenger Courier	11.05
01191 - Order Clerk I	12.42
01192 - Order Clerk II	13.55
01261 - Personnel Assistant (Employment) I	15.21
01262 - Personnel Assistant (Employment) II	17.02
01263 - Personnel Assistant (Employment) III	18.97
01270 - Production Control Clerk	24.22
01290 - Rental Clerk	12.22
01300 - Scheduler Maintenance	15.21
01311 - Secretary I	15.21
01312 - Secretary II	17.02
01313 - Secretary III	18.97
01320 - Service Order Dispatcher	16.57
01410 - Supply Technician	24.54
01420 - Survey Worker	13.12
01460 - Switchboard Operator/Receptionist	11.09
01531 - Travel Clerk I	12.14
01532 - Travel Clerk II	12.88
01533 - Travel Clerk III	13.50
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	22.46
05010 - Automotive Electrician	16.88
05040 - Automotive Glass Installer	15.94
05070 - Automotive Worker	15.94
05110 - Mobile Equipment Servicer	14.01
05130 - Motor Equipment Metal Mechanic	17.84
05160 - Motor Equipment Metal Worker	15.94
05190 - Motor Vehicle Mechanic	17.84
05220 - Motor Vehicle Mechanic Helper	13.11
05250 - Motor Vehicle Upholstery Worker	14.96
05280 - Motor Vehicle Wrecker	15.94
05310 - Painter Automotive	16.88
05340 - Radiator Repair Specialist	15.94
05370 - Tire Repairer	17.16
05400 - Transmission Repair Specialist	17.84
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.80
07041 - Cook I	8.86
07042 - Cook II	10.31
07070 - Dishwasher	8.99
07130 - Food Service Worker	10.70
07210 - Meat Cutter	13.44

07260 - Waiter/Waitress	9.00
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.04
09040 - Furniture Handler	12.58
09080 - Furniture Refinisher	19.04
09090 - Furniture Refinisher Helper	15.23
09110 - Furniture Repairer Minor	17.89
09130 - Upholsterer	19.04
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.22
11060 - Elevator Operator	11.22
11090 - Gardener	17.17
11122 - Housekeeping Aide	9.50
11150 - Janitor	9.50
11210 - Laborer Grounds Maintenance	13.06
11240 - Maid or Houseman	9.23
11260 - Pruner	11.68
11270 - Tractor Operator	15.80
11330 - Trail Maintenance Worker	13.06
11360 - Window Cleaner	10.62
12000 - Health Occupations	
12010 - Ambulance Driver	15.80
12011 - Breath Alcohol Technician	17.25
12012 - Certified Occupational Therapist Assistant	23.66
12015 - Certified Physical Therapist Assistant	26.99
12020 - Dental Assistant	14.10
12025 - Dental Hygienist	27.41
12030 - EKG Technician	26.14
12035 - Electroneurodiagnostic Technologist	26.14
12040 - Emergency Medical Technician	15.80
12071 - Licensed Practical Nurse I	15.41
12072 - Licensed Practical Nurse II	17.25
12073 - Licensed Practical Nurse III	19.23
12100 - Medical Assistant	11.96
12130 - Medical Laboratory Technician	21.95
12160 - Medical Record Clerk	14.11
12190 - Medical Record Technician	17.25
12195 - Medical Transcriptionist	15.41
12210 - Nuclear Medicine Technologist	37.90
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	17.25
12236 - Optical Technician	15.41
12250 - Pharmacy Technician	13.74
12280 - Phlebotomist	13.79
12305 - Radiologic Technologist	21.97
12311 - Registered Nurse I	22.34
12312 - Registered Nurse II	27.33

12313 - Registered Nurse II Specialist		27.33
12314 - Registered Nurse III		33.07
12315 - Registered Nurse III Anesthetist		33.07
12316 - Registered Nurse IV		39.64
12317 - Scheduler (Drug and Alcohol Testing)		21.36
12320 - Substance Abuse Treatment Counselor		20.73
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.38
13012 - Exhibits Specialist II		23.99
13013 - Exhibits Specialist III		29.36
13041 - Illustrator I		19.38
13042 - Illustrator II		23.99
13043 - Illustrator III		29.36
13047 - Librarian		26.58
13050 - Library Aide/Clerk		12.60
13054 - Library Information Technology Systems Administrator		23.99
13058 - Library Technician		16.28
13061 - Media Specialist I		17.01
13062 - Media Specialist II		19.38
13063 - Media Specialist III		21.59
13071 - Photographer I		17.08
13072 - Photographer II		19.03
13073 - Photographer III		23.71
13074 - Photographer IV		28.99
13075 - Photographer V		35.06
13090 - Technical Order Library Clerk		16.73
13110 - Video Teleconference Technician		17.32
14000 - Information Technology Occupations		
14041 - Computer Operator I		11.20
14042 - Computer Operator II		13.52
14043 - Computer Operator III		16.20
14044 - Computer Operator IV		18.59
14045 - Computer Operator V		20.74
14071 - Computer Programmer I	(see 1)	17.37
14072 - Computer Programmer II	(see 1)	21.47
14073 - Computer Programmer III	(see 1)	25.88
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	25.45
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		11.20
14160 - Personal Computer Support Technician		18.59
14170 - System Support Specialist		21.24
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		25.45
15020 - Aircrew Training Devices Instructor (Rated)		30.80
15030 - Air Crew Training Devices Instructor (Pilot)		36.76
15050 - Computer Based Training Specialist / Instructor		25.45
15060 - Educational Technologist		32.37

15070 - Flight Instructor (Pilot) 36.76
15080 - Graphic Artist 22.32
15085 - Maintenance Test Pilot Fixed Jet/Prop 36.76
15086 - Maintenance Test Pilot Rotary Wing 36.76
15088 - Non-Maintenance Test/Co-Pilot 36.76
15090 - Technical Instructor 21.08
15095 - Technical Instructor/Course Developer 25.80
15110 - Test Proctor 17.02
15120 - Tutor 17.02
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.89
16030 - Counter Attendant 9.89
16040 - Dry Cleaner 11.46
16070 - Finisher Flatwork Machine 9.89
16090 - Presser Hand 9.89
16110 - Presser Machine Drycleaning 9.89
16130 - Presser Machine Shirts 9.89
16160 - Presser Machine Wearing Apparel Laundry 9.89
16190 - Sewing Machine Operator 12.13
16220 - Tailor 12.85
16250 - Washer Machine 10.33
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.78
19040 - Tool And Die Maker 25.89
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.87
21030 - Material Coordinator 24.22
21040 - Material Expediter 24.22
21050 - Material Handling Laborer 12.24
21071 - Order Filler 11.19
21080 - Production Line Worker (Food Processing) 15.87
21110 - Shipping Packer 17.20
21130 - Shipping/Receiving Clerk 17.20
21140 - Store Worker I 11.80
21150 - Stock Clerk 16.50
21210 - Tools And Parts Attendant 15.87
21410 - Warehouse Specialist 15.87
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.38
23019 - Aircraft Logs and Records Technician 18.08
23021 - Aircraft Mechanic I 22.11
23022 - Aircraft Mechanic II 23.38
23023 - Aircraft Mechanic III 24.64
23040 - Aircraft Mechanic Helper 15.38
23050 - Aircraft Painter 20.78
23060 - Aircraft Servicer 18.08
23070 - Aircraft Survival Flight Equipment Technician 20.78
23080 - Aircraft Worker 19.46
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 19.46

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.11
23110 - Appliance Mechanic 20.78
23120 - Bicycle Repairer 16.73
23125 - Cable Splicer 32.38
23130 - Carpenter Maintenance 20.39
23140 - Carpet Layer 19.46
23160 - Electrician Maintenance 22.19
23181 - Electronics Technician Maintenance I 28.59
23182 - Electronics Technician Maintenance II 31.41
23183 - Electronics Technician Maintenance III 33.43
23260 - Fabric Worker 18.08
23290 - Fire Alarm System Mechanic 22.11
23310 - Fire Extinguisher Repairer 16.73
23311 - Fuel Distribution System Mechanic 20.94
23312 - Fuel Distribution System Operator 15.84
23370 - General Maintenance Worker 18.36
23380 - Ground Support Equipment Mechanic 22.11
23381 - Ground Support Equipment Servicer 18.08
23382 - Ground Support Equipment Worker 19.46
23391 - Gunsmith I 16.73
23392 - Gunsmith II 19.46
23393 - Gunsmith III 22.11
23410 - Heating Ventilation And Air-Conditioning Mechanic 18.16
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 19.20
23430 - Heavy Equipment Mechanic 21.94
23440 - Heavy Equipment Operator 16.99
23460 - Instrument Mechanic 22.11
23465 - Laboratory/Shelter Mechanic 20.78
23470 - Laborer 12.24
23510 - Locksmith 20.78
23530 - Machinery Maintenance Mechanic 30.17
23550 - Machinist Maintenance 23.74
23580 - Maintenance Trades Helper 13.74
23591 - Metrology Technician I 22.11
23592 - Metrology Technician II 23.38
23593 - Metrology Technician III 24.64
23640 - Millwright 23.02
23710 - Office Appliance Repairer 20.39
23760 - Painter Maintenance 20.57
23790 - Pipefitter Maintenance 20.56
23810 - Plumber Maintenance 19.46
23820 - Pneudraulic Systems Mechanic 22.11
23850 - Rigger 22.11
23870 - Scale Mechanic 19.46
23890 - Sheet-Metal Worker Maintenance 20.56
23910 - Small Engine Mechanic 16.70
23931 - Telecommunications Mechanic I 31.01

23932 - Telecommunications Mechanic II 32.79
23950 - Telephone Lineman 24.88
23960 - Welder Combination Maintenance 18.90
23965 - Well Driller 22.11
23970 - Woodcraft Worker 22.11
23980 - Woodworker 16.73
24000 - Personal Needs Occupations
24550 - Case Manager 11.40
24570 - Child Care Attendant 8.80
24580 - Child Care Center Clerk 10.98
24610 - Chore Aide 10.86
24620 - Family Readiness And Support Services Coordinator 11.40
24630 - Homemaker 12.20
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 24.76
25040 - Sewage Plant Operator 20.81
25070 - Stationary Engineer 24.76
25190 - Ventilation Equipment Tender 16.62
25210 - Water Treatment Plant Operator 20.81
27000 - Protective Service Occupations
27004 - Alarm Monitor 12.74
27007 - Baggage Inspector 11.47
27008 - Corrections Officer 15.04
27010 - Court Security Officer 15.55
27030 - Detection Dog Handler 12.84
27040 - Detention Officer 15.04
27070 - Firefighter 14.77
27101 - Guard I 11.47
27102 - Guard II 12.84
27131 - Police Officer I 18.57
27132 - Police Officer II 20.64
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.98
28042 - Carnival Equipment Repairer 16.27
28043 - Carnival Worker 11.07
28210 - Gate Attendant/Gate Tender 13.20
28310 - Lifeguard 11.34
28350 - Park Attendant (Aide) 14.78
28510 - Recreation Aide/Health Facility Attendant 10.78
28515 - Recreation Specialist 18.30
28630 - Sports Official 11.76
28690 - Swimming Pool Operator 20.78
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 19.25
29020 - Hatch Tender 19.25
29030 - Line Handler 19.25
29041 - Stevedore I 17.89
29042 - Stevedore II 20.57
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 14.89
30022 - Archeological Technician II 16.90
30023 - Archeological Technician III 20.65
30030 - Cartographic Technician 21.34
30040 - Civil Engineering Technician 18.87
30051 - Cryogenic Technician I 21.24
30052 - Cryogenic Technician II 23.46
30061 - Drafter/CAD Operator I 14.89
30062 - Drafter/CAD Operator II 16.90
30063 - Drafter/CAD Operator III 18.85
30064 - Drafter/CAD Operator IV 22.86
30081 - Engineering Technician I 13.46
30082 - Engineering Technician II 15.11
30083 - Engineering Technician III 16.90
30084 - Engineering Technician IV 20.93
30085 - Engineering Technician V 25.61
30086 - Engineering Technician VI 30.98
30090 - Environmental Technician 23.03
30095 - Evidence Control Specialist 19.18
30210 - Laboratory Technician 25.48
30221 - Latent Fingerprint Technician I 21.24
30222 - Latent Fingerprint Technician II 23.46
30240 - Mathematical Technician 20.94
30361 - Paralegal/Legal Assistant I 16.88
30362 - Paralegal/Legal Assistant II 21.07
30363 - Paralegal/Legal Assistant III 25.58
30364 - Paralegal/Legal Assistant IV 30.94
30375 - Petroleum Supply Specialist 23.46
30390 - Photo-Optics Technician 23.03
30395 - Radiation Control Technician 23.46
30461 - Technical Writer I 20.65
30462 - Technical Writer II 25.25
30463 - Technical Writer III 30.55
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 23.36
30502 - Weather Forecaster II 28.42
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 18.85
30621 - Weather Observer Senior (see 2) 23.03
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.25
31030 - Bus Driver 17.42

31043 - Driver Courier	13.98
31260 - Parking and Lot Attendant	10.96
31290 - Shuttle Bus Driver	15.20
31310 - Taxi Driver	14.83
31361 - Truckdriver Light	15.20
31362 - Truckdriver Medium	15.97
31363 - Truckdriver Heavy	18.75
31364 - Truckdriver Tractor-Trailer	18.75
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.16
99050 - Desk Clerk	9.63
99095 - Embalmer	24.65
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.98
99252 - Laboratory Animal Caretaker II	16.24
99260 - Marketing Analyst	24.88
99310 - Mortician	24.65
99410 - Pest Controller	16.27
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	14.06
99711 - Recycling Specialist	16.44
99730 - Refuse Collector	12.67
99810 - Sales Clerk	12.08
99820 - School Crossing Guard	13.38
99830 - Survey Party Chief	18.42
99831 - Surveying Aide	11.97
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	18.10
99841 - Vending Machine Repairer	22.89
99842 - Vending Machine Repairer Helper	18.10

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 11 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4631
Revision No.: 15
Date Of Last Revision: 04/26/2021

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: Alabama

Area: Alabama Counties of Barbour Coffee Dale

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.62
01012 - Accounting Clerk II		16.42
01013 - Accounting Clerk III		18.36
01020 - Administrative Assistant		31.45
01035 - Court Reporter		17.12
01041 - Customer Service Representative I		12.43
01042 - Customer Service Representative II		13.98
01043 - Customer Service Representative III		15.26
01051 - Data Entry Operator I		12.85
01052 - Data Entry Operator II		14.02
01060 - Dispatcher Motor Vehicle		22.57
01070 - Document Preparation Clerk		13.63
01090 - Duplicating Machine Operator		13.63
01111 - General Clerk I		11.36
01112 - General Clerk II		13.35

01113 - General Clerk III 15.04
01120 - Housing Referral Assistant 19.08
01141 - Messenger Courier 11.11
01191 - Order Clerk I 13.87
01192 - Order Clerk II 15.13
01261 - Personnel Assistant (Employment) I 16.03
01262 - Personnel Assistant (Employment) II 18.04
01263 - Personnel Assistant (Employment) III 19.99
01270 - Production Control Clerk 21.98
01290 - Rental Clerk 11.33
01300 - Scheduler Maintenance 15.30
01311 - Secretary I 15.30
01312 - Secretary II 17.12
01313 - Secretary III 19.08
01320 - Service Order Dispatcher 19.93
01410 - Supply Technician 31.45
01420 - Survey Worker 14.03
01460 - Switchboard Operator/Receptionist 11.31
01531 - Travel Clerk I 12.49
01532 - Travel Clerk II 13.42
01533 - Travel Clerk III 14.14
01611 - Word Processor I 13.63
01612 - Word Processor II 15.30
01613 - Word Processor III 17.12
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.45
05010 - Automotive Electrician 20.58
05040 - Automotive Glass Installer 19.51
05070 - Automotive Worker 19.51
05110 - Mobile Equipment Servicer 16.97
05130 - Motor Equipment Metal Mechanic 21.69
05160 - Motor Equipment Metal Worker 19.47
05190 - Motor Vehicle Mechanic 21.69
05220 - Motor Vehicle Mechanic Helper 15.72
05250 - Motor Vehicle Upholstery Worker 18.22
05280 - Motor Vehicle Wrecker 19.51
05310 - Painter Automotive 20.58
05340 - Radiator Repair Specialist 19.51
05370 - Tire Repairer 13.55
05400 - Transmission Repair Specialist 21.69
07000 - Food Preparation And Service Occupations
07010 - Baker 12.56
07041 - Cook I 9.61
07042 - Cook II 11.05
07070 - Dishwasher 9.01
07130 - Food Service Worker 9.87
07210 - Meat Cutter 15.26
07260 - Waiter/Waitress 8.95
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 21.34

09040 - Furniture Handler 13.89
09080 - Furniture Refinisher 21.34
09090 - Furniture Refinisher Helper 16.48
09110 - Furniture Repairer Minor 19.10
09130 - Upholsterer 21.34
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.46
11060 - Elevator Operator 11.31
11090 - Gardener 14.05
11122 - Housekeeping Aide 11.31
11150 - Janitor 11.31
11210 - Laborer Grounds Maintenance 10.98
11240 - Maid or Houseman 9.50
11260 - Pruner 9.99
11270 - Tractor Operator 13.02
11330 - Trail Maintenance Worker 10.98
11360 - Window Cleaner 12.45
12000 - Health Occupations
12010 - Ambulance Driver 15.20
12011 - Breath Alcohol Technician 18.57
12012 - Certified Occupational Therapist Assistant 25.48
12015 - Certified Physical Therapist Assistant 28.13
12020 - Dental Assistant 18.40
12025 - Dental Hygienist 24.44
12030 - EKG Technician 28.14
12035 - Electroneurodiagnostic Technologist 28.14
12040 - Emergency Medical Technician 15.20
12071 - Licensed Practical Nurse I 16.61
12072 - Licensed Practical Nurse II 18.57
12073 - Licensed Practical Nurse III 20.70
12100 - Medical Assistant 12.52
12130 - Medical Laboratory Technician 23.84
12160 - Medical Record Clerk 15.94
12190 - Medical Record Technician 18.14
12195 - Medical Transcriptionist 16.61
12210 - Nuclear Medicine Technologist 40.81
12221 - Nursing Assistant I 11.73
12222 - Nursing Assistant II 13.18
12223 - Nursing Assistant III 14.38
12224 - Nursing Assistant IV 16.16
12235 - Optical Dispenser 16.74
12236 - Optical Technician 16.61
12250 - Pharmacy Technician 14.19
12280 - Phlebotomist 13.13
12305 - Radiologic Technologist 22.96
12311 - Registered Nurse I 23.58
12312 - Registered Nurse II 28.85
12313 - Registered Nurse II Specialist 28.85
12314 - Registered Nurse III 34.91
12315 - Registered Nurse III Anesthetist 34.91

12316 - Registered Nurse IV		41.84
12317 - Scheduler (Drug and Alcohol Testing)		23.01
12320 - Substance Abuse Treatment Counselor		21.17
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.42
13012 - Exhibits Specialist II		24.05
13013 - Exhibits Specialist III		29.43
13041 - Illustrator I		19.42
13042 - Illustrator II		24.05
13043 - Illustrator III		29.43
13047 - Librarian		26.64
13050 - Library Aide/Clerk		12.01
13054 - Library Information Technology Systems Administrator		24.05
13058 - Library Technician		18.46
13061 - Media Specialist I		17.36
13062 - Media Specialist II		19.42
13063 - Media Specialist III		21.64
13071 - Photographer I		17.36
13072 - Photographer II		19.42
13073 - Photographer III		24.05
13074 - Photographer IV		29.43
13075 - Photographer V		35.61
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		17.36
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.41
14042 - Computer Operator II		17.31
14043 - Computer Operator III		20.05
14044 - Computer Operator IV		22.57
14045 - Computer Operator V		24.99
14071 - Computer Programmer I	(see 1)	21.01
14072 - Computer Programmer II	(see 1)	26.02
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.41
14160 - Personal Computer Support Technician		23.27
14170 - System Support Specialist		24.99
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.16
15020 - Aircrew Training Devices Instructor (Rated)		35.27
15030 - Air Crew Training Devices Instructor (Pilot)		41.39
15050 - Computer Based Training Specialist / Instructor		29.16
15060 - Educational Technologist		37.95
15070 - Flight Instructor (Pilot)		41.39
15080 - Graphic Artist		27.57
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.39

15086 - Maintenance Test Pilot Rotary Wing 41.39
15088 - Non-Maintenance Test/Co-Pilot 41.39
15090 - Technical Instructor 24.79
15095 - Technical Instructor/Course Developer 30.33
15110 - Test Proctor 20.03
15120 - Tutor 20.03
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.65
16030 - Counter Attendant 9.65
16040 - Dry Cleaner 11.70
16070 - Finisher Flatwork Machine 11.28
16090 - Presser Hand 9.65
16110 - Presser Machine Drycleaning 9.65
16130 - Presser Machine Shirts 9.65
16160 - Presser Machine Wearing Apparel Laundry 9.65
16190 - Sewing Machine Operator 12.39
16220 - Tailor 13.09
16250 - Washer Machine 12.50
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.74
19040 - Tool And Die Maker 27.06
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.68
21030 - Material Coordinator 22.48
21040 - Material Expediter 22.48
21050 - Material Handling Laborer 13.17
21071 - Order Filler 12.58
21080 - Production Line Worker (Food Processing) 16.68
21110 - Shipping Packer 15.07
21130 - Shipping/Receiving Clerk 15.07
21140 - Store Worker I 12.64
21150 - Stock Clerk 16.88
21210 - Tools And Parts Attendant 16.68
21410 - Warehouse Specialist 16.68
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.09
23019 - Aircraft Logs and Records Technician 21.34
23021 - Aircraft Mechanic I 25.73
23022 - Aircraft Mechanic II 27.09
23023 - Aircraft Mechanic III 28.45
23040 - Aircraft Mechanic Helper 18.41
23050 - Aircraft Painter 24.29
23060 - Aircraft Servicer 21.34
23070 - Aircraft Survival Flight Equipment Technician 24.29
23080 - Aircraft Worker 22.86
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.86
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.73
23110 - Appliance Mechanic 22.08

23120 - Bicycle Repairer 17.79
23125 - Cable Splicer 34.46
23130 - Carpenter Maintenance 18.42
23140 - Carpet Layer 20.78
23160 - Electrician Maintenance 24.20
23181 - Electronics Technician Maintenance I 22.34
23182 - Electronics Technician Maintenance II 24.99
23183 - Electronics Technician Maintenance III 26.48
23260 - Fabric Worker 19.40
23290 - Fire Alarm System Mechanic 20.79
23310 - Fire Extinguisher Repairer 18.07
23311 - Fuel Distribution System Mechanic 22.84
23312 - Fuel Distribution System Operator 17.64
23370 - General Maintenance Worker 16.92
23380 - Ground Support Equipment Mechanic 25.73
23381 - Ground Support Equipment Servicer 21.34
23382 - Ground Support Equipment Worker 22.86
23391 - Gunsmith I 18.07
23392 - Gunsmith II 20.78
23393 - Gunsmith III 23.39
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.30
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.41
23430 - Heavy Equipment Mechanic 24.66
23440 - Heavy Equipment Operator 16.65
23460 - Instrument Mechanic 23.39
23465 - Laboratory/Shelter Mechanic 22.08
23470 - Laborer 13.17
23510 - Locksmith 22.08
23530 - Machinery Maintenance Mechanic 22.96
23550 - Machinist Maintenance 24.73
23580 - Maintenance Trades Helper 15.19
23591 - Metrology Technician I 23.39
23592 - Metrology Technician II 24.63
23593 - Metrology Technician III 25.86
23640 - Millwright 21.26
23710 - Office Appliance Repairer 26.48
23760 - Painter Maintenance 17.12
23790 - Pipefitter Maintenance 20.56
23810 - Plumber Maintenance 19.41
23820 - Pneudraulic Systems Mechanic 23.39
23850 - Rigger 23.39
23870 - Scale Mechanic 20.78
23890 - Sheet-Metal Worker Maintenance 21.35
23910 - Small Engine Mechanic 18.79
23931 - Telecommunications Mechanic I 29.00
23932 - Telecommunications Mechanic II 30.55
23950 - Telephone Lineman 23.03
23960 - Welder Combination Maintenance 18.18

23965 - Well Driller	23.39
23970 - Woodcraft Worker	23.39
23980 - Woodworker	18.07
24000 - Personal Needs Occupations	
24550 - Case Manager	13.56
24570 - Child Care Attendant	9.22
24580 - Child Care Center Clerk	13.29
24610 - Chore Aide	10.98
24620 - Family Readiness And Support Services Coordinator	13.56
24630 - Homemaker	13.64
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.39
25040 - Sewage Plant Operator	18.67
25070 - Stationary Engineer	23.39
25190 - Ventilation Equipment Tender	16.74
25210 - Water Treatment Plant Operator	18.67
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.54
27007 - Baggage Inspector	14.62
27008 - Corrections Officer	18.55
27010 - Court Security Officer	18.44
27030 - Detection Dog Handler	16.84
27040 - Detention Officer	18.55
27070 - Firefighter	19.96
27101 - Guard I	14.62
27102 - Guard II	16.84
27131 - Police Officer I	17.31
27132 - Police Officer II	19.23
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.10
28042 - Carnival Equipment Repairer	13.06
28043 - Carnival Worker	9.27
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	11.10
28515 - Recreation Specialist	16.33
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	17.45
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.78
29020 - Hatch Tender	20.78
29030 - Line Handler	20.78
29041 - Stevedore I	19.40
29042 - Stevedore II	22.08
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		17.94
30022 - Archeological Technician II		20.08
30023 - Archeological Technician III		24.86
30030 - Cartographic Technician		24.86
30040 - Civil Engineering Technician		20.41
30051 - Cryogenic Technician I		27.54
30052 - Cryogenic Technician II		30.42
30061 - Drafter/CAD Operator I		17.94
30062 - Drafter/CAD Operator II		20.08
30063 - Drafter/CAD Operator III		22.38
30064 - Drafter/CAD Operator IV		27.54
30081 - Engineering Technician I		15.98
30082 - Engineering Technician II		17.94
30083 - Engineering Technician III		20.08
30084 - Engineering Technician IV		24.86
30085 - Engineering Technician V		30.42
30086 - Engineering Technician VI		36.80
30090 - Environmental Technician		24.86
30095 - Evidence Control Specialist		24.86
30210 - Laboratory Technician		22.38
30221 - Latent Fingerprint Technician I		27.54
30222 - Latent Fingerprint Technician II		30.42
30240 - Mathematical Technician		24.86
30361 - Paralegal/Legal Assistant I		17.06
30362 - Paralegal/Legal Assistant II		21.13
30363 - Paralegal/Legal Assistant III		25.85
30364 - Paralegal/Legal Assistant IV		31.29
30375 - Petroleum Supply Specialist		30.42
30390 - Photo-Optics Technician		24.79
30395 - Radiation Control Technician		30.42
30461 - Technical Writer I		24.86
30462 - Technical Writer II		30.42
30463 - Technical Writer III		36.80
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		27.54
30502 - Weather Forecaster II		33.50
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.38
30621 - Weather Observer Senior	(see 2)	24.86
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		14.67
31030 - Bus Driver		20.17
31043 - Driver Courier		12.61
31260 - Parking and Lot Attendant		13.38
31290 - Shuttle Bus Driver		13.77

31310 - Taxi Driver	13.87
31361 - Truckdriver Light	13.77
31362 - Truckdriver Medium	14.20
31363 - Truckdriver Heavy	21.60
31364 - Truckdriver Tractor-Trailer	21.60
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	10.23
99050 - Desk Clerk	9.01
99095 - Embalmer	25.60
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	13.63
99252 - Laboratory Animal Caretaker II	14.71
99260 - Marketing Analyst	27.82
99310 - Mortician	25.60
99410 - Pest Controller	15.28
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	15.53
99711 - Recycling Specialist	18.43
99730 - Refuse Collector	14.16
99810 - Sales Clerk	11.63
99820 - School Crossing Guard	14.03
99830 - Survey Party Chief	19.86
99831 - Surveying Aide	12.63
99832 - Surveying Technician	17.31
99840 - Vending Machine Attendant	18.32
99841 - Vending Machine Repairer	22.74
99842 - Vending Machine Repairer Helper	18.32

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 11 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4632
Revision No.: 14
Date Of Last Revision: 05/03/2020

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: Alabama

Area: Alabama Counties of Barbour Coffee Dale

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.63
01012 - Accounting Clerk II		15.35
01013 - Accounting Clerk III		17.35
01020 - Administrative Assistant		28.59
01035 - Court Reporter		17.12
01041 - Customer Service Representative I		11.30
01042 - Customer Service Representative II		12.71
01043 - Customer Service Representative III		13.87
01051 - Data Entry Operator I		12.85
01052 - Data Entry Operator II		14.02
01060 - Dispatcher Motor Vehicle		22.57
01070 - Document Preparation Clerk		13.63

01090 - Duplicating Machine Operator 13.63
01111 - General Clerk I 11.36
01112 - General Clerk II 13.35
01113 - General Clerk III 15.04
01120 - Housing Referral Assistant 19.08
01141 - Messenger Courier 11.11
01191 - Order Clerk I 13.87
01192 - Order Clerk II 15.13
01261 - Personnel Assistant (Employment) I 16.03
01262 - Personnel Assistant (Employment) II 18.04
01263 - Personnel Assistant (Employment) III 19.99
01270 - Production Control Clerk 20.79
01290 - Rental Clerk 11.33
01300 - Scheduler Maintenance 15.30
01311 - Secretary I 15.30
01312 - Secretary II 17.12
01313 - Secretary III 19.08
01320 - Service Order Dispatcher 19.93
01410 - Supply Technician 28.59
01420 - Survey Worker 14.03
01460 - Switchboard Operator/Receptionist 11.31
01531 - Travel Clerk I 12.09
01532 - Travel Clerk II 12.89
01533 - Travel Clerk III 13.62
01611 - Word Processor I 13.63
01612 - Word Processor II 15.30
01613 - Word Processor III 17.12
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.01
05010 - Automotive Electrician 18.71
05040 - Automotive Glass Installer 17.74
05070 - Automotive Worker 17.74
05110 - Mobile Equipment Servicer 15.69
05130 - Motor Equipment Metal Mechanic 19.72
05160 - Motor Equipment Metal Worker 17.70
05190 - Motor Vehicle Mechanic 19.72
05220 - Motor Vehicle Mechanic Helper 14.69
05250 - Motor Vehicle Upholstery Worker 16.68
05280 - Motor Vehicle Wrecker 17.74
05310 - Painter Automotive 18.71
05340 - Radiator Repair Specialist 17.74
05370 - Tire Repairer 12.32
05400 - Transmission Repair Specialist 19.72
07000 - Food Preparation And Service Occupations
07010 - Baker 12.56
07041 - Cook I 9.61
07042 - Cook II 11.05
07070 - Dishwasher 9.01
07130 - Food Service Worker 9.83
07210 - Meat Cutter 15.26

07260 - Waiter/Waitress	8.90
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.34
09040 - Furniture Handler	13.89
09080 - Furniture Refinisher	21.34
09090 - Furniture Refinisher Helper	16.48
09110 - Furniture Repairer Minor	19.10
09130 - Upholsterer	21.34
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.98
11060 - Elevator Operator	10.98
11090 - Gardener	14.03
11122 - Housekeeping Aide	11.26
11150 - Janitor	11.26
11210 - Laborer Grounds Maintenance	10.96
11240 - Maid or Houseman	9.20
11260 - Pruner	9.99
11270 - Tractor Operator	13.00
11330 - Trail Maintenance Worker	10.96
11360 - Window Cleaner	12.35
12000 - Health Occupations	
12010 - Ambulance Driver	15.20
12011 - Breath Alcohol Technician	18.06
12012 - Certified Occupational Therapist Assistant	24.77
12015 - Certified Physical Therapist Assistant	28.13
12020 - Dental Assistant	18.40
12025 - Dental Hygienist	24.44
12030 - EKG Technician	27.37
12035 - Electroneurodiagnostic Technologist	27.37
12040 - Emergency Medical Technician	15.20
12071 - Licensed Practical Nurse I	16.14
12072 - Licensed Practical Nurse II	18.06
12073 - Licensed Practical Nurse III	20.13
12100 - Medical Assistant	12.46
12130 - Medical Laboratory Technician	21.67
12160 - Medical Record Clerk	14.49
12190 - Medical Record Technician	17.82
12195 - Medical Transcriptionist	16.14
12210 - Nuclear Medicine Technologist	39.68
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	16.74
12236 - Optical Technician	16.14
12250 - Pharmacy Technician	13.90
12280 - Phlebotomist	13.13
12305 - Radiologic Technologist	22.96
12311 - Registered Nurse I	23.17
12312 - Registered Nurse II	28.35

12313 - Registered Nurse II Specialist		28.35
12314 - Registered Nurse III		34.30
12315 - Registered Nurse III Anesthetist		34.30
12316 - Registered Nurse IV		41.11
12317 - Scheduler (Drug and Alcohol Testing)		22.37
12320 - Substance Abuse Treatment Counselor		21.17
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		12.01
13054 - Library Information Technology Systems Administrator		22.87
13058 - Library Technician		18.46
13061 - Media Specialist I		16.50
13062 - Media Specialist II		18.46
13063 - Media Specialist III		20.59
13071 - Photographer I		16.50
13072 - Photographer II		18.46
13073 - Photographer III		22.87
13074 - Photographer IV		27.97
13075 - Photographer V		33.85
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		16.50
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.41
14042 - Computer Operator II		17.31
14043 - Computer Operator III		20.05
14044 - Computer Operator IV		22.57
14045 - Computer Operator V		24.99
14071 - Computer Programmer I	(see 1)	21.01
14072 - Computer Programmer II	(see 1)	26.02
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.41
14160 - Personal Computer Support Technician		23.27
14170 - System Support Specialist		24.99
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.16
15020 - Aircrew Training Devices Instructor (Rated)		35.27
15030 - Air Crew Training Devices Instructor (Pilot)		41.39
15050 - Computer Based Training Specialist / Instructor		29.16
15060 - Educational Technologist		36.45

15070 - Flight Instructor (Pilot) 41.39
15080 - Graphic Artist 27.57
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.39
15086 - Maintenance Test Pilot Rotary Wing 41.39
15088 - Non-Maintenance Test/Co-Pilot 41.39
15090 - Technical Instructor 24.79
15095 - Technical Instructor/Course Developer 30.33
15110 - Test Proctor 20.03
15120 - Tutor 20.03
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.35
16030 - Counter Attendant 9.35
16040 - Dry Cleaner 11.34
16070 - Finisher Flatwork Machine 11.28
16090 - Presser Hand 9.35
16110 - Presser Machine Drycleaning 9.35
16130 - Presser Machine Shirts 9.35
16160 - Presser Machine Wearing Apparel Laundry 9.35
16190 - Sewing Machine Operator 12.00
16220 - Tailor 12.68
16250 - Washer Machine 12.50
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.73
19040 - Tool And Die Maker 27.06
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.16
21030 - Material Coordinator 22.48
21040 - Material Expediter 22.48
21050 - Material Handling Laborer 11.97
21071 - Order Filler 11.44
21080 - Production Line Worker (Food Processing) 15.16
21110 - Shipping Packer 13.96
21130 - Shipping/Receiving Clerk 13.96
21140 - Store Worker I 12.51
21150 - Stock Clerk 16.71
21210 - Tools And Parts Attendant 15.16
21410 - Warehouse Specialist 15.16
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.09
23019 - Aircraft Logs and Records Technician 21.34
23021 - Aircraft Mechanic I 25.73
23022 - Aircraft Mechanic II 27.09
23023 - Aircraft Mechanic III 28.45
23040 - Aircraft Mechanic Helper 18.41
23050 - Aircraft Painter 24.29
23060 - Aircraft Servicer 21.34
23070 - Aircraft Survival Flight Equipment Technician 24.29
23080 - Aircraft Worker 22.86
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.86

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.73
23110 - Appliance Mechanic 22.08
23120 - Bicycle Repairer 17.68
23125 - Cable Splicer 32.59
23130 - Carpenter Maintenance 16.90
23140 - Carpet Layer 20.78
23160 - Electrician Maintenance 24.20
23181 - Electronics Technician Maintenance I 22.34
23182 - Electronics Technician Maintenance II 24.99
23183 - Electronics Technician Maintenance III 26.48
23260 - Fabric Worker 19.40
23290 - Fire Alarm System Mechanic 20.79
23310 - Fire Extinguisher Repairer 18.07
23311 - Fuel Distribution System Mechanic 22.84
23312 - Fuel Distribution System Operator 17.64
23370 - General Maintenance Worker 16.88
23380 - Ground Support Equipment Mechanic 25.73
23381 - Ground Support Equipment Servicer 21.34
23382 - Ground Support Equipment Worker 22.86
23391 - Gunsmith I 18.07
23392 - Gunsmith II 20.78
23393 - Gunsmith III 23.39
23410 - Heating Ventilation And Air-Conditioning Mechanic 19.36
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 20.37
23430 - Heavy Equipment Mechanic 23.56
23440 - Heavy Equipment Operator 16.65
23460 - Instrument Mechanic 23.39
23465 - Laboratory/Shelter Mechanic 22.08
23470 - Laborer 11.97
23510 - Locksmith 22.08
23530 - Machinery Maintenance Mechanic 22.53
23550 - Machinist Maintenance 22.48
23580 - Maintenance Trades Helper 15.19
23591 - Metrology Technician I 23.39
23592 - Metrology Technician II 24.63
23593 - Metrology Technician III 25.86
23640 - Millwright 21.26
23710 - Office Appliance Repairer 24.07
23760 - Painter Maintenance 17.12
23790 - Pipefitter Maintenance 20.04
23810 - Plumber Maintenance 18.98
23820 - Pneudraulic Systems Mechanic 23.39
23850 - Rigger 23.39
23870 - Scale Mechanic 20.78
23890 - Sheet-Metal Worker Maintenance 21.07
23910 - Small Engine Mechanic 18.06
23931 - Telecommunications Mechanic I 28.35

23932 - Telecommunications Mechanic II 29.86
23950 - Telephone Lineman 22.37
23960 - Welder Combination Maintenance 18.18
23965 - Well Driller 23.39
23970 - Woodcraft Worker 23.39
23980 - Woodworker 18.07
24000 - Personal Needs Occupations
24550 - Case Manager 13.56
24570 - Child Care Attendant 9.22
24580 - Child Care Center Clerk 13.29
24610 - Chore Aide 10.98
24620 - Family Readiness And Support Services Coordinator 13.56
24630 - Homemaker 13.64
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 23.39
25040 - Sewage Plant Operator 18.33
25070 - Stationary Engineer 23.39
25190 - Ventilation Equipment Tender 16.74
25210 - Water Treatment Plant Operator 18.33
27000 - Protective Service Occupations
27004 - Alarm Monitor 14.54
27007 - Baggage Inspector 13.29
27008 - Corrections Officer 18.50
27010 - Court Security Officer 17.93
27030 - Detection Dog Handler 15.31
27040 - Detention Officer 18.50
27070 - Firefighter 18.39
27101 - Guard I 13.29
27102 - Guard II 15.31
27131 - Police Officer I 17.31
27132 - Police Officer II 19.23
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 11.67
28042 - Carnival Equipment Repairer 12.29
28043 - Carnival Worker 8.97
28210 - Gate Attendant/Gate Tender 12.73
28310 - Lifeguard 11.34
28350 - Park Attendant (Aide) 14.24
28510 - Recreation Aide/Health Facility Attendant 11.10
28515 - Recreation Specialist 15.75
28630 - Sports Official 11.34
28690 - Swimming Pool Operator 17.45
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 20.78
29020 - Hatch Tender 20.78
29030 - Line Handler 20.78
29041 - Stevedore I 19.40
29042 - Stevedore II 22.08
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 17.94
30022 - Archeological Technician II 20.08
30023 - Archeological Technician III 24.86
30030 - Cartographic Technician 24.86
30040 - Civil Engineering Technician 18.55
30051 - Cryogenic Technician I 27.54
30052 - Cryogenic Technician II 30.42
30061 - Drafter/CAD Operator I 17.94
30062 - Drafter/CAD Operator II 20.08
30063 - Drafter/CAD Operator III 22.38
30064 - Drafter/CAD Operator IV 27.54
30081 - Engineering Technician I 15.98
30082 - Engineering Technician II 17.94
30083 - Engineering Technician III 20.08
30084 - Engineering Technician IV 24.86
30085 - Engineering Technician V 30.42
30086 - Engineering Technician VI 36.80
30090 - Environmental Technician 24.86
30095 - Evidence Control Specialist 24.86
30210 - Laboratory Technician 22.38
30221 - Latent Fingerprint Technician I 27.54
30222 - Latent Fingerprint Technician II 30.42
30240 - Mathematical Technician 24.86
30361 - Paralegal/Legal Assistant I 16.77
30362 - Paralegal/Legal Assistant II 20.77
30363 - Paralegal/Legal Assistant III 25.41
30364 - Paralegal/Legal Assistant IV 30.74
30375 - Petroleum Supply Specialist 30.42
30390 - Photo-Optics Technician 24.79
30395 - Radiation Control Technician 30.42
30461 - Technical Writer I 24.86
30462 - Technical Writer II 30.42
30463 - Technical Writer III 36.80
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 27.54
30502 - Weather Forecaster II 33.50
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.38
30621 - Weather Observer Senior (see 2) 24.86
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.67
31030 - Bus Driver 20.17

31043 - Driver Courier	12.61
31260 - Parking and Lot Attendant	13.38
31290 - Shuttle Bus Driver	13.77
31310 - Taxi Driver	13.87
31361 - Truckdriver Light	13.77
31362 - Truckdriver Medium	14.20
31363 - Truckdriver Heavy	21.60
31364 - Truckdriver Tractor-Trailer	21.60
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.70
99050 - Desk Clerk	9.01
99095 - Embalmer	23.46
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.39
99252 - Laboratory Animal Caretaker II	13.37
99260 - Marketing Analyst	26.41
99310 - Mortician	23.46
99410 - Pest Controller	14.66
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	15.53
99711 - Recycling Specialist	18.43
99730 - Refuse Collector	14.16
99810 - Sales Clerk	11.44
99820 - School Crossing Guard	13.94
99830 - Survey Party Chief	18.06
99831 - Surveying Aide	11.48
99832 - Surveying Technician	15.74
99840 - Vending Machine Attendant	18.14
99841 - Vending Machine Repairer	22.51
99842 - Vending Machine Repairer Helper	18.14

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years and 4 weeks after 11 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4634
Revision No.: 14
Date Of Last Revision: 05/03/2020

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: Alabama

Area: Alabama County of Covington

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.85
01012 - Accounting Clerk II		15.54
01013 - Accounting Clerk III		17.38
01020 - Administrative Assistant		28.88
01035 - Court Reporter		17.96
01041 - Customer Service Representative I		11.30
01042 - Customer Service Representative II		12.71
01043 - Customer Service Representative III		13.87
01051 - Data Entry Operator I		12.85
01052 - Data Entry Operator II		14.02
01060 - Dispatcher Motor Vehicle		23.17
01070 - Document Preparation Clerk		13.63

01090 - Duplicating Machine Operator 13.63
01111 - General Clerk I 11.79
01112 - General Clerk II 12.86
01113 - General Clerk III 14.45
01120 - Housing Referral Assistant 19.08
01141 - Messenger Courier 11.11
01191 - Order Clerk I 13.87
01192 - Order Clerk II 15.13
01261 - Personnel Assistant (Employment) I 17.24
01262 - Personnel Assistant (Employment) II 20.67
01263 - Personnel Assistant (Employment) III 24.58
01270 - Production Control Clerk 23.85
01290 - Rental Clerk 14.27
01300 - Scheduler Maintenance 15.30
01311 - Secretary I 15.30
01312 - Secretary II 17.12
01313 - Secretary III 19.08
01320 - Service Order Dispatcher 20.70
01410 - Supply Technician 28.88
01420 - Survey Worker 17.56
01460 - Switchboard Operator/Receptionist 11.31
01531 - Travel Clerk I 12.09
01532 - Travel Clerk II 12.89
01533 - Travel Clerk III 13.62
01611 - Word Processor I 13.63
01612 - Word Processor II 15.30
01613 - Word Processor III 17.12
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.02
05010 - Automotive Electrician 17.66
05040 - Automotive Glass Installer 16.07
05070 - Automotive Worker 16.07
05110 - Mobile Equipment Servicer 13.98
05130 - Motor Equipment Metal Mechanic 18.10
05160 - Motor Equipment Metal Worker 16.07
05190 - Motor Vehicle Mechanic 18.10
05220 - Motor Vehicle Mechanic Helper 13.13
05250 - Motor Vehicle Upholstery Worker 15.84
05280 - Motor Vehicle Wrecker 16.07
05310 - Painter Automotive 17.58
05340 - Radiator Repair Specialist 16.97
05370 - Tire Repairer 12.43
05400 - Transmission Repair Specialist 18.10
07000 - Food Preparation And Service Occupations
07010 - Baker 12.56
07041 - Cook I 9.61
07042 - Cook II 11.05
07070 - Dishwasher 9.01
07130 - Food Service Worker 9.83
07210 - Meat Cutter 22.20

07260 - Waiter/Waitress	8.90
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.12
09040 - Furniture Handler	13.89
09080 - Furniture Refinisher	19.31
09090 - Furniture Refinisher Helper	16.48
09110 - Furniture Repairer Minor	19.10
09130 - Upholsterer	20.23
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.98
11060 - Elevator Operator	10.98
11090 - Gardener	14.03
11122 - Housekeeping Aide	11.26
11150 - Janitor	11.26
11210 - Laborer Grounds Maintenance	10.96
11240 - Maid or Houseman	9.20
11260 - Pruner	12.90
11270 - Tractor Operator	13.00
11330 - Trail Maintenance Worker	10.96
11360 - Window Cleaner	12.35
12000 - Health Occupations	
12010 - Ambulance Driver	15.51
12011 - Breath Alcohol Technician	18.06
12012 - Certified Occupational Therapist Assistant	24.77
12015 - Certified Physical Therapist Assistant	28.13
12020 - Dental Assistant	17.73
12025 - Dental Hygienist	30.14
12030 - EKG Technician	27.37
12035 - Electroneurodiagnostic Technologist	27.37
12040 - Emergency Medical Technician	15.51
12071 - Licensed Practical Nurse I	16.14
12072 - Licensed Practical Nurse II	18.06
12073 - Licensed Practical Nurse III	20.13
12100 - Medical Assistant	12.73
12130 - Medical Laboratory Technician	20.70
12160 - Medical Record Clerk	14.49
12190 - Medical Record Technician	17.82
12195 - Medical Transcriptionist	16.14
12210 - Nuclear Medicine Technologist	39.68
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	16.74
12236 - Optical Technician	16.14
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	13.05
12305 - Radiologic Technologist	21.73
12311 - Registered Nurse I	23.17
12312 - Registered Nurse II	28.35

12313 - Registered Nurse II Specialist		28.35
12314 - Registered Nurse III		34.30
12315 - Registered Nurse III Anesthetist		34.30
12316 - Registered Nurse IV		41.11
12317 - Scheduler (Drug and Alcohol Testing)		22.37
12320 - Substance Abuse Treatment Counselor		21.17
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.98
13012 - Exhibits Specialist II		23.51
13013 - Exhibits Specialist III		28.72
13041 - Illustrator I		20.65
13042 - Illustrator II		24.45
13043 - Illustrator III		27.97
13047 - Librarian		25.66
13050 - Library Aide/Clerk		9.85
13054 - Library Information Technology Systems Administrator		23.17
13058 - Library Technician		18.42
13061 - Media Specialist I		16.50
13062 - Media Specialist II		18.46
13063 - Media Specialist III		20.59
13071 - Photographer I		16.50
13072 - Photographer II		18.46
13073 - Photographer III		22.87
13074 - Photographer IV		27.97
13075 - Photographer V		33.85
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		16.50
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.45
14042 - Computer Operator II		16.16
14043 - Computer Operator III		18.02
14044 - Computer Operator IV		20.01
14045 - Computer Operator V		22.18
14071 - Computer Programmer I	(see 1)	21.01
14072 - Computer Programmer II	(see 1)	26.02
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.45
14160 - Personal Computer Support Technician		20.01
14170 - System Support Specialist		22.18
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.16
15020 - Aircrew Training Devices Instructor (Rated)		35.27
15030 - Air Crew Training Devices Instructor (Pilot)		42.28
15050 - Computer Based Training Specialist / Instructor		29.16
15060 - Educational Technologist		33.58

15070 - Flight Instructor (Pilot) 42.28
15080 - Graphic Artist 25.29
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.39
15086 - Maintenance Test Pilot Rotary Wing 41.39
15088 - Non-Maintenance Test/Co-Pilot 41.39
15090 - Technical Instructor 23.73
15095 - Technical Instructor/Course Developer 29.03
15110 - Test Proctor 19.51
15120 - Tutor 19.51
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.67
16030 - Counter Attendant 9.67
16040 - Dry Cleaner 11.34
16070 - Finisher Flatwork Machine 9.67
16090 - Presser Hand 9.67
16110 - Presser Machine Drycleaning 9.67
16130 - Presser Machine Shirts 9.67
16160 - Presser Machine Wearing Apparel Laundry 9.67
16190 - Sewing Machine Operator 12.00
16220 - Tailor 12.68
16250 - Washer Machine 10.09
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.73
19040 - Tool And Die Maker 26.65
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.73
21030 - Material Coordinator 23.08
21040 - Material Expediter 23.08
21050 - Material Handling Laborer 11.97
21071 - Order Filler 12.08
21080 - Production Line Worker (Food Processing) 15.73
21110 - Shipping Packer 13.96
21130 - Shipping/Receiving Clerk 13.96
21140 - Store Worker I 12.51
21150 - Stock Clerk 16.71
21210 - Tools And Parts Attendant 15.73
21410 - Warehouse Specialist 15.73
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.09
23019 - Aircraft Logs and Records Technician 21.34
23021 - Aircraft Mechanic I 25.73
23022 - Aircraft Mechanic II 27.09
23023 - Aircraft Mechanic III 28.45
23040 - Aircraft Mechanic Helper 18.41
23050 - Aircraft Painter 24.29
23060 - Aircraft Servicer 21.34
23070 - Aircraft Survival Flight Equipment Technician 24.29
23080 - Aircraft Worker 22.86
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.86

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.73
23110 - Appliance Mechanic 22.08
23120 - Bicycle Repairer 17.79
23125 - Cable Splicer 32.59
23130 - Carpenter Maintenance 16.90
23140 - Carpet Layer 20.78
23160 - Electrician Maintenance 24.20
23181 - Electronics Technician Maintenance I 24.43
23182 - Electronics Technician Maintenance II 25.95
23183 - Electronics Technician Maintenance III 27.49
23260 - Fabric Worker 19.40
23290 - Fire Alarm System Mechanic 22.25
23310 - Fire Extinguisher Repairer 18.07
23311 - Fuel Distribution System Mechanic 22.94
23312 - Fuel Distribution System Operator 17.72
23370 - General Maintenance Worker 16.88
23380 - Ground Support Equipment Mechanic 25.73
23381 - Ground Support Equipment Servicer 21.34
23382 - Ground Support Equipment Worker 22.86
23391 - Gunsmith I 18.07
23392 - Gunsmith II 20.78
23393 - Gunsmith III 23.39
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.93
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.05
23430 - Heavy Equipment Mechanic 23.56
23440 - Heavy Equipment Operator 16.04
23460 - Instrument Mechanic 23.39
23465 - Laboratory/Shelter Mechanic 22.08
23470 - Laborer 11.97
23510 - Locksmith 22.08
23530 - Machinery Maintenance Mechanic 22.53
23550 - Machinist Maintenance 22.62
23580 - Maintenance Trades Helper 14.32
23591 - Metrology Technician I 23.39
23592 - Metrology Technician II 24.63
23593 - Metrology Technician III 25.86
23640 - Millwright 21.26
23710 - Office Appliance Repairer 24.18
23760 - Painter Maintenance 17.12
23790 - Pipefitter Maintenance 20.32
23810 - Plumber Maintenance 17.14
23820 - Pneudraulic Systems Mechanic 23.39
23850 - Rigger 23.39
23870 - Scale Mechanic 20.78
23890 - Sheet-Metal Worker Maintenance 21.79
23910 - Small Engine Mechanic 18.06
23931 - Telecommunications Mechanic I 28.35

23932 - Telecommunications Mechanic II 29.86
23950 - Telephone Lineman 22.37
23960 - Welder Combination Maintenance 18.18
23965 - Well Driller 23.39
23970 - Woodcraft Worker 23.39
23980 - Woodworker 18.07
24000 - Personal Needs Occupations
24550 - Case Manager 14.56
24570 - Child Care Attendant 8.82
24580 - Child Care Center Clerk 12.46
24610 - Chore Aide 9.50
24620 - Family Readiness And Support Services Coordinator 14.56
24630 - Homemaker 14.56
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 23.39
25040 - Sewage Plant Operator 18.33
25070 - Stationary Engineer 23.39
25190 - Ventilation Equipment Tender 16.74
25210 - Water Treatment Plant Operator 18.33
27000 - Protective Service Occupations
27004 - Alarm Monitor 14.34
27007 - Baggage Inspector 13.29
27008 - Corrections Officer 18.50
27010 - Court Security Officer 17.93
27030 - Detection Dog Handler 14.99
27040 - Detention Officer 18.50
27070 - Firefighter 18.26
27101 - Guard I 13.29
27102 - Guard II 14.99
27131 - Police Officer I 17.02
27132 - Police Officer II 18.91
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 11.67
28042 - Carnival Equipment Repairer 12.59
28043 - Carnival Worker 8.97
28210 - Gate Attendant/Gate Tender 12.73
28310 - Lifeguard 10.82
28350 - Park Attendant (Aide) 14.24
28510 - Recreation Aide/Health Facility Attendant 10.39
28515 - Recreation Specialist 15.75
28630 - Sports Official 11.34
28690 - Swimming Pool Operator 18.67
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 22.47
29020 - Hatch Tender 22.47
29030 - Line Handler 22.47
29041 - Stevedore I 20.81
29042 - Stevedore II 24.10
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.94
30022 - Archeological Technician II 20.08
30023 - Archeological Technician III 24.86
30030 - Cartographic Technician 24.86
30040 - Civil Engineering Technician 20.66
30051 - Cryogenic Technician I 27.54
30052 - Cryogenic Technician II 30.42
30061 - Drafter/CAD Operator I 17.94
30062 - Drafter/CAD Operator II 20.08
30063 - Drafter/CAD Operator III 22.38
30064 - Drafter/CAD Operator IV 27.54
30081 - Engineering Technician I 16.87
30082 - Engineering Technician II 18.93
30083 - Engineering Technician III 21.17
30084 - Engineering Technician IV 26.24
30085 - Engineering Technician V 32.10
30086 - Engineering Technician VI 38.83
30090 - Environmental Technician 24.86
30095 - Evidence Control Specialist 24.86
30210 - Laboratory Technician 23.09
30221 - Latent Fingerprint Technician I 27.54
30222 - Latent Fingerprint Technician II 30.42
30240 - Mathematical Technician 26.22
30361 - Paralegal/Legal Assistant I 16.88
30362 - Paralegal/Legal Assistant II 20.92
30363 - Paralegal/Legal Assistant III 25.59
30364 - Paralegal/Legal Assistant IV 30.96
30375 - Petroleum Supply Specialist 30.42
30390 - Photo-Optics Technician 24.86
30395 - Radiation Control Technician 30.42
30461 - Technical Writer I 24.86
30462 - Technical Writer II 30.42
30463 - Technical Writer III 36.80
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 27.54
30502 - Weather Forecaster II 33.50
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.65
30621 - Weather Observer Senior (see 2) 24.86
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.82
31030 - Bus Driver 18.71

31043 - Driver Courier	12.12
31260 - Parking and Lot Attendant	12.72
31290 - Shuttle Bus Driver	13.26
31310 - Taxi Driver	10.85
31361 - Truckdriver Light	13.26
31362 - Truckdriver Medium	15.27
31363 - Truckdriver Heavy	21.60
31364 - Truckdriver Tractor-Trailer	21.60
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.70
99050 - Desk Clerk	9.01
99095 - Embalmer	23.05
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	11.65
99252 - Laboratory Animal Caretaker II	13.37
99260 - Marketing Analyst	26.41
99310 - Mortician	23.05
99410 - Pest Controller	14.75
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	15.58
99711 - Recycling Specialist	18.56
99730 - Refuse Collector	14.16
99810 - Sales Clerk	12.37
99820 - School Crossing Guard	13.94
99830 - Survey Party Chief	17.79
99831 - Surveying Aide	11.49
99832 - Surveying Technician	15.74
99840 - Vending Machine Attendant	18.14
99841 - Vending Machine Repairer	22.51
99842 - Vending Machine Repairer Helper	18.14

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years and 4 weeks after 11 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4635
Revision No.: 15
Date Of Last Revision: 04/26/2021

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: Alabama

Area: Alabama Counties of Bullock Butler Crenshaw Macon Pike

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.62
01012 - Accounting Clerk II		16.42
01013 - Accounting Clerk III		18.36
01020 - Administrative Assistant		31.77
01035 - Court Reporter		19.67
01041 - Customer Service Representative I		12.43
01042 - Customer Service Representative II		13.98
01043 - Customer Service Representative III		15.26
01051 - Data Entry Operator I		12.85
01052 - Data Entry Operator II		14.02
01060 - Dispatcher Motor Vehicle		23.17
01070 - Document Preparation Clerk		13.63
01090 - Duplicating Machine Operator		13.63
01111 - General Clerk I		11.36
01112 - General Clerk II		12.39

01113 - General Clerk III 13.91
01120 - Housing Referral Assistant 19.08
01141 - Messenger Courier 11.11
01191 - Order Clerk I 13.87
01192 - Order Clerk II 15.13
01261 - Personnel Assistant (Employment) I 16.90
01262 - Personnel Assistant (Employment) II 20.67
01263 - Personnel Assistant (Employment) III 24.58
01270 - Production Control Clerk 24.41
01290 - Rental Clerk 11.33
01300 - Scheduler Maintenance 15.30
01311 - Secretary I 15.30
01312 - Secretary II 17.12
01313 - Secretary III 19.08
01320 - Service Order Dispatcher 20.70
01410 - Supply Technician 31.77
01420 - Survey Worker 15.86
01460 - Switchboard Operator/Receptionist 11.31
01531 - Travel Clerk I 12.49
01532 - Travel Clerk II 13.42
01533 - Travel Clerk III 14.14
01611 - Word Processor I 13.63
01612 - Word Processor II 15.30
01613 - Word Processor III 17.12
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.45
05010 - Automotive Electrician 19.16
05040 - Automotive Glass Installer 19.51
05070 - Automotive Worker 18.07
05110 - Mobile Equipment Servicer 15.83
05130 - Motor Equipment Metal Mechanic 20.28
05160 - Motor Equipment Metal Worker 18.07
05190 - Motor Vehicle Mechanic 20.28
05220 - Motor Vehicle Mechanic Helper 15.14
05250 - Motor Vehicle Upholstery Worker 17.01
05280 - Motor Vehicle Wrecker 18.07
05310 - Painter Automotive 19.16
05340 - Radiator Repair Specialist 18.07
05370 - Tire Repairer 12.73
05400 - Transmission Repair Specialist 20.28
07000 - Food Preparation And Service Occupations
07010 - Baker 12.56
07041 - Cook I 9.61
07042 - Cook II 11.05
07070 - Dishwasher 9.01
07130 - Food Service Worker 9.87
07210 - Meat Cutter 15.26
07260 - Waiter/Waitress 8.95
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.88

09040 - Furniture Handler 13.89
09080 - Furniture Refinisher 19.99
09090 - Furniture Refinisher Helper 16.31
09110 - Furniture Repairer Minor 18.15
09130 - Upholsterer 20.09
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.46
11060 - Elevator Operator 11.31
11090 - Gardener 14.05
11122 - Housekeeping Aide 11.31
11150 - Janitor 11.31
11210 - Laborer Grounds Maintenance 10.98
11240 - Maid or Houseman 9.50
11260 - Pruner 9.99
11270 - Tractor Operator 13.02
11330 - Trail Maintenance Worker 10.98
11360 - Window Cleaner 12.45
12000 - Health Occupations
12010 - Ambulance Driver 16.23
12011 - Breath Alcohol Technician 18.57
12012 - Certified Occupational Therapist Assistant 25.48
12015 - Certified Physical Therapist Assistant 28.13
12020 - Dental Assistant 17.73
12025 - Dental Hygienist 30.67
12030 - EKG Technician 28.14
12035 - Electroneurodiagnostic Technologist 28.14
12040 - Emergency Medical Technician 16.23
12071 - Licensed Practical Nurse I 16.61
12072 - Licensed Practical Nurse II 18.57
12073 - Licensed Practical Nurse III 20.70
12100 - Medical Assistant 12.52
12130 - Medical Laboratory Technician 22.74
12160 - Medical Record Clerk 15.94
12190 - Medical Record Technician 18.14
12195 - Medical Transcriptionist 16.61
12210 - Nuclear Medicine Technologist 40.81
12221 - Nursing Assistant I 11.73
12222 - Nursing Assistant II 13.18
12223 - Nursing Assistant III 14.38
12224 - Nursing Assistant IV 16.16
12235 - Optical Dispenser 17.08
12236 - Optical Technician 16.61
12250 - Pharmacy Technician 14.19
12280 - Phlebotomist 13.33
12305 - Radiologic Technologist 22.42
12311 - Registered Nurse I 23.58
12312 - Registered Nurse II 28.85
12313 - Registered Nurse II Specialist 28.85
12314 - Registered Nurse III 34.91
12315 - Registered Nurse III Anesthetist 34.91

12316 - Registered Nurse IV		41.84
12317 - Scheduler (Drug and Alcohol Testing)		23.01
12320 - Substance Abuse Treatment Counselor		21.17
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.42
13012 - Exhibits Specialist II		24.05
13013 - Exhibits Specialist III		29.43
13041 - Illustrator I		19.42
13042 - Illustrator II		24.05
13043 - Illustrator III		29.43
13047 - Librarian		26.64
13050 - Library Aide/Clerk		9.85
13054 - Library Information Technology Systems Administrator		24.05
13058 - Library Technician		18.42
13061 - Media Specialist I		17.36
13062 - Media Specialist II		19.42
13063 - Media Specialist III		21.64
13071 - Photographer I		17.36
13072 - Photographer II		19.42
13073 - Photographer III		24.05
13074 - Photographer IV		29.43
13075 - Photographer V		35.61
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		17.36
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.17
14042 - Computer Operator II		16.97
14043 - Computer Operator III		18.92
14044 - Computer Operator IV		21.02
14045 - Computer Operator V		23.28
14071 - Computer Programmer I	(see 1)	21.65
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.17
14160 - Personal Computer Support Technician		21.80
14170 - System Support Specialist		23.28
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.16
15020 - Aircrew Training Devices Instructor (Rated)		35.27
15030 - Air Crew Training Devices Instructor (Pilot)		42.28
15050 - Computer Based Training Specialist / Instructor		29.16
15060 - Educational Technologist		37.95
15070 - Flight Instructor (Pilot)		42.28
15080 - Graphic Artist		25.07
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.39

15086 - Maintenance Test Pilot Rotary Wing 41.39
15088 - Non-Maintenance Test/Co-Pilot 41.39
15090 - Technical Instructor 24.79
15095 - Technical Instructor/Course Developer 30.84
15110 - Test Proctor 20.03
15120 - Tutor 20.03
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.65
16030 - Counter Attendant 9.65
16040 - Dry Cleaner 11.70
16070 - Finisher Flatwork Machine 9.65
16090 - Presser Hand 9.65
16110 - Presser Machine Drycleaning 9.65
16130 - Presser Machine Shirts 9.65
16160 - Presser Machine Wearing Apparel Laundry 9.65
16190 - Sewing Machine Operator 12.39
16220 - Tailor 13.09
16250 - Washer Machine 10.34
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.74
19040 - Tool And Die Maker 26.66
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.68
21030 - Material Coordinator 23.24
21040 - Material Expediter 23.24
21050 - Material Handling Laborer 13.17
21071 - Order Filler 13.86
21080 - Production Line Worker (Food Processing) 16.68
21110 - Shipping Packer 15.07
21130 - Shipping/Receiving Clerk 15.07
21140 - Store Worker I 12.64
21150 - Stock Clerk 16.88
21210 - Tools And Parts Attendant 16.68
21410 - Warehouse Specialist 16.68
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.44
23019 - Aircraft Logs and Records Technician 24.85
23021 - Aircraft Mechanic I 29.13
23022 - Aircraft Mechanic II 30.44
23023 - Aircraft Mechanic III 31.69
23040 - Aircraft Mechanic Helper 22.24
23050 - Aircraft Painter 27.43
23060 - Aircraft Servicer 24.85
23070 - Aircraft Survival Flight Equipment Technician 27.43
23080 - Aircraft Worker 26.14
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 26.14
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 29.13
23110 - Appliance Mechanic 22.08

23120 - Bicycle Repairer 17.79
23125 - Cable Splicer 34.46
23130 - Carpenter Maintenance 18.42
23140 - Carpet Layer 20.78
23160 - Electrician Maintenance 24.20
23181 - Electronics Technician Maintenance I 24.43
23182 - Electronics Technician Maintenance II 25.85
23183 - Electronics Technician Maintenance III 27.23
23260 - Fabric Worker 19.40
23290 - Fire Alarm System Mechanic 20.79
23310 - Fire Extinguisher Repairer 18.07
23311 - Fuel Distribution System Mechanic 22.84
23312 - Fuel Distribution System Operator 17.72
23370 - General Maintenance Worker 17.04
23380 - Ground Support Equipment Mechanic 29.13
23381 - Ground Support Equipment Servicer 24.85
23382 - Ground Support Equipment Worker 26.14
23391 - Gunsmith I 18.07
23392 - Gunsmith II 20.78
23393 - Gunsmith III 23.39
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.02
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.26
23430 - Heavy Equipment Mechanic 24.66
23440 - Heavy Equipment Operator 16.04
23460 - Instrument Mechanic 23.39
23465 - Laboratory/Shelter Mechanic 22.08
23470 - Laborer 13.17
23510 - Locksmith 22.08
23530 - Machinery Maintenance Mechanic 22.96
23550 - Machinist Maintenance 24.73
23580 - Maintenance Trades Helper 14.98
23591 - Metrology Technician I 23.39
23592 - Metrology Technician II 24.63
23593 - Metrology Technician III 25.86
23640 - Millwright 21.26
23710 - Office Appliance Repairer 26.72
23760 - Painter Maintenance 16.46
23790 - Pipefitter Maintenance 20.56
23810 - Plumber Maintenance 18.48
23820 - Pneudraulic Systems Mechanic 23.39
23850 - Rigger 23.39
23870 - Scale Mechanic 20.78
23890 - Sheet-Metal Worker Maintenance 21.79
23910 - Small Engine Mechanic 18.79
23931 - Telecommunications Mechanic I 29.00
23932 - Telecommunications Mechanic II 30.55
23950 - Telephone Lineman 23.03
23960 - Welder Combination Maintenance 16.65

23965 - Well Driller	23.39
23970 - Woodcraft Worker	23.39
23980 - Woodworker	17.79
24000 - Personal Needs Occupations	
24550 - Case Manager	14.27
24570 - Child Care Attendant	10.31
24580 - Child Care Center Clerk	13.33
24610 - Chore Aide	9.93
24620 - Family Readiness And Support Services Coordinator	14.27
24630 - Homemaker	16.50
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.39
25040 - Sewage Plant Operator	18.67
25070 - Stationary Engineer	23.39
25190 - Ventilation Equipment Tender	16.74
25210 - Water Treatment Plant Operator	18.67
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.54
27007 - Baggage Inspector	13.96
27008 - Corrections Officer	18.55
27010 - Court Security Officer	18.44
27030 - Detection Dog Handler	16.36
27040 - Detention Officer	18.55
27070 - Firefighter	20.69
27101 - Guard I	13.96
27102 - Guard II	16.36
27131 - Police Officer I	18.83
27132 - Police Officer II	20.91
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.10
28042 - Carnival Equipment Repairer	13.06
28043 - Carnival Worker	9.27
28210 - Gate Attendant/Gate Tender	14.46
28310 - Lifeguard	11.40
28350 - Park Attendant (Aide)	16.18
28510 - Recreation Aide/Health Facility Attendant	11.81
28515 - Recreation Specialist	16.33
28630 - Sports Official	12.89
28690 - Swimming Pool Operator	15.46
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.78
29020 - Hatch Tender	20.78
29030 - Line Handler	20.78
29041 - Stevedore I	19.40
29042 - Stevedore II	22.08
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		17.94
30022 - Archeological Technician II		20.08
30023 - Archeological Technician III		24.92
30030 - Cartographic Technician		24.92
30040 - Civil Engineering Technician		22.69
30051 - Cryogenic Technician I		27.54
30052 - Cryogenic Technician II		30.42
30061 - Drafter/CAD Operator I		17.94
30062 - Drafter/CAD Operator II		20.08
30063 - Drafter/CAD Operator III		22.44
30064 - Drafter/CAD Operator IV		27.61
30081 - Engineering Technician I		15.98
30082 - Engineering Technician II		17.94
30083 - Engineering Technician III		20.74
30084 - Engineering Technician IV		24.86
30085 - Engineering Technician V		30.42
30086 - Engineering Technician VI		36.80
30090 - Environmental Technician		24.86
30095 - Evidence Control Specialist		24.86
30210 - Laboratory Technician		22.38
30221 - Latent Fingerprint Technician I		27.54
30222 - Latent Fingerprint Technician II		30.42
30240 - Mathematical Technician		24.92
30361 - Paralegal/Legal Assistant I		17.89
30362 - Paralegal/Legal Assistant II		23.06
30363 - Paralegal/Legal Assistant III		28.20
30364 - Paralegal/Legal Assistant IV		34.12
30375 - Petroleum Supply Specialist		30.42
30390 - Photo-Optics Technician		24.92
30395 - Radiation Control Technician		30.42
30461 - Technical Writer I		24.86
30462 - Technical Writer II		30.42
30463 - Technical Writer III		36.80
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		27.54
30502 - Weather Forecaster II		33.50
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.44
30621 - Weather Observer Senior	(see 2)	24.86
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		14.67
31030 - Bus Driver		19.68
31043 - Driver Courier		12.25
31260 - Parking and Lot Attendant		13.38
31290 - Shuttle Bus Driver		12.95

31310 - Taxi Driver	10.89
31361 - Truckdriver Light	12.95
31362 - Truckdriver Medium	15.42
31363 - Truckdriver Heavy	21.60
31364 - Truckdriver Tractor-Trailer	21.60
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	10.23
99050 - Desk Clerk	9.36
99095 - Embalmer	25.60
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	12.78
99252 - Laboratory Animal Caretaker II	13.52
99260 - Marketing Analyst	27.82
99310 - Mortician	25.60
99410 - Pest Controller	15.28
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	15.64
99711 - Recycling Specialist	18.56
99730 - Refuse Collector	14.22
99810 - Sales Clerk	12.37
99820 - School Crossing Guard	14.03
99830 - Survey Party Chief	19.03
99831 - Surveying Aide	12.66
99832 - Surveying Technician	17.31
99840 - Vending Machine Attendant	17.17
99841 - Vending Machine Repairer	21.03
99842 - Vending Machine Repairer Helper	16.53

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 11 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4637
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: Tennessee

Area: Tennessee Counties of Bradley Polk

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.77
01012 - Accounting Clerk II		15.46
01013 - Accounting Clerk III		17.30
01020 - Administrative Assistant		22.64
01035 - Court Reporter		16.79
01041 - Customer Service Representative I		11.18
01042 - Customer Service Representative II		12.57
01043 - Customer Service Representative III		13.71
01051 - Data Entry Operator I		12.87
01052 - Data Entry Operator II		14.05
01060 - Dispatcher Motor Vehicle		18.58
01070 - Document Preparation Clerk		13.36
01090 - Duplicating Machine Operator		13.36
01111 - General Clerk I		12.56
01112 - General Clerk II		13.70

01113 - General Clerk III	15.38
01120 - Housing Referral Assistant	18.71
01141 - Messenger Courier	10.90
01191 - Order Clerk I	12.68
01192 - Order Clerk II	13.83
01261 - Personnel Assistant (Employment) I	15.00
01262 - Personnel Assistant (Employment) II	16.79
01263 - Personnel Assistant (Employment) III	18.71
01270 - Production Control Clerk	21.12
01290 - Rental Clerk	12.95
01300 - Scheduler Maintenance	15.00
01311 - Secretary I	15.00
01312 - Secretary II	16.79
01313 - Secretary III	18.71
01320 - Service Order Dispatcher	16.07
01410 - Supply Technician	22.64
01420 - Survey Worker	14.55
01460 - Switchboard Operator/Receptionist	12.25
01531 - Travel Clerk I	11.72
01532 - Travel Clerk II	12.49
01533 - Travel Clerk III	13.26
01611 - Word Processor I	13.83
01612 - Word Processor II	15.53
01613 - Word Processor III	17.37
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	19.37
05010 - Automotive Electrician	18.21
05040 - Automotive Glass Installer	17.32
05070 - Automotive Worker	17.32
05110 - Mobile Equipment Servicer	15.38
05130 - Motor Equipment Metal Mechanic	19.19
05160 - Motor Equipment Metal Worker	17.32
05190 - Motor Vehicle Mechanic	19.19
05220 - Motor Vehicle Mechanic Helper	14.45
05250 - Motor Vehicle Upholstery Worker	16.26
05280 - Motor Vehicle Wrecker	17.32
05310 - Painter Automotive	18.21
05340 - Radiator Repair Specialist	17.32
05370 - Tire Repairer	14.92
05400 - Transmission Repair Specialist	19.19
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.65
07041 - Cook I	10.50
07042 - Cook II	11.86
07070 - Dishwasher	9.32
07130 - Food Service Worker	9.39
07210 - Meat Cutter	12.93
07260 - Waiter/Waitress	8.91
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.02

09040 - Furniture Handler 13.83
09080 - Furniture Refinisher 19.98
09090 - Furniture Refinisher Helper 16.19
09110 - Furniture Repairer Minor 18.11
09130 - Upholsterer 20.92
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.52
11060 - Elevator Operator 10.97
11090 - Gardener 16.40
11122 - Housekeeping Aide 10.97
11150 - Janitor 10.97
11210 - Laborer Grounds Maintenance 13.67
11240 - Maid or Houseman 9.26
11260 - Pruner 11.89
11270 - Tractor Operator 15.38
11330 - Trail Maintenance Worker 13.67
11360 - Window Cleaner 12.10
12000 - Health Occupations
12010 - Ambulance Driver 18.16
12011 - Breath Alcohol Technician 18.16
12012 - Certified Occupational Therapist Assistant 24.91
12015 - Certified Physical Therapist Assistant 28.68
12020 - Dental Assistant 17.49
12025 - Dental Hygienist 35.60
12030 - EKG Technician 27.52
12035 - Electroneurodiagnostic Technologist 27.52
12040 - Emergency Medical Technician 18.16
12071 - Licensed Practical Nurse I 16.23
12072 - Licensed Practical Nurse II 18.16
12073 - Licensed Practical Nurse III 20.24
12100 - Medical Assistant 13.99
12130 - Medical Laboratory Technician 20.08
12160 - Medical Record Clerk 16.68
12190 - Medical Record Technician 19.74
12195 - Medical Transcriptionist 16.23
12210 - Nuclear Medicine Technologist 39.90
12221 - Nursing Assistant I 11.17
12222 - Nursing Assistant II 12.56
12223 - Nursing Assistant III 13.71
12224 - Nursing Assistant IV 15.39
12235 - Optical Dispenser 18.16
12236 - Optical Technician 16.23
12250 - Pharmacy Technician 14.03
12280 - Phlebotomist 16.23
12305 - Radiologic Technologist 27.09
12311 - Registered Nurse I 21.31
12312 - Registered Nurse II 26.08
12313 - Registered Nurse II Specialist 26.08
12314 - Registered Nurse III 31.55
12315 - Registered Nurse III Anesthetist 31.55

12316 - Registered Nurse IV		37.81
12317 - Scheduler (Drug and Alcohol Testing)		22.49
12320 - Substance Abuse Treatment Counselor		22.49
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		26.44
13050 - Library Aide/Clerk		13.98
13054 - Library Information Technology Systems Administrator		23.87
13058 - Library Technician		18.91
13061 - Media Specialist I		17.22
13062 - Media Specialist II		19.27
13063 - Media Specialist III		21.49
13071 - Photographer I		17.22
13072 - Photographer II		19.27
13073 - Photographer III		23.87
13074 - Photographer IV		29.20
13075 - Photographer V		35.33
13090 - Technical Order Library Clerk		19.04
13110 - Video Teleconference Technician		17.22
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.92
14042 - Computer Operator II		18.05
14043 - Computer Operator III		20.10
14044 - Computer Operator IV		22.06
14045 - Computer Operator V		24.43
14071 - Computer Programmer I	(see 1)	20.37
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.92
14160 - Personal Computer Support Technician		22.06
14170 - System Support Specialist		23.19
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.13
15020 - Aircrew Training Devices Instructor (Rated)		36.75
15030 - Air Crew Training Devices Instructor (Pilot)		40.42
15050 - Computer Based Training Specialist / Instructor		32.13
15060 - Educational Technologist		29.14
15070 - Flight Instructor (Pilot)		40.42
15080 - Graphic Artist		24.90
15085 - Maintenance Test Pilot Fixed Jet/Prop		40.42

15086 - Maintenance Test Pilot Rotary Wing 40.42
15088 - Non-Maintenance Test/Co-Pilot 40.42
15090 - Technical Instructor 20.35
15095 - Technical Instructor/Course Developer 24.90
15110 - Test Proctor 16.55
15120 - Tutor 16.55
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.51
16030 - Counter Attendant 9.51
16040 - Dry Cleaner 11.95
16070 - Finisher Flatwork Machine 9.51
16090 - Presser Hand 9.51
16110 - Presser Machine Drycleaning 9.51
16130 - Presser Machine Shirts 9.51
16160 - Presser Machine Wearing Apparel Laundry 9.51
16190 - Sewing Machine Operator 12.70
16220 - Tailor 13.42
16250 - Washer Machine 10.31
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.96
19040 - Tool And Die Maker 25.72
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.63
21030 - Material Coordinator 21.12
21040 - Material Expediter 21.12
21050 - Material Handling Laborer 14.48
21071 - Order Filler 14.76
21080 - Production Line Worker (Food Processing) 16.63
21110 - Shipping Packer 15.41
21130 - Shipping/Receiving Clerk 15.41
21140 - Store Worker I 13.23
21150 - Stock Clerk 17.91
21210 - Tools And Parts Attendant 16.63
21410 - Warehouse Specialist 16.63
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.29
23019 - Aircraft Logs and Records Technician 18.72
23021 - Aircraft Mechanic I 22.09
23022 - Aircraft Mechanic II 23.29
23023 - Aircraft Mechanic III 24.51
23040 - Aircraft Mechanic Helper 16.55
23050 - Aircraft Painter 20.96
23060 - Aircraft Servicer 18.72
23070 - Aircraft Survival Flight Equipment Technician 20.96
23080 - Aircraft Worker 19.93
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 19.93
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.09
23110 - Appliance Mechanic 20.96

23120 - Bicycle Repairer	17.65
23125 - Cable Splicer	22.52
23130 - Carpenter Maintenance	19.04
23140 - Carpet Layer	19.93
23160 - Electrician Maintenance	25.63
23181 - Electronics Technician Maintenance I	20.88
23182 - Electronics Technician Maintenance II	24.07
23183 - Electronics Technician Maintenance III	27.10
23260 - Fabric Worker	18.72
23290 - Fire Alarm System Mechanic	22.09
23310 - Fire Extinguisher Repairer	18.29
23311 - Fuel Distribution System Mechanic	22.09
23312 - Fuel Distribution System Operator	17.65
23370 - General Maintenance Worker	17.47
23380 - Ground Support Equipment Mechanic	22.09
23381 - Ground Support Equipment Servicer	18.72
23382 - Ground Support Equipment Worker	19.93
23391 - Gunsmith I	18.29
23392 - Gunsmith II	19.93
23393 - Gunsmith III	22.09
23410 - Heating Ventilation And Air-Conditioning Mechanic	19.19
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	20.21
23430 - Heavy Equipment Mechanic	22.09
23440 - Heavy Equipment Operator	21.74
23460 - Instrument Mechanic	22.09
23465 - Laboratory/Shelter Mechanic	20.96
23470 - Laborer	14.48
23510 - Locksmith	20.96
23530 - Machinery Maintenance Mechanic	25.82
23550 - Machinist Maintenance	20.18
23580 - Maintenance Trades Helper	16.20
23591 - Metrology Technician I	22.09
23592 - Metrology Technician II	23.29
23593 - Metrology Technician III	24.51
23640 - Millwright	22.09
23710 - Office Appliance Repairer	20.96
23760 - Painter Maintenance	20.96
23790 - Pipefitter Maintenance	24.84
23810 - Plumber Maintenance	23.57
23820 - Pneudraulic Systems Mechanic	22.09
23850 - Rigger	22.09
23870 - Scale Mechanic	19.93
23890 - Sheet-Metal Worker Maintenance	23.79
23910 - Small Engine Mechanic	19.93
23931 - Telecommunications Mechanic I	26.24
23932 - Telecommunications Mechanic II	27.47
23950 - Telephone Lineman	22.09
23960 - Welder Combination Maintenance	23.30

23965 - Well Driller	22.09
23970 - Woodcraft Worker	22.09
23980 - Woodworker	17.65
24000 - Personal Needs Occupations	
24550 - Case Manager	14.32
24570 - Child Care Attendant	10.56
24580 - Child Care Center Clerk	13.19
24610 - Chore Aide	10.59
24620 - Family Readiness And Support Services Coordinator	14.32
24630 - Homemaker	16.40
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.91
25040 - Sewage Plant Operator	18.94
25070 - Stationary Engineer	22.91
25190 - Ventilation Equipment Tender	16.55
25210 - Water Treatment Plant Operator	18.94
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.50
27007 - Baggage Inspector	16.53
27008 - Corrections Officer	18.79
27010 - Court Security Officer	18.79
27030 - Detection Dog Handler	18.50
27040 - Detention Officer	18.79
27070 - Firefighter	18.79
27101 - Guard I	16.53
27102 - Guard II	18.50
27131 - Police Officer I	18.79
27132 - Police Officer II	20.88
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.79
28042 - Carnival Equipment Repairer	14.71
28043 - Carnival Worker	10.57
28210 - Gate Attendant/Gate Tender	18.14
28310 - Lifeguard	15.09
28350 - Park Attendant (Aide)	20.30
28510 - Recreation Aide/Health Facility Attendant	14.80
28515 - Recreation Specialist	23.60
28630 - Sports Official	16.16
28690 - Swimming Pool Operator	17.81
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.16
29020 - Hatch Tender	20.16
29030 - Line Handler	20.16
29041 - Stevedore I	19.09
29042 - Stevedore II	21.24
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		17.37
30022 - Archeological Technician II		19.44
30023 - Archeological Technician III		24.08
30030 - Cartographic Technician		24.08
30040 - Civil Engineering Technician		23.98
30051 - Cryogenic Technician I		26.67
30052 - Cryogenic Technician II		29.45
30061 - Drafter/CAD Operator I		17.37
30062 - Drafter/CAD Operator II		19.44
30063 - Drafter/CAD Operator III		21.67
30064 - Drafter/CAD Operator IV		26.67
30081 - Engineering Technician I		15.48
30082 - Engineering Technician II		17.37
30083 - Engineering Technician III		19.44
30084 - Engineering Technician IV		24.08
30085 - Engineering Technician V		29.45
30086 - Engineering Technician VI		35.63
30090 - Environmental Technician		24.08
30095 - Evidence Control Specialist		24.08
30210 - Laboratory Technician		26.52
30221 - Latent Fingerprint Technician I		26.67
30222 - Latent Fingerprint Technician II		29.45
30240 - Mathematical Technician		24.08
30361 - Paralegal/Legal Assistant I		17.35
30362 - Paralegal/Legal Assistant II		20.93
30363 - Paralegal/Legal Assistant III		23.95
30364 - Paralegal/Legal Assistant IV		31.00
30375 - Petroleum Supply Specialist		29.45
30390 - Photo-Optics Technician		24.08
30395 - Radiation Control Technician		29.45
30461 - Technical Writer I		24.08
30462 - Technical Writer II		29.45
30463 - Technical Writer III		35.63
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		26.67
30502 - Weather Forecaster II		32.44
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.67
30621 - Weather Observer Senior	(see 2)	24.08
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		16.29
31030 - Bus Driver		21.80
31043 - Driver Courier		16.16
31260 - Parking and Lot Attendant		13.29
31290 - Shuttle Bus Driver		16.60

31310 - Taxi Driver	14.10
31361 - Truckdriver Light	16.60
31362 - Truckdriver Medium	18.29
31363 - Truckdriver Heavy	23.22
31364 - Truckdriver Tractor-Trailer	23.22
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.14
99050 - Desk Clerk	9.60
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	16.68
99252 - Laboratory Animal Caretaker II	17.52
99260 - Marketing Analyst	28.06
99310 - Mortician	25.35
99410 - Pest Controller	21.87
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	16.34
99711 - Recycling Specialist	19.33
99730 - Refuse Collector	14.82
99810 - Sales Clerk	12.58
99820 - School Crossing Guard	14.82
99830 - Survey Party Chief	18.65
99831 - Surveying Aide	12.16
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	19.33
99841 - Vending Machine Repairer	23.29
99842 - Vending Machine Repairer Helper	19.33

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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.: 2015-4638
Revision No.: 12
Date Of Last Revision: 06/18/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Tennessee

Area: Tennessee Counties of Bradley Polk

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.77
01012 - Accounting Clerk II		15.46
01013 - Accounting Clerk III		17.30
01020 - Administrative Assistant		22.64
01035 - Court Reporter		16.79
01041 - Customer Service Representative I		11.18
01042 - Customer Service Representative II		12.57
01043 - Customer Service Representative III		13.71
01051 - Data Entry Operator I		12.87
01052 - Data Entry Operator II		14.05
01060 - Dispatcher Motor Vehicle		18.58
01070 - Document Preparation Clerk		13.36

01090 - Duplicating Machine Operator	13.36
01111 - General Clerk I	12.56
01112 - General Clerk II	13.70
01113 - General Clerk III	15.38
01120 - Housing Referral Assistant	18.71
01141 - Messenger Courier	10.90
01191 - Order Clerk I	12.68
01192 - Order Clerk II	13.83
01261 - Personnel Assistant (Employment) I	15.00
01262 - Personnel Assistant (Employment) II	16.79
01263 - Personnel Assistant (Employment) III	18.71
01270 - Production Control Clerk	21.12
01290 - Rental Clerk	12.95
01300 - Scheduler Maintenance	15.00
01311 - Secretary I	15.00
01312 - Secretary II	16.79
01313 - Secretary III	18.71
01320 - Service Order Dispatcher	16.07
01410 - Supply Technician	22.64
01420 - Survey Worker	14.55
01460 - Switchboard Operator/Receptionist	12.25
01531 - Travel Clerk I	11.72
01532 - Travel Clerk II	12.49
01533 - Travel Clerk III	13.26
01611 - Word Processor I	13.83
01612 - Word Processor II	15.53
01613 - Word Processor III	17.37
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	19.37
05010 - Automotive Electrician	18.21
05040 - Automotive Glass Installer	17.32
05070 - Automotive Worker	17.32
05110 - Mobile Equipment Servicer	15.38
05130 - Motor Equipment Metal Mechanic	19.19
05160 - Motor Equipment Metal Worker	17.32
05190 - Motor Vehicle Mechanic	19.19
05220 - Motor Vehicle Mechanic Helper	14.45
05250 - Motor Vehicle Upholstery Worker	16.26
05280 - Motor Vehicle Wrecker	17.32
05310 - Painter Automotive	18.21
05340 - Radiator Repair Specialist	17.32
05370 - Tire Repairer	14.92
05400 - Transmission Repair Specialist	19.19
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.65
07041 - Cook I	10.50
07042 - Cook II	11.86
07070 - Dishwasher	9.32
07130 - Food Service Worker	9.39
07210 - Meat Cutter	12.93

07260 - Waiter/Waitress	8.91
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.02
09040 - Furniture Handler	13.83
09080 - Furniture Refinisher	19.98
09090 - Furniture Refinisher Helper	16.19
09110 - Furniture Repairer Minor	18.11
09130 - Upholsterer	20.92
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.52
11060 - Elevator Operator	10.97
11090 - Gardener	16.40
11122 - Housekeeping Aide	10.97
11150 - Janitor	10.97
11210 - Laborer Grounds Maintenance	13.67
11240 - Maid or Houseman	9.26
11260 - Pruner	11.89
11270 - Tractor Operator	15.38
11330 - Trail Maintenance Worker	13.67
11360 - Window Cleaner	12.10
12000 - Health Occupations	
12010 - Ambulance Driver	18.16
12011 - Breath Alcohol Technician	18.16
12012 - Certified Occupational Therapist Assistant	24.91
12015 - Certified Physical Therapist Assistant	28.68
12020 - Dental Assistant	17.49
12025 - Dental Hygienist	35.60
12030 - EKG Technician	27.52
12035 - Electroneurodiagnostic Technologist	27.52
12040 - Emergency Medical Technician	18.16
12071 - Licensed Practical Nurse I	16.23
12072 - Licensed Practical Nurse II	18.16
12073 - Licensed Practical Nurse III	20.24
12100 - Medical Assistant	13.99
12130 - Medical Laboratory Technician	20.08
12160 - Medical Record Clerk	16.68
12190 - Medical Record Technician	19.74
12195 - Medical Transcriptionist	16.23
12210 - Nuclear Medicine Technologist	39.90
12221 - Nursing Assistant I	11.17
12222 - Nursing Assistant II	12.56
12223 - Nursing Assistant III	13.71
12224 - Nursing Assistant IV	15.39
12235 - Optical Dispenser	18.16
12236 - Optical Technician	16.23
12250 - Pharmacy Technician	14.03
12280 - Phlebotomist	16.23
12305 - Radiologic Technologist	27.09
12311 - Registered Nurse I	21.31
12312 - Registered Nurse II	26.08

12313 - Registered Nurse II Specialist		26.08
12314 - Registered Nurse III		31.55
12315 - Registered Nurse III Anesthetist		31.55
12316 - Registered Nurse IV		37.81
12317 - Scheduler (Drug and Alcohol Testing)		22.49
12320 - Substance Abuse Treatment Counselor		22.49
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		26.44
13050 - Library Aide/Clerk		13.98
13054 - Library Information Technology Systems Administrator		23.87
13058 - Library Technician		18.91
13061 - Media Specialist I		17.22
13062 - Media Specialist II		19.27
13063 - Media Specialist III		21.49
13071 - Photographer I		17.22
13072 - Photographer II		19.27
13073 - Photographer III		23.87
13074 - Photographer IV		29.20
13075 - Photographer V		35.33
13090 - Technical Order Library Clerk		19.04
13110 - Video Teleconference Technician		17.22
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.92
14042 - Computer Operator II		18.05
14043 - Computer Operator III		20.10
14044 - Computer Operator IV		22.06
14045 - Computer Operator V		24.43
14071 - Computer Programmer I	(see 1)	20.37
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.92
14160 - Personal Computer Support Technician		22.06
14170 - System Support Specialist		23.19
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.13
15020 - Aircrew Training Devices Instructor (Rated)		36.75
15030 - Air Crew Training Devices Instructor (Pilot)		40.42
15050 - Computer Based Training Specialist / Instructor		32.13
15060 - Educational Technologist		29.14

15070 - Flight Instructor (Pilot) 40.42
15080 - Graphic Artist 24.90
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.42
15086 - Maintenance Test Pilot Rotary Wing 40.42
15088 - Non-Maintenance Test/Co-Pilot 40.42
15090 - Technical Instructor 20.35
15095 - Technical Instructor/Course Developer 24.90
15110 - Test Proctor 16.55
15120 - Tutor 16.55
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.51
16030 - Counter Attendant 9.51
16040 - Dry Cleaner 11.95
16070 - Finisher Flatwork Machine 9.51
16090 - Presser Hand 9.51
16110 - Presser Machine Drycleaning 9.51
16130 - Presser Machine Shirts 9.51
16160 - Presser Machine Wearing Apparel Laundry 9.51
16190 - Sewing Machine Operator 12.70
16220 - Tailor 13.42
16250 - Washer Machine 10.31
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.96
19040 - Tool And Die Maker 25.72
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.63
21030 - Material Coordinator 21.12
21040 - Material Expediter 21.12
21050 - Material Handling Laborer 14.48
21071 - Order Filler 14.76
21080 - Production Line Worker (Food Processing) 16.63
21110 - Shipping Packer 15.41
21130 - Shipping/Receiving Clerk 15.41
21140 - Store Worker I 13.23
21150 - Stock Clerk 17.91
21210 - Tools And Parts Attendant 16.63
21410 - Warehouse Specialist 16.63
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.29
23019 - Aircraft Logs and Records Technician 18.72
23021 - Aircraft Mechanic I 22.09
23022 - Aircraft Mechanic II 23.29
23023 - Aircraft Mechanic III 24.51
23040 - Aircraft Mechanic Helper 16.55
23050 - Aircraft Painter 20.96
23060 - Aircraft Servicer 18.72
23070 - Aircraft Survival Flight Equipment Technician 20.96
23080 - Aircraft Worker 19.93
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 19.93

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.09
23110 - Appliance Mechanic 20.96
23120 - Bicycle Repairer 17.65
23125 - Cable Splicer 22.52
23130 - Carpenter Maintenance 19.04
23140 - Carpet Layer 19.93
23160 - Electrician Maintenance 25.63
23181 - Electronics Technician Maintenance I 20.88
23182 - Electronics Technician Maintenance II 24.07
23183 - Electronics Technician Maintenance III 27.10
23260 - Fabric Worker 18.72
23290 - Fire Alarm System Mechanic 22.09
23310 - Fire Extinguisher Repairer 18.29
23311 - Fuel Distribution System Mechanic 22.09
23312 - Fuel Distribution System Operator 17.65
23370 - General Maintenance Worker 17.47
23380 - Ground Support Equipment Mechanic 22.09
23381 - Ground Support Equipment Servicer 18.72
23382 - Ground Support Equipment Worker 19.93
23391 - Gunsmith I 18.29
23392 - Gunsmith II 19.93
23393 - Gunsmith III 22.09
23410 - Heating Ventilation And Air-Conditioning Mechanic 19.19
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 20.21
23430 - Heavy Equipment Mechanic 22.09
23440 - Heavy Equipment Operator 21.74
23460 - Instrument Mechanic 22.09
23465 - Laboratory/Shelter Mechanic 20.96
23470 - Laborer 14.48
23510 - Locksmith 20.96
23530 - Machinery Maintenance Mechanic 25.82
23550 - Machinist Maintenance 20.18
23580 - Maintenance Trades Helper 16.20
23591 - Metrology Technician I 22.09
23592 - Metrology Technician II 23.29
23593 - Metrology Technician III 24.51
23640 - Millwright 22.09
23710 - Office Appliance Repairer 20.96
23760 - Painter Maintenance 20.96
23790 - Pipefitter Maintenance 24.84
23810 - Plumber Maintenance 23.57
23820 - Pneudraulic Systems Mechanic 22.09
23850 - Rigger 22.09
23870 - Scale Mechanic 19.93
23890 - Sheet-Metal Worker Maintenance 23.79
23910 - Small Engine Mechanic 19.93
23931 - Telecommunications Mechanic I 26.24

23932 - Telecommunications Mechanic II 27.47
23950 - Telephone Lineman 22.09
23960 - Welder Combination Maintenance 23.30
23965 - Well Driller 22.09
23970 - Woodcraft Worker 22.09
23980 - Woodworker 17.65
24000 - Personal Needs Occupations
24550 - Case Manager 14.32
24570 - Child Care Attendant 10.56
24580 - Child Care Center Clerk 13.19
24610 - Chore Aide 10.59
24620 - Family Readiness And Support Services Coordinator 14.32
24630 - Homemaker 16.40
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 22.91
25040 - Sewage Plant Operator 18.94
25070 - Stationary Engineer 22.91
25190 - Ventilation Equipment Tender 16.55
25210 - Water Treatment Plant Operator 18.94
27000 - Protective Service Occupations
27004 - Alarm Monitor 18.50
27007 - Baggage Inspector 16.53
27008 - Corrections Officer 18.79
27010 - Court Security Officer 18.79
27030 - Detection Dog Handler 18.50
27040 - Detention Officer 18.79
27070 - Firefighter 18.79
27101 - Guard I 16.53
27102 - Guard II 18.50
27131 - Police Officer I 18.79
27132 - Police Officer II 20.88
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.79
28042 - Carnival Equipment Repairer 14.71
28043 - Carnival Worker 10.57
28210 - Gate Attendant/Gate Tender 18.14
28310 - Lifeguard 15.09
28350 - Park Attendant (Aide) 20.30
28510 - Recreation Aide/Health Facility Attendant 14.80
28515 - Recreation Specialist 23.60
28630 - Sports Official 16.16
28690 - Swimming Pool Operator 17.81
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 20.16
29020 - Hatch Tender 20.16
29030 - Line Handler 20.16
29041 - Stevedore I 19.09
29042 - Stevedore II 21.24
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.37
30022 - Archeological Technician II 19.44
30023 - Archeological Technician III 24.08
30030 - Cartographic Technician 24.08
30040 - Civil Engineering Technician 23.98
30051 - Cryogenic Technician I 26.67
30052 - Cryogenic Technician II 29.45
30061 - Drafter/CAD Operator I 17.37
30062 - Drafter/CAD Operator II 19.44
30063 - Drafter/CAD Operator III 21.67
30064 - Drafter/CAD Operator IV 26.67
30081 - Engineering Technician I 15.48
30082 - Engineering Technician II 17.37
30083 - Engineering Technician III 19.44
30084 - Engineering Technician IV 24.08
30085 - Engineering Technician V 29.45
30086 - Engineering Technician VI 35.63
30090 - Environmental Technician 24.08
30095 - Evidence Control Specialist 24.08
30210 - Laboratory Technician 26.52
30221 - Latent Fingerprint Technician I 26.67
30222 - Latent Fingerprint Technician II 29.45
30240 - Mathematical Technician 24.08
30361 - Paralegal/Legal Assistant I 17.35
30362 - Paralegal/Legal Assistant II 20.93
30363 - Paralegal/Legal Assistant III 23.95
30364 - Paralegal/Legal Assistant IV 31.00
30375 - Petroleum Supply Specialist 29.45
30390 - Photo-Optics Technician 24.08
30395 - Radiation Control Technician 29.45
30461 - Technical Writer I 24.08
30462 - Technical Writer II 29.45
30463 - Technical Writer III 35.63
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 26.67
30502 - Weather Forecaster II 32.44
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.67
30621 - Weather Observer Senior (see 2) 24.08
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 16.29
31030 - Bus Driver 21.80

31043 - Driver Courier	16.16
31260 - Parking and Lot Attendant	13.29
31290 - Shuttle Bus Driver	16.60
31310 - Taxi Driver	14.10
31361 - Truckdriver Light	16.60
31362 - Truckdriver Medium	18.29
31363 - Truckdriver Heavy	23.22
31364 - Truckdriver Tractor-Trailer	23.22
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.14
99050 - Desk Clerk	9.60
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	16.68
99252 - Laboratory Animal Caretaker II	17.52
99260 - Marketing Analyst	28.06
99310 - Mortician	25.35
99410 - Pest Controller	21.87
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	16.34
99711 - Recycling Specialist	19.33
99730 - Refuse Collector	14.82
99810 - Sales Clerk	12.58
99820 - School Crossing Guard	14.82
99830 - Survey Party Chief	18.65
99831 - Surveying Aide	12.16
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	19.33
99841 - Vending Machine Repairer	23.29
99842 - Vending Machine Repairer Helper	19.33

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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

Wage Determination No.: 2015-4639
Revision No.: 12
Date Of Last Revision: 12/21/2020

Daniel W. Simms
Director

Division of
Wage Determinations

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Tennessee

Area: Tennessee Counties of Chester Crockett Madison

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.24
01012 - Accounting Clerk II		15.98
01013 - Accounting Clerk III		17.88
01020 - Administrative Assistant		23.28
01035 - Court Reporter		17.00
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		12.47
01052 - Data Entry Operator II		13.60
01060 - Dispatcher Motor Vehicle		20.75
01070 - Document Preparation Clerk		12.64
01090 - Duplicating Machine Operator		12.64
01111 - General Clerk I		13.52
01112 - General Clerk II		14.75

01113 - General Clerk III 16.55
01120 - Housing Referral Assistant 20.25
01141 - Messenger Courier 12.77
01191 - Order Clerk I 16.28
01192 - Order Clerk II 17.75
01261 - Personnel Assistant (Employment) I 15.20
01262 - Personnel Assistant (Employment) II 17.00
01263 - Personnel Assistant (Employment) III 19.71
01270 - Production Control Clerk 22.10
01290 - Rental Clerk 15.13
01300 - Scheduler Maintenance 15.74
01311 - Secretary I 15.74
01312 - Secretary II 17.61
01313 - Secretary III 19.63
01320 - Service Order Dispatcher 18.55
01410 - Supply Technician 23.28
01420 - Survey Worker 17.19
01460 - Switchboard Operator/Receptionist 13.23
01531 - Travel Clerk I 13.55
01532 - Travel Clerk II 14.39
01533 - Travel Clerk III 15.47
01611 - Word Processor I 13.43
01612 - Word Processor II 15.20
01613 - Word Processor III 17.17
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.85
05010 - Automotive Electrician 19.23
05040 - Automotive Glass Installer 17.17
05070 - Automotive Worker 17.21
05110 - Mobile Equipment Servicer 15.07
05130 - Motor Equipment Metal Mechanic 19.23
05160 - Motor Equipment Metal Worker 17.21
05190 - Motor Vehicle Mechanic 19.23
05220 - Motor Vehicle Mechanic Helper 13.97
05250 - Motor Vehicle Upholstery Worker 17.21
05280 - Motor Vehicle Wrecker 17.21
05310 - Painter Automotive 18.23
05340 - Radiator Repair Specialist 17.21
05370 - Tire Repairer 12.87
05400 - Transmission Repair Specialist 18.98
07000 - Food Preparation And Service Occupations
07010 - Baker 16.31
07041 - Cook I 11.50
07042 - Cook II 13.50
07070 - Dishwasher 8.88
07130 - Food Service Worker 9.35
07210 - Meat Cutter 14.28
07260 - Waiter/Waitress 9.70
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 16.21

09040 - Furniture Handler 10.74
09080 - Furniture Refinisher 16.21
09090 - Furniture Refinisher Helper 12.97
09110 - Furniture Repairer Minor 15.27
09130 - Upholsterer 17.53
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.34
11060 - Elevator Operator 12.34
11090 - Gardener 16.67
11122 - Housekeeping Aide 11.16
11150 - Janitor 11.16
11210 - Laborer Grounds Maintenance 12.54
11240 - Maid or Houseman 10.14
11260 - Pruner 11.16
11270 - Tractor Operator 16.34
11330 - Trail Maintenance Worker 12.54
11360 - Window Cleaner 12.03
12000 - Health Occupations
12010 - Ambulance Driver 17.24
12011 - Breath Alcohol Technician 17.61
12012 - Certified Occupational Therapist Assistant 24.16
12015 - Certified Physical Therapist Assistant 29.39
12020 - Dental Assistant 18.23
12025 - Dental Hygienist 33.88
12030 - EKG Technician 26.68
12035 - Electroneurodiagnostic Technologist 26.68
12040 - Emergency Medical Technician 17.24
12071 - Licensed Practical Nurse I 15.74
12072 - Licensed Practical Nurse II 17.61
12073 - Licensed Practical Nurse III 19.63
12100 - Medical Assistant 14.57
12130 - Medical Laboratory Technician 19.11
12160 - Medical Record Clerk 15.35
12190 - Medical Record Technician 17.18
12195 - Medical Transcriptionist 16.97
12210 - Nuclear Medicine Technologist 38.69
12221 - Nursing Assistant I 11.77
12222 - Nursing Assistant II 13.23
12223 - Nursing Assistant III 14.44
12224 - Nursing Assistant IV 16.20
12235 - Optical Dispenser 18.16
12236 - Optical Technician 15.74
12250 - Pharmacy Technician 14.99
12280 - Phlebotomist 14.08
12305 - Radiologic Technologist 24.12
12311 - Registered Nurse I 25.41
12312 - Registered Nurse II 30.43
12313 - Registered Nurse II Specialist 30.43
12314 - Registered Nurse III 36.80
12315 - Registered Nurse III Anesthetist 36.80

12316 - Registered Nurse IV		44.11
12317 - Scheduler (Drug and Alcohol Testing)		21.81
12320 - Substance Abuse Treatment Counselor		21.35
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.26
13012 - Exhibits Specialist II		23.85
13013 - Exhibits Specialist III		29.18
13041 - Illustrator I		19.26
13042 - Illustrator II		23.85
13043 - Illustrator III		29.18
13047 - Librarian		26.42
13050 - Library Aide/Clerk		15.33
13054 - Library Information Technology Systems Administrator		23.85
13058 - Library Technician		19.26
13061 - Media Specialist I		17.21
13062 - Media Specialist II		19.26
13063 - Media Specialist III		21.47
13071 - Photographer I		17.21
13072 - Photographer II		19.26
13073 - Photographer III		23.85
13074 - Photographer IV		29.18
13075 - Photographer V		35.31
13090 - Technical Order Library Clerk		19.26
13110 - Video Teleconference Technician		18.06
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.64
14042 - Computer Operator II		18.67
14043 - Computer Operator III		20.82
14044 - Computer Operator IV		23.14
14045 - Computer Operator V		25.61
14071 - Computer Programmer I	(see 1)	21.66
14072 - Computer Programmer II	(see 1)	26.85
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.64
14160 - Personal Computer Support Technician		23.14
14170 - System Support Specialist		25.61
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.02
15020 - Aircrew Training Devices Instructor (Rated)		36.76
15030 - Air Crew Training Devices Instructor (Pilot)		43.53
15050 - Computer Based Training Specialist / Instructor		30.02
15060 - Educational Technologist		31.26
15070 - Flight Instructor (Pilot)		43.53
15080 - Graphic Artist		23.59
15085 - Maintenance Test Pilot Fixed Jet/Prop		43.20

15086 - Maintenance Test Pilot Rotary Wing 43.20
15088 - Non-Maintenance Test/Co-Pilot 43.20
15090 - Technical Instructor 21.83
15095 - Technical Instructor/Course Developer 26.71
15110 - Test Proctor 17.62
15120 - Tutor 17.62
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.66
16030 - Counter Attendant 10.66
16040 - Dry Cleaner 13.53
16070 - Finisher Flatwork Machine 10.66
16090 - Presser Hand 10.66
16110 - Presser Machine Drycleaning 10.66
16130 - Presser Machine Shirts 10.66
16160 - Presser Machine Wearing Apparel Laundry 10.66
16190 - Sewing Machine Operator 14.48
16220 - Tailor 15.43
16250 - Washer Machine 11.62
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.02
19040 - Tool And Die Maker 26.54
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 14.41
21030 - Material Coordinator 22.10
21040 - Material Expediter 22.10
21050 - Material Handling Laborer 13.78
21071 - Order Filler 11.67
21080 - Production Line Worker (Food Processing) 14.41
21110 - Shipping Packer 16.84
21130 - Shipping/Receiving Clerk 16.84
21140 - Store Worker I 11.67
21150 - Stock Clerk 16.54
21210 - Tools And Parts Attendant 14.41
21410 - Warehouse Specialist 14.41
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.84
23019 - Aircraft Logs and Records Technician 18.29
23021 - Aircraft Mechanic I 22.49
23022 - Aircraft Mechanic II 23.84
23023 - Aircraft Mechanic III 25.28
23040 - Aircraft Mechanic Helper 15.39
23050 - Aircraft Painter 21.12
23060 - Aircraft Servicer 18.29
23070 - Aircraft Survival Flight Equipment Technician 21.12
23080 - Aircraft Worker 19.73
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 19.73
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.49
23110 - Appliance Mechanic 21.12

23120 - Bicycle Repairer	16.05
23125 - Cable Splicer	31.80
23130 - Carpenter Maintenance	18.01
23140 - Carpet Layer	19.73
23160 - Electrician Maintenance	24.86
23181 - Electronics Technician Maintenance I	23.73
23182 - Electronics Technician Maintenance II	25.39
23183 - Electronics Technician Maintenance III	27.05
23260 - Fabric Worker	18.29
23290 - Fire Alarm System Mechanic	22.04
23310 - Fire Extinguisher Repairer	16.81
23311 - Fuel Distribution System Mechanic	23.16
23312 - Fuel Distribution System Operator	17.32
23370 - General Maintenance Worker	19.72
23380 - Ground Support Equipment Mechanic	22.49
23381 - Ground Support Equipment Servicer	18.29
23382 - Ground Support Equipment Worker	19.73
23391 - Gunsmith I	16.81
23392 - Gunsmith II	19.73
23393 - Gunsmith III	22.49
23410 - Heating Ventilation And Air-Conditioning Mechanic	20.18
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	23.55
23430 - Heavy Equipment Mechanic	21.67
23440 - Heavy Equipment Operator	19.53
23460 - Instrument Mechanic	22.49
23465 - Laboratory/Shelter Mechanic	21.12
23470 - Laborer	13.71
23510 - Locksmith	21.12
23530 - Machinery Maintenance Mechanic	25.08
23550 - Machinist Maintenance	21.57
23580 - Maintenance Trades Helper	16.91
23591 - Metrology Technician I	22.49
23592 - Metrology Technician II	23.84
23593 - Metrology Technician III	25.28
23640 - Millwright	24.35
23710 - Office Appliance Repairer	21.12
23760 - Painter Maintenance	17.49
23790 - Pipefitter Maintenance	23.58
23810 - Plumber Maintenance	22.14
23820 - Pneudraulic Systems Mechanic	22.49
23850 - Rigger	22.49
23870 - Scale Mechanic	19.73
23890 - Sheet-Metal Worker Maintenance	21.92
23910 - Small Engine Mechanic	18.53
23931 - Telecommunications Mechanic I	29.01
23932 - Telecommunications Mechanic II	30.73
23950 - Telephone Lineman	22.49
23960 - Welder Combination Maintenance	18.00

23965 - Well Driller	22.49
23970 - Woodcraft Worker	22.49
23980 - Woodworker	16.81
24000 - Personal Needs Occupations	
24550 - Case Manager	15.83
24570 - Child Care Attendant	11.22
24580 - Child Care Center Clerk	14.11
24610 - Chore Aide	9.47
24620 - Family Readiness And Support Services Coordinator	15.83
24630 - Homemaker	16.62
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.36
25040 - Sewage Plant Operator	22.32
25070 - Stationary Engineer	23.36
25190 - Ventilation Equipment Tender	15.83
25210 - Water Treatment Plant Operator	22.32
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.79
27007 - Baggage Inspector	11.55
27008 - Corrections Officer	19.23
27010 - Court Security Officer	18.53
27030 - Detection Dog Handler	13.59
27040 - Detention Officer	19.23
27070 - Firefighter	16.97
27101 - Guard I	11.55
27102 - Guard II	13.59
27131 - Police Officer I	21.51
27132 - Police Officer II	22.53
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.38
28042 - Carnival Equipment Repairer	13.52
28043 - Carnival Worker	8.99
28210 - Gate Attendant/Gate Tender	15.20
28310 - Lifeguard	13.04
28350 - Park Attendant (Aide)	17.01
28510 - Recreation Aide/Health Facility Attendant	12.41
28515 - Recreation Specialist	20.28
28630 - Sports Official	13.54
28690 - Swimming Pool Operator	15.86
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	19.73
29020 - Hatch Tender	19.73
29030 - Line Handler	19.73
29041 - Stevedore I	18.29
29042 - Stevedore II	21.12
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		16.67
30022 - Archeological Technician II		18.65
30023 - Archeological Technician III		23.10
30030 - Cartographic Technician		23.10
30040 - Civil Engineering Technician		22.40
30051 - Cryogenic Technician I		25.58
30052 - Cryogenic Technician II		28.26
30061 - Drafter/CAD Operator I		16.67
30062 - Drafter/CAD Operator II		18.65
30063 - Drafter/CAD Operator III		20.79
30064 - Drafter/CAD Operator IV		25.58
30081 - Engineering Technician I		17.14
30082 - Engineering Technician II		18.54
30083 - Engineering Technician III		21.52
30084 - Engineering Technician IV		25.66
30085 - Engineering Technician V		30.95
30086 - Engineering Technician VI		37.45
30090 - Environmental Technician		23.10
30095 - Evidence Control Specialist		23.10
30210 - Laboratory Technician		20.79
30221 - Latent Fingerprint Technician I		25.58
30222 - Latent Fingerprint Technician II		28.26
30240 - Mathematical Technician		23.10
30361 - Paralegal/Legal Assistant I		18.81
30362 - Paralegal/Legal Assistant II		22.31
30363 - Paralegal/Legal Assistant III		27.20
30364 - Paralegal/Legal Assistant IV		33.01
30375 - Petroleum Supply Specialist		28.26
30390 - Photo-Optics Technician		23.10
30395 - Radiation Control Technician		28.26
30461 - Technical Writer I		23.10
30462 - Technical Writer II		28.26
30463 - Technical Writer III		34.19
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		25.58
30502 - Weather Forecaster II		31.12
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	20.79
30621 - Weather Observer Senior	(see 2)	23.38
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		12.02
31030 - Bus Driver		17.50
31043 - Driver Courier		13.20
31260 - Parking and Lot Attendant		10.70
31290 - Shuttle Bus Driver		13.89

31310 - Taxi Driver	10.87
31361 - Truckdriver Light	13.89
31362 - Truckdriver Medium	15.04
31363 - Truckdriver Heavy	20.14
31364 - Truckdriver Tractor-Trailer	20.14
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.56
99050 - Desk Clerk	10.95
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.10
99252 - Laboratory Animal Caretaker II	14.31
99260 - Marketing Analyst	24.64
99310 - Mortician	25.35
99410 - Pest Controller	15.79
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	15.49
99711 - Recycling Specialist	17.88
99730 - Refuse Collector	13.79
99810 - Sales Clerk	11.81
99820 - School Crossing Guard	13.25
99830 - Survey Party Chief	19.49
99831 - Surveying Aide	12.77
99832 - Surveying Technician	17.49
99840 - Vending Machine Attendant	18.24
99841 - Vending Machine Repairer	23.38
99842 - Vending Machine Repairer Helper	18.24

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4640
Revision No.: 12
Date Of Last Revision: 06/18/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Tennessee

Area: Tennessee Counties of Chester Crockett Madison

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.24
01012 - Accounting Clerk II		15.98
01013 - Accounting Clerk III		17.88
01020 - Administrative Assistant		23.28
01035 - Court Reporter		17.00
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		12.47
01052 - Data Entry Operator II		13.60
01060 - Dispatcher Motor Vehicle		20.75
01070 - Document Preparation Clerk		12.64

01090 - Duplicating Machine Operator	12.64
01111 - General Clerk I	13.52
01112 - General Clerk II	14.75
01113 - General Clerk III	16.55
01120 - Housing Referral Assistant	20.25
01141 - Messenger Courier	12.77
01191 - Order Clerk I	16.28
01192 - Order Clerk II	17.75
01261 - Personnel Assistant (Employment) I	15.20
01262 - Personnel Assistant (Employment) II	17.00
01263 - Personnel Assistant (Employment) III	19.71
01270 - Production Control Clerk	22.10
01290 - Rental Clerk	15.13
01300 - Scheduler Maintenance	15.74
01311 - Secretary I	15.74
01312 - Secretary II	17.61
01313 - Secretary III	19.63
01320 - Service Order Dispatcher	18.55
01410 - Supply Technician	23.28
01420 - Survey Worker	17.19
01460 - Switchboard Operator/Receptionist	13.23
01531 - Travel Clerk I	13.55
01532 - Travel Clerk II	14.39
01533 - Travel Clerk III	15.47
01611 - Word Processor I	13.43
01612 - Word Processor II	15.20
01613 - Word Processor III	17.17
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	19.85
05010 - Automotive Electrician	19.23
05040 - Automotive Glass Installer	17.17
05070 - Automotive Worker	17.21
05110 - Mobile Equipment Servicer	15.07
05130 - Motor Equipment Metal Mechanic	19.23
05160 - Motor Equipment Metal Worker	17.21
05190 - Motor Vehicle Mechanic	19.23
05220 - Motor Vehicle Mechanic Helper	13.97
05250 - Motor Vehicle Upholstery Worker	17.21
05280 - Motor Vehicle Wrecker	17.21
05310 - Painter Automotive	18.23
05340 - Radiator Repair Specialist	17.21
05370 - Tire Repairer	12.87
05400 - Transmission Repair Specialist	18.98
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.31
07041 - Cook I	11.50
07042 - Cook II	13.50
07070 - Dishwasher	8.88
07130 - Food Service Worker	9.35
07210 - Meat Cutter	14.28

07260 - Waiter/Waitress	9.70
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.21
09040 - Furniture Handler	10.74
09080 - Furniture Refinisher	16.21
09090 - Furniture Refinisher Helper	12.97
09110 - Furniture Repairer Minor	15.27
09130 - Upholsterer	17.53
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.34
11060 - Elevator Operator	12.34
11090 - Gardener	16.67
11122 - Housekeeping Aide	11.16
11150 - Janitor	11.16
11210 - Laborer Grounds Maintenance	12.54
11240 - Maid or Houseman	10.14
11260 - Pruner	11.16
11270 - Tractor Operator	16.34
11330 - Trail Maintenance Worker	12.54
11360 - Window Cleaner	12.03
12000 - Health Occupations	
12010 - Ambulance Driver	17.24
12011 - Breath Alcohol Technician	17.61
12012 - Certified Occupational Therapist Assistant	24.16
12015 - Certified Physical Therapist Assistant	29.39
12020 - Dental Assistant	18.23
12025 - Dental Hygienist	33.88
12030 - EKG Technician	26.68
12035 - Electroneurodiagnostic Technologist	26.68
12040 - Emergency Medical Technician	17.24
12071 - Licensed Practical Nurse I	15.74
12072 - Licensed Practical Nurse II	17.61
12073 - Licensed Practical Nurse III	19.63
12100 - Medical Assistant	14.57
12130 - Medical Laboratory Technician	19.11
12160 - Medical Record Clerk	15.35
12190 - Medical Record Technician	17.18
12195 - Medical Transcriptionist	16.97
12210 - Nuclear Medicine Technologist	38.69
12221 - Nursing Assistant I	11.77
12222 - Nursing Assistant II	13.23
12223 - Nursing Assistant III	14.44
12224 - Nursing Assistant IV	16.20
12235 - Optical Dispenser	18.16
12236 - Optical Technician	15.74
12250 - Pharmacy Technician	14.99
12280 - Phlebotomist	14.08
12305 - Radiologic Technologist	24.12
12311 - Registered Nurse I	25.41
12312 - Registered Nurse II	30.43

12313 - Registered Nurse II Specialist		30.43
12314 - Registered Nurse III		36.80
12315 - Registered Nurse III Anesthetist		36.80
12316 - Registered Nurse IV		44.11
12317 - Scheduler (Drug and Alcohol Testing)		21.81
12320 - Substance Abuse Treatment Counselor		21.35
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.26
13012 - Exhibits Specialist II		23.85
13013 - Exhibits Specialist III		29.18
13041 - Illustrator I		19.26
13042 - Illustrator II		23.85
13043 - Illustrator III		29.18
13047 - Librarian		26.42
13050 - Library Aide/Clerk		15.33
13054 - Library Information Technology Systems Administrator		23.85
13058 - Library Technician		19.26
13061 - Media Specialist I		17.21
13062 - Media Specialist II		19.26
13063 - Media Specialist III		21.47
13071 - Photographer I		17.21
13072 - Photographer II		19.26
13073 - Photographer III		23.85
13074 - Photographer IV		29.18
13075 - Photographer V		35.31
13090 - Technical Order Library Clerk		19.26
13110 - Video Teleconference Technician		18.06
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.64
14042 - Computer Operator II		18.67
14043 - Computer Operator III		20.82
14044 - Computer Operator IV		23.14
14045 - Computer Operator V		25.61
14071 - Computer Programmer I	(see 1)	21.66
14072 - Computer Programmer II	(see 1)	26.85
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.64
14160 - Personal Computer Support Technician		23.14
14170 - System Support Specialist		25.61
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.02
15020 - Aircrew Training Devices Instructor (Rated)		36.76
15030 - Air Crew Training Devices Instructor (Pilot)		43.53
15050 - Computer Based Training Specialist / Instructor		30.02
15060 - Educational Technologist		31.26

15070 - Flight Instructor (Pilot) 43.53
15080 - Graphic Artist 23.59
15085 - Maintenance Test Pilot Fixed Jet/Prop 43.20
15086 - Maintenance Test Pilot Rotary Wing 43.20
15088 - Non-Maintenance Test/Co-Pilot 43.20
15090 - Technical Instructor 21.83
15095 - Technical Instructor/Course Developer 26.71
15110 - Test Proctor 17.62
15120 - Tutor 17.62
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.66
16030 - Counter Attendant 10.66
16040 - Dry Cleaner 13.53
16070 - Finisher Flatwork Machine 10.66
16090 - Presser Hand 10.66
16110 - Presser Machine Drycleaning 10.66
16130 - Presser Machine Shirts 10.66
16160 - Presser Machine Wearing Apparel Laundry 10.66
16190 - Sewing Machine Operator 14.48
16220 - Tailor 15.43
16250 - Washer Machine 11.62
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.02
19040 - Tool And Die Maker 26.54
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 14.41
21030 - Material Coordinator 22.10
21040 - Material Expediter 22.10
21050 - Material Handling Laborer 13.78
21071 - Order Filler 11.67
21080 - Production Line Worker (Food Processing) 14.41
21110 - Shipping Packer 16.84
21130 - Shipping/Receiving Clerk 16.84
21140 - Store Worker I 11.67
21150 - Stock Clerk 16.54
21210 - Tools And Parts Attendant 14.41
21410 - Warehouse Specialist 14.41
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.84
23019 - Aircraft Logs and Records Technician 18.29
23021 - Aircraft Mechanic I 22.49
23022 - Aircraft Mechanic II 23.84
23023 - Aircraft Mechanic III 25.28
23040 - Aircraft Mechanic Helper 15.39
23050 - Aircraft Painter 21.12
23060 - Aircraft Servicer 18.29
23070 - Aircraft Survival Flight Equipment Technician 21.12
23080 - Aircraft Worker 19.73
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 19.73

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.49
23110 - Appliance Mechanic 21.12
23120 - Bicycle Repairer 16.05
23125 - Cable Splicer 31.80
23130 - Carpenter Maintenance 18.01
23140 - Carpet Layer 19.73
23160 - Electrician Maintenance 24.86
23181 - Electronics Technician Maintenance I 23.73
23182 - Electronics Technician Maintenance II 25.39
23183 - Electronics Technician Maintenance III 27.05
23260 - Fabric Worker 18.29
23290 - Fire Alarm System Mechanic 22.04
23310 - Fire Extinguisher Repairer 16.81
23311 - Fuel Distribution System Mechanic 23.16
23312 - Fuel Distribution System Operator 17.32
23370 - General Maintenance Worker 19.72
23380 - Ground Support Equipment Mechanic 22.49
23381 - Ground Support Equipment Servicer 18.29
23382 - Ground Support Equipment Worker 19.73
23391 - Gunsmith I 16.81
23392 - Gunsmith II 19.73
23393 - Gunsmith III 22.49
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.18
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.55
23430 - Heavy Equipment Mechanic 21.67
23440 - Heavy Equipment Operator 19.53
23460 - Instrument Mechanic 22.49
23465 - Laboratory/Shelter Mechanic 21.12
23470 - Laborer 13.71
23510 - Locksmith 21.12
23530 - Machinery Maintenance Mechanic 25.08
23550 - Machinist Maintenance 21.57
23580 - Maintenance Trades Helper 16.91
23591 - Metrology Technician I 22.49
23592 - Metrology Technician II 23.84
23593 - Metrology Technician III 25.28
23640 - Millwright 24.35
23710 - Office Appliance Repairer 21.12
23760 - Painter Maintenance 17.49
23790 - Pipefitter Maintenance 23.58
23810 - Plumber Maintenance 22.14
23820 - Pneudraulic Systems Mechanic 22.49
23850 - Rigger 22.49
23870 - Scale Mechanic 19.73
23890 - Sheet-Metal Worker Maintenance 21.92
23910 - Small Engine Mechanic 18.53
23931 - Telecommunications Mechanic I 29.01

23932 - Telecommunications Mechanic II 30.73
23950 - Telephone Lineman 22.49
23960 - Welder Combination Maintenance 18.00
23965 - Well Driller 22.49
23970 - Woodcraft Worker 22.49
23980 - Woodworker 16.81
24000 - Personal Needs Occupations
24550 - Case Manager 15.83
24570 - Child Care Attendant 11.22
24580 - Child Care Center Clerk 14.11
24610 - Chore Aide 9.47
24620 - Family Readiness And Support Services Coordinator 15.83
24630 - Homemaker 16.62
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 23.36
25040 - Sewage Plant Operator 22.32
25070 - Stationary Engineer 23.36
25190 - Ventilation Equipment Tender 15.83
25210 - Water Treatment Plant Operator 22.32
27000 - Protective Service Occupations
27004 - Alarm Monitor 17.79
27007 - Baggage Inspector 11.55
27008 - Corrections Officer 19.23
27010 - Court Security Officer 18.53
27030 - Detection Dog Handler 13.59
27040 - Detention Officer 19.23
27070 - Firefighter 16.97
27101 - Guard I 11.55
27102 - Guard II 13.59
27131 - Police Officer I 21.51
27132 - Police Officer II 22.53
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.38
28042 - Carnival Equipment Repairer 13.52
28043 - Carnival Worker 8.99
28210 - Gate Attendant/Gate Tender 15.20
28310 - Lifeguard 13.04
28350 - Park Attendant (Aide) 17.01
28510 - Recreation Aide/Health Facility Attendant 12.41
28515 - Recreation Specialist 20.28
28630 - Sports Official 13.54
28690 - Swimming Pool Operator 15.86
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 19.73
29020 - Hatch Tender 19.73
29030 - Line Handler 19.73
29041 - Stevedore I 18.29
29042 - Stevedore II 21.12
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 16.67
30022 - Archeological Technician II 18.65
30023 - Archeological Technician III 23.10
30030 - Cartographic Technician 23.10
30040 - Civil Engineering Technician 22.40
30051 - Cryogenic Technician I 25.58
30052 - Cryogenic Technician II 28.26
30061 - Drafter/CAD Operator I 16.67
30062 - Drafter/CAD Operator II 18.65
30063 - Drafter/CAD Operator III 20.79
30064 - Drafter/CAD Operator IV 25.58
30081 - Engineering Technician I 17.14
30082 - Engineering Technician II 18.54
30083 - Engineering Technician III 21.52
30084 - Engineering Technician IV 25.66
30085 - Engineering Technician V 30.95
30086 - Engineering Technician VI 37.45
30090 - Environmental Technician 23.10
30095 - Evidence Control Specialist 23.10
30210 - Laboratory Technician 20.79
30221 - Latent Fingerprint Technician I 25.58
30222 - Latent Fingerprint Technician II 28.26
30240 - Mathematical Technician 23.10
30361 - Paralegal/Legal Assistant I 18.81
30362 - Paralegal/Legal Assistant II 22.31
30363 - Paralegal/Legal Assistant III 27.20
30364 - Paralegal/Legal Assistant IV 33.01
30375 - Petroleum Supply Specialist 28.26
30390 - Photo-Optics Technician 23.10
30395 - Radiation Control Technician 28.26
30461 - Technical Writer I 23.10
30462 - Technical Writer II 28.26
30463 - Technical Writer III 34.19
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 25.58
30502 - Weather Forecaster II 31.12
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.79
30621 - Weather Observer Senior (see 2) 23.38
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.02
31030 - Bus Driver 17.50

31043 - Driver Courier	13.20
31260 - Parking and Lot Attendant	10.70
31290 - Shuttle Bus Driver	13.89
31310 - Taxi Driver	10.87
31361 - Truckdriver Light	13.89
31362 - Truckdriver Medium	15.04
31363 - Truckdriver Heavy	20.14
31364 - Truckdriver Tractor-Trailer	20.14
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.56
99050 - Desk Clerk	10.95
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.10
99252 - Laboratory Animal Caretaker II	14.31
99260 - Marketing Analyst	24.64
99310 - Mortician	25.35
99410 - Pest Controller	15.79
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	15.49
99711 - Recycling Specialist	17.88
99730 - Refuse Collector	13.79
99810 - Sales Clerk	11.81
99820 - School Crossing Guard	13.25
99830 - Survey Party Chief	19.49
99831 - Surveying Aide	12.77
99832 - Surveying Technician	17.49
99840 - Vending Machine Attendant	18.24
99841 - Vending Machine Repairer	23.38
99842 - Vending Machine Repairer Helper	18.24

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4641
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: Tennessee

Area: Tennessee Counties of Carter Unicoi Washington

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.83
01012 - Accounting Clerk II		16.64
01013 - Accounting Clerk III		18.62
01020 - Administrative Assistant		23.03
01035 - Court Reporter		17.70
01041 - Customer Service Representative I		12.58
01042 - Customer Service Representative II		14.15
01043 - Customer Service Representative III		15.43
01051 - Data Entry Operator I		12.46
01052 - Data Entry Operator II		13.59
01060 - Dispatcher Motor Vehicle		17.46
01070 - Document Preparation Clerk		14.15
01090 - Duplicating Machine Operator		14.15
01111 - General Clerk I		13.28
01112 - General Clerk II		14.49

01113 - General Clerk III 16.27
01120 - Housing Referral Assistant 19.34
01141 - Messenger Courier 13.68
01191 - Order Clerk I 15.74
01192 - Order Clerk II 17.17
01261 - Personnel Assistant (Employment) I 16.38
01262 - Personnel Assistant (Employment) II 18.33
01263 - Personnel Assistant (Employment) III 20.44
01270 - Production Control Clerk 22.63
01290 - Rental Clerk 11.22
01300 - Scheduler Maintenance 15.52
01311 - Secretary I 15.52
01312 - Secretary II 17.70
01313 - Secretary III 19.34
01320 - Service Order Dispatcher 12.43
01410 - Supply Technician 23.03
01420 - Survey Worker 13.37
01460 - Switchboard Operator/Receptionist 12.39
01531 - Travel Clerk I 12.82
01532 - Travel Clerk II 13.64
01533 - Travel Clerk III 14.52
01611 - Word Processor I 13.82
01612 - Word Processor II 15.82
01613 - Word Processor III 17.70
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.06
05010 - Automotive Electrician 18.99
05040 - Automotive Glass Installer 17.97
05070 - Automotive Worker 17.97
05110 - Mobile Equipment Servicer 15.91
05130 - Motor Equipment Metal Mechanic 19.98
05160 - Motor Equipment Metal Worker 17.97
05190 - Motor Vehicle Mechanic 19.98
05220 - Motor Vehicle Mechanic Helper 14.88
05250 - Motor Vehicle Upholstery Worker 16.92
05280 - Motor Vehicle Wrecker 17.97
05310 - Painter Automotive 18.99
05340 - Radiator Repair Specialist 17.97
05370 - Tire Repairer 13.75
05400 - Transmission Repair Specialist 19.98
07000 - Food Preparation And Service Occupations
07010 - Baker 10.37
07041 - Cook I 12.11
07042 - Cook II 13.67
07070 - Dishwasher 8.84
07130 - Food Service Worker 11.50
07210 - Meat Cutter 16.98
07260 - Waiter/Waitress 9.27
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 17.33

09040 - Furniture Handler 11.54
09080 - Furniture Refinisher 17.33
09090 - Furniture Refinisher Helper 13.58
09110 - Furniture Repairer Minor 15.44
09130 - Upholsterer 17.33
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 10.53
11060 - Elevator Operator 11.63
11090 - Gardener 16.34
11122 - Housekeeping Aide 11.63
11150 - Janitor 11.63
11210 - Laborer Grounds Maintenance 12.99
11240 - Maid or Houseman 9.74
11260 - Pruner 11.91
11270 - Tractor Operator 15.29
11330 - Trail Maintenance Worker 12.99
11360 - Window Cleaner 12.68
12000 - Health Occupations
12010 - Ambulance Driver 17.06
12011 - Breath Alcohol Technician 19.11
12012 - Certified Occupational Therapist Assistant 29.50
12015 - Certified Physical Therapist Assistant 27.08
12020 - Dental Assistant 19.97
12025 - Dental Hygienist 33.31
12030 - EKG Technician 27.45
12035 - Electroneurodiagnostic Technologist 27.45
12040 - Emergency Medical Technician 17.06
12071 - Licensed Practical Nurse I 16.19
12072 - Licensed Practical Nurse II 18.12
12073 - Licensed Practical Nurse III 20.19
12100 - Medical Assistant 14.08
12130 - Medical Laboratory Technician 21.18
12160 - Medical Record Clerk 16.21
12190 - Medical Record Technician 18.14
12195 - Medical Transcriptionist 16.19
12210 - Nuclear Medicine Technologist 36.86
12221 - Nursing Assistant I 11.40
12222 - Nursing Assistant II 12.83
12223 - Nursing Assistant III 13.99
12224 - Nursing Assistant IV 15.71
12235 - Optical Dispenser 19.32
12236 - Optical Technician 16.19
12250 - Pharmacy Technician 14.88
12280 - Phlebotomist 13.53
12305 - Radiologic Technologist 25.94
12311 - Registered Nurse I 23.39
12312 - Registered Nurse II 28.62
12313 - Registered Nurse II Specialist 28.62
12314 - Registered Nurse III 34.63
12315 - Registered Nurse III Anesthetist 34.63

12316 - Registered Nurse IV		41.50
12317 - Scheduler (Drug and Alcohol Testing)		23.58
12320 - Substance Abuse Treatment Counselor		21.19
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.30
13012 - Exhibits Specialist II		22.67
13013 - Exhibits Specialist III		27.74
13041 - Illustrator I		18.30
13042 - Illustrator II		22.67
13043 - Illustrator III		27.74
13047 - Librarian		25.11
13050 - Library Aide/Clerk		12.89
13054 - Library Information Technology Systems Administrator		22.67
13058 - Library Technician		18.30
13061 - Media Specialist I		16.36
13062 - Media Specialist II		18.30
13063 - Media Specialist III		20.41
13071 - Photographer I		16.36
13072 - Photographer II		18.30
13073 - Photographer III		22.67
13074 - Photographer IV		27.74
13075 - Photographer V		33.56
13090 - Technical Order Library Clerk		16.20
13110 - Video Teleconference Technician		18.52
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.93
14042 - Computer Operator II		17.82
14043 - Computer Operator III		19.86
14044 - Computer Operator IV		22.07
14045 - Computer Operator V		22.80
14071 - Computer Programmer I	(see 1)	20.43
14072 - Computer Programmer II	(see 1)	25.31
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.93
14160 - Personal Computer Support Technician		22.07
14170 - System Support Specialist		28.33
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.83
15020 - Aircrew Training Devices Instructor (Rated)		34.87
15030 - Air Crew Training Devices Instructor (Pilot)		40.16
15050 - Computer Based Training Specialist / Instructor		28.83
15060 - Educational Technologist		32.37
15070 - Flight Instructor (Pilot)		40.16
15080 - Graphic Artist		20.24
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.80

15086 - Maintenance Test Pilot Rotary Wing 41.80
15088 - Non-Maintenance Test/Co-Pilot 41.80
15090 - Technical Instructor 19.40
15095 - Technical Instructor/Course Developer 23.24
15110 - Test Proctor 16.61
15120 - Tutor 16.61
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.10
16030 - Counter Attendant 10.10
16040 - Dry Cleaner 12.48
16070 - Finisher Flatwork Machine 10.10
16090 - Presser Hand 10.10
16110 - Presser Machine Drycleaning 10.10
16130 - Presser Machine Shirts 10.10
16160 - Presser Machine Wearing Apparel Laundry 10.10
16190 - Sewing Machine Operator 13.17
16220 - Tailor 14.02
16250 - Washer Machine 10.93
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 18.93
19040 - Tool And Die Maker 21.81
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.50
21030 - Material Coordinator 22.63
21040 - Material Expediter 22.63
21050 - Material Handling Laborer 12.74
21071 - Order Filler 11.97
21080 - Production Line Worker (Food Processing) 16.50
21110 - Shipping Packer 13.74
21130 - Shipping/Receiving Clerk 13.74
21140 - Store Worker I 12.03
21150 - Stock Clerk 15.71
21210 - Tools And Parts Attendant 16.50
21410 - Warehouse Specialist 16.50
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 22.51
23019 - Aircraft Logs and Records Technician 18.11
23021 - Aircraft Mechanic I 21.38
23022 - Aircraft Mechanic II 22.51
23023 - Aircraft Mechanic III 23.63
23040 - Aircraft Mechanic Helper 15.92
23050 - Aircraft Painter 20.32
23060 - Aircraft Servicer 18.11
23070 - Aircraft Survival Flight Equipment Technician 20.32
23080 - Aircraft Worker 19.23
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 19.23
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 21.38
23110 - Appliance Mechanic 20.32

23120 - Bicycle Repairer	17.02
23125 - Cable Splicer	36.28
23130 - Carpenter Maintenance	17.73
23140 - Carpet Layer	19.23
23160 - Electrician Maintenance	19.43
23181 - Electronics Technician Maintenance I	21.56
23182 - Electronics Technician Maintenance II	23.54
23183 - Electronics Technician Maintenance III	24.71
23260 - Fabric Worker	18.11
23290 - Fire Alarm System Mechanic	21.38
23310 - Fire Extinguisher Repairer	17.02
23311 - Fuel Distribution System Mechanic	21.38
23312 - Fuel Distribution System Operator	17.02
23370 - General Maintenance Worker	16.70
23380 - Ground Support Equipment Mechanic	21.38
23381 - Ground Support Equipment Servicer	18.11
23382 - Ground Support Equipment Worker	19.23
23391 - Gunsmith I	17.02
23392 - Gunsmith II	19.23
23393 - Gunsmith III	21.38
23410 - Heating Ventilation And Air-Conditioning Mechanic	20.21
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	22.07
23430 - Heavy Equipment Mechanic	22.99
23440 - Heavy Equipment Operator	17.29
23460 - Instrument Mechanic	21.38
23465 - Laboratory/Shelter Mechanic	20.32
23470 - Laborer	12.58
23510 - Locksmith	20.32
23530 - Machinery Maintenance Mechanic	24.15
23550 - Machinist Maintenance	20.66
23580 - Maintenance Trades Helper	12.26
23591 - Metrology Technician I	21.38
23592 - Metrology Technician II	22.51
23593 - Metrology Technician III	23.63
23640 - Millwright	22.78
23710 - Office Appliance Repairer	17.09
23760 - Painter Maintenance	16.25
23790 - Pipefitter Maintenance	21.29
23810 - Plumber Maintenance	20.23
23820 - Pneudraulic Systems Mechanic	21.38
23850 - Rigger	21.38
23870 - Scale Mechanic	19.23
23890 - Sheet-Metal Worker Maintenance	20.49
23910 - Small Engine Mechanic	15.41
23931 - Telecommunications Mechanic I	23.68
23932 - Telecommunications Mechanic II	24.76
23950 - Telephone Lineman	23.11
23960 - Welder Combination Maintenance	18.46

23965 - Well Driller		21.38
23970 - Woodcraft Worker		21.38
23980 - Woodworker		17.02
24000 - Personal Needs Occupations		
24550 - Case Manager		15.16
24570 - Child Care Attendant		9.70
24580 - Child Care Center Clerk		12.09
24610 - Chore Aide		10.52
24620 - Family Readiness And Support Services Coordinator		15.16
24630 - Homemaker		15.16
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		21.38
25040 - Sewage Plant Operator		17.28
25070 - Stationary Engineer		21.38
25190 - Ventilation Equipment Tender		15.92
25210 - Water Treatment Plant Operator		17.28
27000 - Protective Service Occupations		
27004 - Alarm Monitor		14.83
27007 - Baggage Inspector		13.52
27008 - Corrections Officer		17.49
27010 - Court Security Officer		18.67
27030 - Detection Dog Handler		15.11
27040 - Detention Officer		17.49
27070 - Firefighter		18.07
27101 - Guard I		13.52
27102 - Guard II		15.11
27131 - Police Officer I		19.06
27132 - Police Officer II		21.18
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		11.83
28042 - Carnival Equipment Repairer		12.66
28043 - Carnival Worker		9.29
28210 - Gate Attendant/Gate Tender		15.60
28310 - Lifeguard		12.32
28350 - Park Attendant (Aide)		17.46
28510 - Recreation Aide/Health Facility Attendant		12.74
28515 - Recreation Specialist		21.62
28630 - Sports Official		13.90
28690 - Swimming Pool Operator		16.50
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		19.23
29020 - Hatch Tender		19.23
29030 - Line Handler		19.23
29041 - Stevedore I		18.11
29042 - Stevedore II		20.32
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29

30021 - Archeological Technician I		18.48
30022 - Archeological Technician II		21.10
30023 - Archeological Technician III		25.64
30030 - Cartographic Technician		25.42
30040 - Civil Engineering Technician		22.73
30051 - Cryogenic Technician I		27.70
30052 - Cryogenic Technician II		30.60
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		27.72
30081 - Engineering Technician I		15.02
30082 - Engineering Technician II		16.86
30083 - Engineering Technician III		18.87
30084 - Engineering Technician IV		23.37
30085 - Engineering Technician V		28.59
30086 - Engineering Technician VI		34.59
30090 - Environmental Technician		25.02
30095 - Evidence Control Specialist		25.00
30210 - Laboratory Technician		22.89
30221 - Latent Fingerprint Technician I		27.70
30222 - Latent Fingerprint Technician II		30.60
30240 - Mathematical Technician		25.42
30361 - Paralegal/Legal Assistant I		19.13
30362 - Paralegal/Legal Assistant II		23.69
30363 - Paralegal/Legal Assistant III		28.98
30364 - Paralegal/Legal Assistant IV		35.06
30375 - Petroleum Supply Specialist		30.60
30390 - Photo-Optics Technician		25.42
30395 - Radiation Control Technician		30.60
30461 - Technical Writer I		25.02
30462 - Technical Writer II		30.87
30463 - Technical Writer III		37.02
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		27.70
30502 - Weather Forecaster II		33.69
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.79
30621 - Weather Observer Senior	(see 2)	25.02
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		13.01
31030 - Bus Driver		18.51
31043 - Driver Courier		16.13
31260 - Parking and Lot Attendant		12.69
31290 - Shuttle Bus Driver		17.25

31310 - Taxi Driver	14.33
31361 - Truckdriver Light	17.25
31362 - Truckdriver Medium	18.35
31363 - Truckdriver Heavy	19.66
31364 - Truckdriver Tractor-Trailer	19.66
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.42
99050 - Desk Clerk	10.20
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	11.73
99252 - Laboratory Animal Caretaker II	12.54
99260 - Marketing Analyst	24.99
99310 - Mortician	25.35
99410 - Pest Controller	19.23
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	16.29
99711 - Recycling Specialist	19.17
99730 - Refuse Collector	14.94
99810 - Sales Clerk	11.02
99820 - School Crossing Guard	13.18
99830 - Survey Party Chief	20.97
99831 - Surveying Aide	13.60
99832 - Surveying Technician	18.57
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

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4642
Revision No.: 12
Date Of Last Revision: 06/18/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Tennessee

Area: Tennessee Counties of Carter Unicoi Washington

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.83
01012 - Accounting Clerk II		16.64
01013 - Accounting Clerk III		18.62
01020 - Administrative Assistant		23.03
01035 - Court Reporter		17.70
01041 - Customer Service Representative I		12.58
01042 - Customer Service Representative II		14.15
01043 - Customer Service Representative III		15.43
01051 - Data Entry Operator I		12.46
01052 - Data Entry Operator II		13.59
01060 - Dispatcher Motor Vehicle		17.46
01070 - Document Preparation Clerk		14.15

01090 - Duplicating Machine Operator 14.15
01111 - General Clerk I 13.28
01112 - General Clerk II 14.49
01113 - General Clerk III 16.27
01120 - Housing Referral Assistant 19.34
01141 - Messenger Courier 13.68
01191 - Order Clerk I 15.74
01192 - Order Clerk II 17.17
01261 - Personnel Assistant (Employment) I 16.38
01262 - Personnel Assistant (Employment) II 18.33
01263 - Personnel Assistant (Employment) III 20.44
01270 - Production Control Clerk 22.63
01290 - Rental Clerk 11.22
01300 - Scheduler Maintenance 15.52
01311 - Secretary I 15.52
01312 - Secretary II 17.70
01313 - Secretary III 19.34
01320 - Service Order Dispatcher 12.43
01410 - Supply Technician 23.03
01420 - Survey Worker 13.37
01460 - Switchboard Operator/Receptionist 12.39
01531 - Travel Clerk I 12.82
01532 - Travel Clerk II 13.64
01533 - Travel Clerk III 14.52
01611 - Word Processor I 13.82
01612 - Word Processor II 15.82
01613 - Word Processor III 17.70
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.06
05010 - Automotive Electrician 18.99
05040 - Automotive Glass Installer 17.97
05070 - Automotive Worker 17.97
05110 - Mobile Equipment Servicer 15.91
05130 - Motor Equipment Metal Mechanic 19.98
05160 - Motor Equipment Metal Worker 17.97
05190 - Motor Vehicle Mechanic 19.98
05220 - Motor Vehicle Mechanic Helper 14.88
05250 - Motor Vehicle Upholstery Worker 16.92
05280 - Motor Vehicle Wrecker 17.97
05310 - Painter Automotive 18.99
05340 - Radiator Repair Specialist 17.97
05370 - Tire Repairer 13.75
05400 - Transmission Repair Specialist 19.98
07000 - Food Preparation And Service Occupations
07010 - Baker 10.37
07041 - Cook I 12.11
07042 - Cook II 13.67
07070 - Dishwasher 8.84
07130 - Food Service Worker 11.50
07210 - Meat Cutter 16.98

07260 - Waiter/Waitress	9.27
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.33
09040 - Furniture Handler	11.54
09080 - Furniture Refinisher	17.33
09090 - Furniture Refinisher Helper	13.58
09110 - Furniture Repairer Minor	15.44
09130 - Upholsterer	17.33
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.53
11060 - Elevator Operator	11.63
11090 - Gardener	16.34
11122 - Housekeeping Aide	11.63
11150 - Janitor	11.63
11210 - Laborer Grounds Maintenance	12.99
11240 - Maid or Houseman	9.74
11260 - Pruner	11.91
11270 - Tractor Operator	15.29
11330 - Trail Maintenance Worker	12.99
11360 - Window Cleaner	12.68
12000 - Health Occupations	
12010 - Ambulance Driver	17.06
12011 - Breath Alcohol Technician	19.11
12012 - Certified Occupational Therapist Assistant	29.50
12015 - Certified Physical Therapist Assistant	27.08
12020 - Dental Assistant	19.97
12025 - Dental Hygienist	33.31
12030 - EKG Technician	27.45
12035 - Electroneurodiagnostic Technologist	27.45
12040 - Emergency Medical Technician	17.06
12071 - Licensed Practical Nurse I	16.19
12072 - Licensed Practical Nurse II	18.12
12073 - Licensed Practical Nurse III	20.19
12100 - Medical Assistant	14.08
12130 - Medical Laboratory Technician	21.18
12160 - Medical Record Clerk	16.21
12190 - Medical Record Technician	18.14
12195 - Medical Transcriptionist	16.19
12210 - Nuclear Medicine Technologist	36.86
12221 - Nursing Assistant I	11.40
12222 - Nursing Assistant II	12.83
12223 - Nursing Assistant III	13.99
12224 - Nursing Assistant IV	15.71
12235 - Optical Dispenser	19.32
12236 - Optical Technician	16.19
12250 - Pharmacy Technician	14.88
12280 - Phlebotomist	13.53
12305 - Radiologic Technologist	25.94
12311 - Registered Nurse I	23.39
12312 - Registered Nurse II	28.62

12313 - Registered Nurse II Specialist		28.62
12314 - Registered Nurse III		34.63
12315 - Registered Nurse III Anesthetist		34.63
12316 - Registered Nurse IV		41.50
12317 - Scheduler (Drug and Alcohol Testing)		23.58
12320 - Substance Abuse Treatment Counselor		21.19
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.30
13012 - Exhibits Specialist II		22.67
13013 - Exhibits Specialist III		27.74
13041 - Illustrator I		18.30
13042 - Illustrator II		22.67
13043 - Illustrator III		27.74
13047 - Librarian		25.11
13050 - Library Aide/Clerk		12.89
13054 - Library Information Technology Systems Administrator		22.67
13058 - Library Technician		18.30
13061 - Media Specialist I		16.36
13062 - Media Specialist II		18.30
13063 - Media Specialist III		20.41
13071 - Photographer I		16.36
13072 - Photographer II		18.30
13073 - Photographer III		22.67
13074 - Photographer IV		27.74
13075 - Photographer V		33.56
13090 - Technical Order Library Clerk		16.20
13110 - Video Teleconference Technician		18.52
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.93
14042 - Computer Operator II		17.82
14043 - Computer Operator III		19.86
14044 - Computer Operator IV		22.07
14045 - Computer Operator V		22.80
14071 - Computer Programmer I	(see 1)	20.43
14072 - Computer Programmer II	(see 1)	25.31
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.93
14160 - Personal Computer Support Technician		22.07
14170 - System Support Specialist		28.33
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.83
15020 - Aircrew Training Devices Instructor (Rated)		34.87
15030 - Air Crew Training Devices Instructor (Pilot)		40.16
15050 - Computer Based Training Specialist / Instructor		28.83
15060 - Educational Technologist		32.37

15070 - Flight Instructor (Pilot) 40.16
15080 - Graphic Artist 20.24
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.80
15086 - Maintenance Test Pilot Rotary Wing 41.80
15088 - Non-Maintenance Test/Co-Pilot 41.80
15090 - Technical Instructor 19.40
15095 - Technical Instructor/Course Developer 23.24
15110 - Test Proctor 16.61
15120 - Tutor 16.61
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.10
16030 - Counter Attendant 10.10
16040 - Dry Cleaner 12.48
16070 - Finisher Flatwork Machine 10.10
16090 - Presser Hand 10.10
16110 - Presser Machine Drycleaning 10.10
16130 - Presser Machine Shirts 10.10
16160 - Presser Machine Wearing Apparel Laundry 10.10
16190 - Sewing Machine Operator 13.17
16220 - Tailor 14.02
16250 - Washer Machine 10.93
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 18.93
19040 - Tool And Die Maker 21.81
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.50
21030 - Material Coordinator 22.63
21040 - Material Expediter 22.63
21050 - Material Handling Laborer 12.74
21071 - Order Filler 11.97
21080 - Production Line Worker (Food Processing) 16.50
21110 - Shipping Packer 13.74
21130 - Shipping/Receiving Clerk 13.74
21140 - Store Worker I 12.03
21150 - Stock Clerk 15.71
21210 - Tools And Parts Attendant 16.50
21410 - Warehouse Specialist 16.50
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 22.51
23019 - Aircraft Logs and Records Technician 18.11
23021 - Aircraft Mechanic I 21.38
23022 - Aircraft Mechanic II 22.51
23023 - Aircraft Mechanic III 23.63
23040 - Aircraft Mechanic Helper 15.92
23050 - Aircraft Painter 20.32
23060 - Aircraft Servicer 18.11
23070 - Aircraft Survival Flight Equipment Technician 20.32
23080 - Aircraft Worker 19.23
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 19.23

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 21.38
23110 - Appliance Mechanic 20.32
23120 - Bicycle Repairer 17.02
23125 - Cable Splicer 36.28
23130 - Carpenter Maintenance 17.73
23140 - Carpet Layer 19.23
23160 - Electrician Maintenance 19.43
23181 - Electronics Technician Maintenance I 21.56
23182 - Electronics Technician Maintenance II 23.54
23183 - Electronics Technician Maintenance III 24.71
23260 - Fabric Worker 18.11
23290 - Fire Alarm System Mechanic 21.38
23310 - Fire Extinguisher Repairer 17.02
23311 - Fuel Distribution System Mechanic 21.38
23312 - Fuel Distribution System Operator 17.02
23370 - General Maintenance Worker 16.70
23380 - Ground Support Equipment Mechanic 21.38
23381 - Ground Support Equipment Servicer 18.11
23382 - Ground Support Equipment Worker 19.23
23391 - Gunsmith I 17.02
23392 - Gunsmith II 19.23
23393 - Gunsmith III 21.38
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.21
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.07
23430 - Heavy Equipment Mechanic 22.99
23440 - Heavy Equipment Operator 17.29
23460 - Instrument Mechanic 21.38
23465 - Laboratory/Shelter Mechanic 20.32
23470 - Laborer 12.58
23510 - Locksmith 20.32
23530 - Machinery Maintenance Mechanic 24.15
23550 - Machinist Maintenance 20.66
23580 - Maintenance Trades Helper 12.26
23591 - Metrology Technician I 21.38
23592 - Metrology Technician II 22.51
23593 - Metrology Technician III 23.63
23640 - Millwright 22.78
23710 - Office Appliance Repairer 17.09
23760 - Painter Maintenance 16.25
23790 - Pipefitter Maintenance 21.29
23810 - Plumber Maintenance 20.23
23820 - Pneudraulic Systems Mechanic 21.38
23850 - Rigger 21.38
23870 - Scale Mechanic 19.23
23890 - Sheet-Metal Worker Maintenance 20.49
23910 - Small Engine Mechanic 15.41
23931 - Telecommunications Mechanic I 23.68

23932 - Telecommunications Mechanic II 24.76
23950 - Telephone Lineman 23.11
23960 - Welder Combination Maintenance 18.46
23965 - Well Driller 21.38
23970 - Woodcraft Worker 21.38
23980 - Woodworker 17.02
24000 - Personal Needs Occupations
24550 - Case Manager 15.16
24570 - Child Care Attendant 9.70
24580 - Child Care Center Clerk 12.09
24610 - Chore Aide 10.52
24620 - Family Readiness And Support Services Coordinator 15.16
24630 - Homemaker 15.16
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 21.38
25040 - Sewage Plant Operator 17.28
25070 - Stationary Engineer 21.38
25190 - Ventilation Equipment Tender 15.92
25210 - Water Treatment Plant Operator 17.28
27000 - Protective Service Occupations
27004 - Alarm Monitor 14.83
27007 - Baggage Inspector 13.52
27008 - Corrections Officer 17.49
27010 - Court Security Officer 18.67
27030 - Detection Dog Handler 15.11
27040 - Detention Officer 17.49
27070 - Firefighter 18.07
27101 - Guard I 13.52
27102 - Guard II 15.11
27131 - Police Officer I 19.06
27132 - Police Officer II 21.18
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 11.83
28042 - Carnival Equipment Repairer 12.66
28043 - Carnival Worker 9.29
28210 - Gate Attendant/Gate Tender 15.60
28310 - Lifeguard 12.32
28350 - Park Attendant (Aide) 17.46
28510 - Recreation Aide/Health Facility Attendant 12.74
28515 - Recreation Specialist 21.62
28630 - Sports Official 13.90
28690 - Swimming Pool Operator 16.50
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 19.23
29020 - Hatch Tender 19.23
29030 - Line Handler 19.23
29041 - Stevedore I 18.11
29042 - Stevedore II 20.32
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 18.48
30022 - Archeological Technician II 21.10
30023 - Archeological Technician III 25.64
30030 - Cartographic Technician 25.42
30040 - Civil Engineering Technician 22.73
30051 - Cryogenic Technician I 27.70
30052 - Cryogenic Technician II 30.60
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 27.72
30081 - Engineering Technician I 15.02
30082 - Engineering Technician II 16.86
30083 - Engineering Technician III 18.87
30084 - Engineering Technician IV 23.37
30085 - Engineering Technician V 28.59
30086 - Engineering Technician VI 34.59
30090 - Environmental Technician 25.02
30095 - Evidence Control Specialist 25.00
30210 - Laboratory Technician 22.89
30221 - Latent Fingerprint Technician I 27.70
30222 - Latent Fingerprint Technician II 30.60
30240 - Mathematical Technician 25.42
30361 - Paralegal/Legal Assistant I 19.13
30362 - Paralegal/Legal Assistant II 23.69
30363 - Paralegal/Legal Assistant III 28.98
30364 - Paralegal/Legal Assistant IV 35.06
30375 - Petroleum Supply Specialist 30.60
30390 - Photo-Optics Technician 25.42
30395 - Radiation Control Technician 30.60
30461 - Technical Writer I 25.02
30462 - Technical Writer II 30.87
30463 - Technical Writer III 37.02
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 27.70
30502 - Weather Forecaster II 33.69
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.79
30621 - Weather Observer Senior (see 2) 25.02
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 13.01
31030 - Bus Driver 18.51

31043 - Driver Courier	16.13
31260 - Parking and Lot Attendant	12.69
31290 - Shuttle Bus Driver	17.25
31310 - Taxi Driver	14.33
31361 - Truckdriver Light	17.25
31362 - Truckdriver Medium	18.35
31363 - Truckdriver Heavy	19.66
31364 - Truckdriver Tractor-Trailer	19.66
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.42
99050 - Desk Clerk	10.20
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	11.73
99252 - Laboratory Animal Caretaker II	12.54
99260 - Marketing Analyst	24.99
99310 - Mortician	25.35
99410 - Pest Controller	19.23
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	16.29
99711 - Recycling Specialist	19.17
99730 - Refuse Collector	14.94
99810 - Sales Clerk	11.02
99820 - School Crossing Guard	13.18
99830 - Survey Party Chief	20.97
99831 - Surveying Aide	13.60
99832 - Surveying Technician	18.57
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.: 2015-4643
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: Tennessee

Area: Tennessee Counties of Anderson Blount Campbell Grainger Knox Loudon Morgan Roane Union

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.69
01012 - Accounting Clerk II		16.49
01013 - Accounting Clerk III		18.45
01020 - Administrative Assistant		25.30
01035 - Court Reporter		18.71
01041 - Customer Service Representative I		11.69
01042 - Customer Service Representative II		13.13
01043 - Customer Service Representative III		14.33
01051 - Data Entry Operator I		14.54
01052 - Data Entry Operator II		15.86
01060 - Dispatcher Motor Vehicle		17.17
01070 - Document Preparation Clerk		14.05
01090 - Duplicating Machine Operator		14.05
01111 - General Clerk I		12.23

01112 - General Clerk II	13.34
01113 - General Clerk III	14.97
01120 - Housing Referral Assistant	20.86
01141 - Messenger Courier	14.17
01191 - Order Clerk I	14.36
01192 - Order Clerk II	16.52
01261 - Personnel Assistant (Employment) I	15.94
01262 - Personnel Assistant (Employment) II	17.84
01263 - Personnel Assistant (Employment) III	19.89
01270 - Production Control Clerk	24.30
01290 - Rental Clerk	13.05
01300 - Scheduler Maintenance	16.72
01311 - Secretary I	16.72
01312 - Secretary II	18.71
01313 - Secretary III	20.86
01320 - Service Order Dispatcher	17.05
01410 - Supply Technician	25.30
01420 - Survey Worker	17.19
01460 - Switchboard Operator/Receptionist	13.53
01531 - Travel Clerk I	17.28
01532 - Travel Clerk II	18.39
01533 - Travel Clerk III	19.81
01611 - Word Processor I	14.90
01612 - Word Processor II	16.72
01613 - Word Processor III	18.71
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	19.72
05010 - Automotive Electrician	16.76
05040 - Automotive Glass Installer	15.94
05070 - Automotive Worker	15.94
05110 - Mobile Equipment Servicer	14.11
05130 - Motor Equipment Metal Mechanic	17.66
05160 - Motor Equipment Metal Worker	15.94
05190 - Motor Vehicle Mechanic	17.66
05220 - Motor Vehicle Mechanic Helper	13.23
05250 - Motor Vehicle Upholstery Worker	14.96
05280 - Motor Vehicle Wrecker	15.94
05310 - Painter Automotive	18.18
05340 - Radiator Repair Specialist	15.94
05370 - Tire Repairer	14.67
05400 - Transmission Repair Specialist	17.66
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.65
07041 - Cook I	12.48
07042 - Cook II	14.10
07070 - Dishwasher	9.72
07130 - Food Service Worker	10.12
07210 - Meat Cutter	14.66
07260 - Waiter/Waitress	8.90
09000 - Furniture Maintenance And Repair Occupations	

09010 - Electrostatic Spray Painter 18.73
09040 - Furniture Handler 11.85
09080 - Furniture Refinisher 17.03
09090 - Furniture Refinisher Helper 13.76
09110 - Furniture Repairer Minor 15.32
09130 - Upholsterer 17.03
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.09
11060 - Elevator Operator 11.25
11090 - Gardener 16.29
11122 - Housekeeping Aide 11.25
11150 - Janitor 11.25
11210 - Laborer Grounds Maintenance 12.91
11240 - Maid or Houseman 9.38
11260 - Pruner 11.71
11270 - Tractor Operator 15.27
11330 - Trail Maintenance Worker 12.91
11360 - Window Cleaner 12.03
12000 - Health Occupations
12010 - Ambulance Driver 14.54
12011 - Breath Alcohol Technician 17.09
12012 - Certified Occupational Therapist Assistant 29.40
12015 - Certified Physical Therapist Assistant 27.18
12020 - Dental Assistant 18.65
12025 - Dental Hygienist 37.35
12030 - EKG Technician 24.08
12035 - Electroneurodiagnostic Technologist 24.08
12040 - Emergency Medical Technician 14.54
12071 - Licensed Practical Nurse I 16.12
12072 - Licensed Practical Nurse II 18.04
12073 - Licensed Practical Nurse III 20.10
12100 - Medical Assistant 15.27
12130 - Medical Laboratory Technician 20.20
12160 - Medical Record Clerk 16.95
12190 - Medical Record Technician 18.97
12195 - Medical Transcriptionist 16.96
12210 - Nuclear Medicine Technologist 32.71
12221 - Nursing Assistant I 11.51
12222 - Nursing Assistant II 12.95
12223 - Nursing Assistant III 14.13
12224 - Nursing Assistant IV 15.86
12235 - Optical Dispenser 19.87
12236 - Optical Technician 15.08
12250 - Pharmacy Technician 16.23
12280 - Phlebotomist 16.14
12305 - Radiologic Technologist 23.90
12311 - Registered Nurse I 22.90
12312 - Registered Nurse II 28.02
12313 - Registered Nurse II Specialist 28.02
12314 - Registered Nurse III 33.90

12315 - Registered Nurse III Anesthetist		33.90
12316 - Registered Nurse IV		40.63
12317 - Scheduler (Drug and Alcohol Testing)		21.16
12320 - Substance Abuse Treatment Counselor		18.59
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.79
13012 - Exhibits Specialist II		23.27
13013 - Exhibits Specialist III		28.46
13041 - Illustrator I		18.79
13042 - Illustrator II		23.27
13043 - Illustrator III		28.46
13047 - Librarian		25.77
13050 - Library Aide/Clerk		13.06
13054 - Library Information Technology Systems Administrator		23.27
13058 - Library Technician		16.46
13061 - Media Specialist I		16.79
13062 - Media Specialist II		18.79
13063 - Media Specialist III		20.94
13071 - Photographer I		15.35
13072 - Photographer II		17.17
13073 - Photographer III		21.27
13074 - Photographer IV		26.03
13075 - Photographer V		31.48
13090 - Technical Order Library Clerk		16.40
13110 - Video Teleconference Technician		23.52
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.79
14042 - Computer Operator II		17.67
14043 - Computer Operator III		19.69
14044 - Computer Operator IV		21.88
14045 - Computer Operator V		24.24
14071 - Computer Programmer I	(see 1)	22.54
14072 - Computer Programmer II	(see 1)	25.40
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		15.79
14160 - Personal Computer Support Technician		21.88
14170 - System Support Specialist		27.12
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.18
15020 - Aircrew Training Devices Instructor (Rated)		35.30
15030 - Air Crew Training Devices Instructor (Pilot)		42.28
15050 - Computer Based Training Specialist / Instructor		29.18
15060 - Educational Technologist		30.83
15070 - Flight Instructor (Pilot)		42.28
15080 - Graphic Artist		22.66

15085 - Maintenance Test Pilot Fixed Jet/Prop 42.28
15086 - Maintenance Test Pilot Rotary Wing 42.28
15088 - Non-Maintenance Test/Co-Pilot 42.28
15090 - Technical Instructor 21.69
15095 - Technical Instructor/Course Developer 26.53
15110 - Test Proctor 17.51
15120 - Tutor 17.51
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.66
16030 - Counter Attendant 10.66
16040 - Dry Cleaner 13.53
16070 - Finisher Flatwork Machine 10.66
16090 - Presser Hand 10.66
16110 - Presser Machine Drycleaning 10.66
16130 - Presser Machine Shirts 10.66
16160 - Presser Machine Wearing Apparel Laundry 10.66
16190 - Sewing Machine Operator 14.48
16220 - Tailor 15.43
16250 - Washer Machine 11.62
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.01
19040 - Tool And Die Maker 23.90
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.12
21030 - Material Coordinator 24.30
21040 - Material Expediter 24.30
21050 - Material Handling Laborer 13.81
21071 - Order Filler 12.12
21080 - Production Line Worker (Food Processing) 16.12
21110 - Shipping Packer 14.99
21130 - Shipping/Receiving Clerk 14.99
21140 - Store Worker I 13.23
21150 - Stock Clerk 17.91
21210 - Tools And Parts Attendant 16.12
21410 - Warehouse Specialist 16.12
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.58
23019 - Aircraft Logs and Records Technician 22.97
23021 - Aircraft Mechanic I 27.11
23022 - Aircraft Mechanic II 28.58
23023 - Aircraft Mechanic III 30.08
23040 - Aircraft Mechanic Helper 20.30
23050 - Aircraft Painter 25.72
23060 - Aircraft Servicer 22.97
23070 - Aircraft Survival Flight Equipment Technician 25.72
23080 - Aircraft Worker 24.46
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.46
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.11

23110 - Appliance Mechanic 20.15
23120 - Bicycle Repairer 18.56
23125 - Cable Splicer 35.72
23130 - Carpenter Maintenance 18.62
23140 - Carpet Layer 20.98
23160 - Electrician Maintenance 24.84
23181 - Electronics Technician Maintenance I 23.79
23182 - Electronics Technician Maintenance II 25.01
23183 - Electronics Technician Maintenance III 26.36
23260 - Fabric Worker 19.69
23290 - Fire Alarm System Mechanic 23.13
23310 - Fire Extinguisher Repairer 18.57
23311 - Fuel Distribution System Mechanic 25.61
23312 - Fuel Distribution System Operator 20.45
23370 - General Maintenance Worker 17.94
23380 - Ground Support Equipment Mechanic 27.11
23381 - Ground Support Equipment Servicer 22.97
23382 - Ground Support Equipment Worker 24.46
23391 - Gunsmith I 18.57
23392 - Gunsmith II 20.98
23393 - Gunsmith III 23.25
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.94
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.05
23430 - Heavy Equipment Mechanic 23.60
23440 - Heavy Equipment Operator 19.36
23460 - Instrument Mechanic 27.34
23465 - Laboratory/Shelter Mechanic 22.07
23470 - Laborer 13.81
23510 - Locksmith 22.07
23530 - Machinery Maintenance Mechanic 25.67
23550 - Machinist Maintenance 24.16
23580 - Maintenance Trades Helper 14.44
23591 - Metrology Technician I 27.34
23592 - Metrology Technician II 28.82
23593 - Metrology Technician III 30.34
23640 - Millwright 22.50
23710 - Office Appliance Repairer 19.50
23760 - Painter Maintenance 17.03
23790 - Pipefitter Maintenance 22.61
23810 - Plumber Maintenance 21.45
23820 - Pneudraulic Systems Mechanic 23.25
23850 - Rigger 23.24
23870 - Scale Mechanic 20.98
23890 - Sheet-Metal Worker Maintenance 21.46
23910 - Small Engine Mechanic 16.33
23931 - Telecommunications Mechanic I 26.96
23932 - Telecommunications Mechanic II 28.28
23950 - Telephone Lineman 24.21

23960 - Welder Combination Maintenance		19.69
23965 - Well Driller		23.26
23970 - Woodcraft Worker		23.25
23980 - Woodworker		18.57
24000 - Personal Needs Occupations		
24550 - Case Manager		14.59
24570 - Child Care Attendant		9.61
24580 - Child Care Center Clerk		11.98
24610 - Chore Aide		10.96
24620 - Family Readiness And Support Services Coordinator		14.59
24630 - Homemaker		14.87
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		28.14
25040 - Sewage Plant Operator		22.40
25070 - Stationary Engineer		28.14
25190 - Ventilation Equipment Tender		20.31
25210 - Water Treatment Plant Operator		22.40
27000 - Protective Service Occupations		
27004 - Alarm Monitor		17.52
27007 - Baggage Inspector		13.28
27008 - Corrections Officer		16.65
27010 - Court Security Officer		19.18
27030 - Detection Dog Handler		15.32
27040 - Detention Officer		16.65
27070 - Firefighter		21.71
27101 - Guard I		13.28
27102 - Guard II		15.32
27131 - Police Officer I		20.06
27132 - Police Officer II		22.30
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.70
28042 - Carnival Equipment Repairer		13.54
28043 - Carnival Worker		9.73
28210 - Gate Attendant/Gate Tender		13.94
28310 - Lifeguard		11.12
28350 - Park Attendant (Aide)		15.60
28510 - Recreation Aide/Health Facility Attendant		11.38
28515 - Recreation Specialist		19.32
28630 - Sports Official		12.42
28690 - Swimming Pool Operator		16.24
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		25.08
29020 - Hatch Tender		25.08
29030 - Line Handler		25.08
29041 - Stevedore I		23.55
29042 - Stevedore II		26.37
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 17.11
30022 - Archeological Technician II 17.58
30023 - Archeological Technician III 22.87
30030 - Cartographic Technician 23.50
30040 - Civil Engineering Technician 22.23
30051 - Cryogenic Technician I 25.33
30052 - Cryogenic Technician II 27.98
30061 - Drafter/CAD Operator I 16.50
30062 - Drafter/CAD Operator II 17.58
30063 - Drafter/CAD Operator III 21.02
30064 - Drafter/CAD Operator IV 26.04
30081 - Engineering Technician I 15.84
30082 - Engineering Technician II 17.79
30083 - Engineering Technician III 20.11
30084 - Engineering Technician IV 24.92
30085 - Engineering Technician V 30.15
30086 - Engineering Technician VI 36.50
30090 - Environmental Technician 27.73
30095 - Evidence Control Specialist 22.87
30210 - Laboratory Technician 23.16
30221 - Latent Fingerprint Technician I 24.78
30222 - Latent Fingerprint Technician II 27.37
30240 - Mathematical Technician 23.72
30361 - Paralegal/Legal Assistant I 19.21
30362 - Paralegal/Legal Assistant II 23.79
30363 - Paralegal/Legal Assistant III 29.10
30364 - Paralegal/Legal Assistant IV 35.21
30375 - Petroleum Supply Specialist 27.98
30390 - Photo-Optics Technician 22.87
30395 - Radiation Control Technician 27.98
30461 - Technical Writer I 23.66
30462 - Technical Writer II 28.95
30463 - Technical Writer III 35.02
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 25.33
30502 - Weather Forecaster II 30.82
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.02
30621 - Weather Observer Senior (see 2) 22.87
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.06
31030 - Bus Driver 16.52
31043 - Driver Courier 15.65
31260 - Parking and Lot Attendant 10.30

31290 - Shuttle Bus Driver	16.69
31310 - Taxi Driver	11.23
31361 - Truckdriver Light	16.69
31362 - Truckdriver Medium	17.70
31363 - Truckdriver Heavy	20.40
31364 - Truckdriver Tractor-Trailer	20.40
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.00
99050 - Desk Clerk	10.96
99095 - Embalmer	25.37
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	11.14
99252 - Laboratory Animal Caretaker II	13.06
99260 - Marketing Analyst	25.90
99310 - Mortician	25.37
99410 - Pest Controller	19.60
99510 - Photofinishing Worker	14.54
99710 - Recycling Laborer	14.64
99711 - Recycling Specialist	17.31
99730 - Refuse Collector	13.25
99810 - Sales Clerk	11.51
99820 - School Crossing Guard	14.72
99830 - Survey Party Chief	22.65
99831 - Surveying Aide	15.00
99832 - Surveying Technician	20.59
99840 - Vending Machine Attendant	15.38
99841 - Vending Machine Repairer	18.53
99842 - Vending Machine Repairer Helper	15.38

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or

stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4644
Revision No.: 15
Date Of Last Revision: 06/18/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Tennessee

Area: Tennessee Counties of Anderson Blount Campbell Grainger Knox Loudon Morgan Roane Union

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.69
01012 - Accounting Clerk II		16.49
01013 - Accounting Clerk III		18.45
01020 - Administrative Assistant		25.30
01035 - Court Reporter		18.71
01041 - Customer Service Representative I		11.69
01042 - Customer Service Representative II		13.13
01043 - Customer Service Representative III		14.33
01051 - Data Entry Operator I		14.54
01052 - Data Entry Operator II		15.86
01060 - Dispatcher Motor Vehicle		17.17

01070 - Document Preparation Clerk 14.05
01090 - Duplicating Machine Operator 14.05
01111 - General Clerk I 12.23
01112 - General Clerk II 13.34
01113 - General Clerk III 14.97
01120 - Housing Referral Assistant 20.86
01141 - Messenger Courier 14.17
01191 - Order Clerk I 14.36
01192 - Order Clerk II 16.52
01261 - Personnel Assistant (Employment) I 15.94
01262 - Personnel Assistant (Employment) II 17.84
01263 - Personnel Assistant (Employment) III 19.89
01270 - Production Control Clerk 24.30
01290 - Rental Clerk 13.05
01300 - Scheduler Maintenance 16.72
01311 - Secretary I 16.72
01312 - Secretary II 18.71
01313 - Secretary III 20.86
01320 - Service Order Dispatcher 17.05
01410 - Supply Technician 25.30
01420 - Survey Worker 17.19
01460 - Switchboard Operator/Receptionist 13.53
01531 - Travel Clerk I 17.28
01532 - Travel Clerk II 18.39
01533 - Travel Clerk III 19.81
01611 - Word Processor I 14.90
01612 - Word Processor II 16.72
01613 - Word Processor III 18.71
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.72
05010 - Automotive Electrician 16.76
05040 - Automotive Glass Installer 15.94
05070 - Automotive Worker 15.94
05110 - Mobile Equipment Servicer 14.11
05130 - Motor Equipment Metal Mechanic 17.66
05160 - Motor Equipment Metal Worker 15.94
05190 - Motor Vehicle Mechanic 17.66
05220 - Motor Vehicle Mechanic Helper 13.23
05250 - Motor Vehicle Upholstery Worker 14.96
05280 - Motor Vehicle Wrecker 15.94
05310 - Painter Automotive 18.18
05340 - Radiator Repair Specialist 15.94
05370 - Tire Repairer 14.67
05400 - Transmission Repair Specialist 17.66
07000 - Food Preparation And Service Occupations
07010 - Baker 12.65
07041 - Cook I 12.48
07042 - Cook II 14.10
07070 - Dishwasher 9.72
07130 - Food Service Worker 10.12

07210 - Meat Cutter	14.66
07260 - Waiter/Waitress	8.90
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.73
09040 - Furniture Handler	11.85
09080 - Furniture Refinisher	17.03
09090 - Furniture Refinisher Helper	13.76
09110 - Furniture Repairer Minor	15.32
09130 - Upholsterer	17.03
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.09
11060 - Elevator Operator	11.25
11090 - Gardener	16.29
11122 - Housekeeping Aide	11.25
11150 - Janitor	11.25
11210 - Laborer Grounds Maintenance	12.91
11240 - Maid or Houseman	9.38
11260 - Pruner	11.71
11270 - Tractor Operator	15.27
11330 - Trail Maintenance Worker	12.91
11360 - Window Cleaner	12.03
12000 - Health Occupations	
12010 - Ambulance Driver	14.54
12011 - Breath Alcohol Technician	17.09
12012 - Certified Occupational Therapist Assistant	29.40
12015 - Certified Physical Therapist Assistant	27.18
12020 - Dental Assistant	18.65
12025 - Dental Hygienist	37.35
12030 - EKG Technician	24.08
12035 - Electroneurodiagnostic Technologist	24.08
12040 - Emergency Medical Technician	14.54
12071 - Licensed Practical Nurse I	16.12
12072 - Licensed Practical Nurse II	18.04
12073 - Licensed Practical Nurse III	20.10
12100 - Medical Assistant	15.27
12130 - Medical Laboratory Technician	20.20
12160 - Medical Record Clerk	16.95
12190 - Medical Record Technician	18.97
12195 - Medical Transcriptionist	16.96
12210 - Nuclear Medicine Technologist	32.71
12221 - Nursing Assistant I	11.51
12222 - Nursing Assistant II	12.95
12223 - Nursing Assistant III	14.13
12224 - Nursing Assistant IV	15.86
12235 - Optical Dispenser	19.87
12236 - Optical Technician	15.08
12250 - Pharmacy Technician	16.23
12280 - Phlebotomist	16.14
12305 - Radiologic Technologist	23.90
12311 - Registered Nurse I	22.90

12312 - Registered Nurse II		28.02
12313 - Registered Nurse II Specialist		28.02
12314 - Registered Nurse III		33.90
12315 - Registered Nurse III Anesthetist		33.90
12316 - Registered Nurse IV		40.63
12317 - Scheduler (Drug and Alcohol Testing)		21.16
12320 - Substance Abuse Treatment Counselor		18.59
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.79
13012 - Exhibits Specialist II		23.27
13013 - Exhibits Specialist III		28.46
13041 - Illustrator I		18.79
13042 - Illustrator II		23.27
13043 - Illustrator III		28.46
13047 - Librarian		25.77
13050 - Library Aide/Clerk		13.06
13054 - Library Information Technology Systems Administrator		23.27
13058 - Library Technician		16.46
13061 - Media Specialist I		16.79
13062 - Media Specialist II		18.79
13063 - Media Specialist III		20.94
13071 - Photographer I		15.35
13072 - Photographer II		17.17
13073 - Photographer III		21.27
13074 - Photographer IV		26.03
13075 - Photographer V		31.48
13090 - Technical Order Library Clerk		16.40
13110 - Video Teleconference Technician		23.52
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.79
14042 - Computer Operator II		17.67
14043 - Computer Operator III		19.69
14044 - Computer Operator IV		21.88
14045 - Computer Operator V		24.24
14071 - Computer Programmer I	(see 1)	22.54
14072 - Computer Programmer II	(see 1)	25.40
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		15.79
14160 - Personal Computer Support Technician		21.88
14170 - System Support Specialist		27.12
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.18
15020 - Aircrew Training Devices Instructor (Rated)		35.30
15030 - Air Crew Training Devices Instructor (Pilot)		42.28
15050 - Computer Based Training Specialist / Instructor		29.18

15060 - Educational Technologist 30.83
15070 - Flight Instructor (Pilot) 42.28
15080 - Graphic Artist 22.66
15085 - Maintenance Test Pilot Fixed Jet/Prop 42.28
15086 - Maintenance Test Pilot Rotary Wing 42.28
15088 - Non-Maintenance Test/Co-Pilot 42.28
15090 - Technical Instructor 21.69
15095 - Technical Instructor/Course Developer 26.53
15110 - Test Proctor 17.51
15120 - Tutor 17.51
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.66
16030 - Counter Attendant 10.66
16040 - Dry Cleaner 13.53
16070 - Finisher Flatwork Machine 10.66
16090 - Presser Hand 10.66
16110 - Presser Machine Drycleaning 10.66
16130 - Presser Machine Shirts 10.66
16160 - Presser Machine Wearing Apparel Laundry 10.66
16190 - Sewing Machine Operator 14.48
16220 - Tailor 15.43
16250 - Washer Machine 11.62
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.01
19040 - Tool And Die Maker 23.90
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.12
21030 - Material Coordinator 24.30
21040 - Material Expediter 24.30
21050 - Material Handling Laborer 13.81
21071 - Order Filler 12.12
21080 - Production Line Worker (Food Processing) 16.12
21110 - Shipping Packer 14.99
21130 - Shipping/Receiving Clerk 14.99
21140 - Store Worker I 13.23
21150 - Stock Clerk 17.91
21210 - Tools And Parts Attendant 16.12
21410 - Warehouse Specialist 16.12
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.58
23019 - Aircraft Logs and Records Technician 22.97
23021 - Aircraft Mechanic I 27.11
23022 - Aircraft Mechanic II 28.58
23023 - Aircraft Mechanic III 30.08
23040 - Aircraft Mechanic Helper 20.30
23050 - Aircraft Painter 25.72
23060 - Aircraft Servicer 22.97
23070 - Aircraft Survival Flight Equipment Technician 25.72
23080 - Aircraft Worker 24.46
23091 - Aircrew Life Support Equipment (ALSE) Mechanic 24.46

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 27.11
II
23110 - Appliance Mechanic 20.15
23120 - Bicycle Repairer 18.56
23125 - Cable Splicer 35.72
23130 - Carpenter Maintenance 18.62
23140 - Carpet Layer 20.98
23160 - Electrician Maintenance 24.84
23181 - Electronics Technician Maintenance I 23.79
23182 - Electronics Technician Maintenance II 25.01
23183 - Electronics Technician Maintenance III 26.36
23260 - Fabric Worker 19.69
23290 - Fire Alarm System Mechanic 23.13
23310 - Fire Extinguisher Repairer 18.57
23311 - Fuel Distribution System Mechanic 25.61
23312 - Fuel Distribution System Operator 20.45
23370 - General Maintenance Worker 17.94
23380 - Ground Support Equipment Mechanic 27.11
23381 - Ground Support Equipment Servicer 22.97
23382 - Ground Support Equipment Worker 24.46
23391 - Gunsmith I 18.57
23392 - Gunsmith II 20.98
23393 - Gunsmith III 23.25
23410 - Heating Ventilation And Air-Conditioning 20.94
Mechanic
23411 - Heating Ventilation And Air Contidioning 22.05
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 23.60
23440 - Heavy Equipment Operator 19.36
23460 - Instrument Mechanic 27.34
23465 - Laboratory/Shelter Mechanic 22.07
23470 - Laborer 13.81
23510 - Locksmith 22.07
23530 - Machinery Maintenance Mechanic 25.67
23550 - Machinist Maintenance 24.16
23580 - Maintenance Trades Helper 14.44
23591 - Metrology Technician I 27.34
23592 - Metrology Technician II 28.82
23593 - Metrology Technician III 30.34
23640 - Millwright 22.50
23710 - Office Appliance Repairer 19.50
23760 - Painter Maintenance 17.03
23790 - Pipefitter Maintenance 22.61
23810 - Plumber Maintenance 21.45
23820 - Pneudraulic Systems Mechanic 23.25
23850 - Rigger 23.24
23870 - Scale Mechanic 20.98
23890 - Sheet-Metal Worker Maintenance 21.46
23910 - Small Engine Mechanic 16.33

23931 - Telecommunications Mechanic I	26.96
23932 - Telecommunications Mechanic II	28.28
23950 - Telephone Lineman	24.21
23960 - Welder Combination Maintenance	19.69
23965 - Well Driller	23.26
23970 - Woodcraft Worker	23.25
23980 - Woodworker	18.57
24000 - Personal Needs Occupations	
24550 - Case Manager	14.59
24570 - Child Care Attendant	9.61
24580 - Child Care Center Clerk	11.98
24610 - Chore Aide	10.96
24620 - Family Readiness And Support Services Coordinator	14.59
24630 - Homemaker	14.87
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.14
25040 - Sewage Plant Operator	22.40
25070 - Stationary Engineer	28.14
25190 - Ventilation Equipment Tender	20.31
25210 - Water Treatment Plant Operator	22.40
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.52
27007 - Baggage Inspector	13.28
27008 - Corrections Officer	16.65
27010 - Court Security Officer	19.18
27030 - Detection Dog Handler	15.32
27040 - Detention Officer	16.65
27070 - Firefighter	21.71
27101 - Guard I	13.28
27102 - Guard II	15.32
27131 - Police Officer I	20.06
27132 - Police Officer II	22.30
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.70
28042 - Carnival Equipment Repairer	13.54
28043 - Carnival Worker	9.73
28210 - Gate Attendant/Gate Tender	13.94
28310 - Lifeguard	11.12
28350 - Park Attendant (Aide)	15.60
28510 - Recreation Aide/Health Facility Attendant	11.38
28515 - Recreation Specialist	19.32
28630 - Sports Official	12.42
28690 - Swimming Pool Operator	16.24
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.08
29020 - Hatch Tender	25.08
29030 - Line Handler	25.08
29041 - Stevedore I	23.55
29042 - Stevedore II	26.37

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		17.11
30022 - Archeological Technician II		17.58
30023 - Archeological Technician III		22.87
30030 - Cartographic Technician		23.50
30040 - Civil Engineering Technician		22.23
30051 - Cryogenic Technician I		25.33
30052 - Cryogenic Technician II		27.98
30061 - Drafter/CAD Operator I		16.50
30062 - Drafter/CAD Operator II		17.58
30063 - Drafter/CAD Operator III		21.02
30064 - Drafter/CAD Operator IV		26.04
30081 - Engineering Technician I		15.84
30082 - Engineering Technician II		17.79
30083 - Engineering Technician III		20.11
30084 - Engineering Technician IV		24.92
30085 - Engineering Technician V		30.15
30086 - Engineering Technician VI		36.50
30090 - Environmental Technician		27.73
30095 - Evidence Control Specialist		22.87
30210 - Laboratory Technician		23.16
30221 - Latent Fingerprint Technician I		24.78
30222 - Latent Fingerprint Technician II		27.37
30240 - Mathematical Technician		23.72
30361 - Paralegal/Legal Assistant I		19.21
30362 - Paralegal/Legal Assistant II		23.79
30363 - Paralegal/Legal Assistant III		29.10
30364 - Paralegal/Legal Assistant IV		35.21
30375 - Petroleum Supply Specialist		27.98
30390 - Photo-Optics Technician		22.87
30395 - Radiation Control Technician		27.98
30461 - Technical Writer I		23.66
30462 - Technical Writer II		28.95
30463 - Technical Writer III		35.02
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		25.33
30502 - Weather Forecaster II		30.82
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.02
30621 - Weather Observer Senior	(see 2)	22.87

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		30.67
31020 - Bus Aide		12.06

31030 - Bus Driver	16.52
31043 - Driver Courier	15.65
31260 - Parking and Lot Attendant	10.30
31290 - Shuttle Bus Driver	16.69
31310 - Taxi Driver	11.23
31361 - Truckdriver Light	16.69
31362 - Truckdriver Medium	17.70
31363 - Truckdriver Heavy	20.40
31364 - Truckdriver Tractor-Trailer	20.40
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.00
99050 - Desk Clerk	10.96
99095 - Embalmer	25.37
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	11.14
99252 - Laboratory Animal Caretaker II	13.06
99260 - Marketing Analyst	25.90
99310 - Mortician	25.37
99410 - Pest Controller	19.60
99510 - Photofinishing Worker	14.54
99710 - Recycling Laborer	14.64
99711 - Recycling Specialist	17.31
99730 - Refuse Collector	13.25
99810 - Sales Clerk	11.51
99820 - School Crossing Guard	14.72
99830 - Survey Party Chief	22.65
99831 - Surveying Aide	15.00
99832 - Surveying Technician	20.59
99840 - Vending Machine Attendant	15.38
99841 - Vending Machine Repairer	18.53
99842 - Vending Machine Repairer Helper	15.38

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill

injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4645
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: Tennessee

Area: Tennessee Counties of Hamblen Jefferson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.73
01012 - Accounting Clerk II		15.41
01013 - Accounting Clerk III		17.25
01020 - Administrative Assistant		22.12
01035 - Court Reporter		17.30
01041 - Customer Service Representative I		11.68
01042 - Customer Service Representative II		13.13
01043 - Customer Service Representative III		14.32
01051 - Data Entry Operator I		13.69
01052 - Data Entry Operator II		14.94
01060 - Dispatcher Motor Vehicle		21.42
01070 - Document Preparation Clerk		13.77
01090 - Duplicating Machine Operator		13.77
01111 - General Clerk I		12.39
01112 - General Clerk II		13.52

01113 - General Clerk III 15.17
01120 - Housing Referral Assistant 19.92
01141 - Messenger Courier 11.54
01191 - Order Clerk I 14.37
01192 - Order Clerk II 15.69
01261 - Personnel Assistant (Employment) I 15.46
01262 - Personnel Assistant (Employment) II 17.30
01263 - Personnel Assistant (Employment) III 19.29
01270 - Production Control Clerk 20.08
01290 - Rental Clerk 13.05
01300 - Scheduler Maintenance 16.31
01311 - Secretary I 16.31
01312 - Secretary II 18.10
01313 - Secretary III 19.92
01320 - Service Order Dispatcher 19.14
01410 - Supply Technician 22.12
01420 - Survey Worker 17.19
01460 - Switchboard Operator/Receptionist 12.08
01531 - Travel Clerk I 12.72
01532 - Travel Clerk II 13.54
01533 - Travel Clerk III 14.58
01611 - Word Processor I 13.77
01612 - Word Processor II 15.46
01613 - Word Processor III 17.30
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.72
05010 - Automotive Electrician 16.03
05040 - Automotive Glass Installer 15.26
05070 - Automotive Worker 15.26
05110 - Mobile Equipment Servicer 13.68
05130 - Motor Equipment Metal Mechanic 16.78
05160 - Motor Equipment Metal Worker 15.26
05190 - Motor Vehicle Mechanic 16.55
05220 - Motor Vehicle Mechanic Helper 13.06
05250 - Motor Vehicle Upholstery Worker 14.47
05280 - Motor Vehicle Wrecker 15.26
05310 - Painter Automotive 18.18
05340 - Radiator Repair Specialist 15.26
05370 - Tire Repairer 13.03
05400 - Transmission Repair Specialist 16.55
07000 - Food Preparation And Service Occupations
07010 - Baker 12.29
07041 - Cook I 11.49
07042 - Cook II 12.98
07070 - Dishwasher 9.76
07130 - Food Service Worker 10.11
07210 - Meat Cutter 15.37
07260 - Waiter/Waitress 9.14
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 17.36

09040 - Furniture Handler	11.85
09080 - Furniture Refinisher	17.03
09090 - Furniture Refinisher Helper	13.66
09110 - Furniture Repairer Minor	15.32
09130 - Upholsterer	17.03
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.41
11060 - Elevator Operator	11.53
11090 - Gardener	18.79
11122 - Housekeeping Aide	11.53
11150 - Janitor	11.53
11210 - Laborer Grounds Maintenance	14.89
11240 - Maid or Houseman	9.38
11260 - Pruner	14.23
11270 - Tractor Operator	18.38
11330 - Trail Maintenance Worker	14.89
11360 - Window Cleaner	12.71
12000 - Health Occupations	
12010 - Ambulance Driver	18.30
12011 - Breath Alcohol Technician	18.30
12012 - Certified Occupational Therapist Assistant	25.10
12015 - Certified Physical Therapist Assistant	30.65
12020 - Dental Assistant	18.49
12025 - Dental Hygienist	28.73
12030 - EKG Technician	27.73
12035 - Electroneurodiagnostic Technologist	27.73
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	13.66
12130 - Medical Laboratory Technician	20.48
12160 - Medical Record Clerk	14.07
12190 - Medical Record Technician	15.74
12195 - Medical Transcriptionist	16.35
12210 - Nuclear Medicine Technologist	40.21
12221 - Nursing Assistant I	11.70
12222 - Nursing Assistant II	13.15
12223 - Nursing Assistant III	14.35
12224 - Nursing Assistant IV	16.11
12235 - Optical Dispenser	17.71
12236 - Optical Technician	16.35
12250 - Pharmacy Technician	16.23
12280 - Phlebotomist	16.35
12305 - Radiologic Technologist	26.39
12311 - Registered Nurse I	22.82
12312 - Registered Nurse II	27.91
12313 - Registered Nurse II Specialist	27.91
12314 - Registered Nurse III	31.51
12315 - Registered Nurse III Anesthetist	31.51

12316 - Registered Nurse IV		37.85
12317 - Scheduler (Drug and Alcohol Testing)		22.66
12320 - Substance Abuse Treatment Counselor		22.66
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.02
13012 - Exhibits Specialist II		23.55
13013 - Exhibits Specialist III		28.82
13041 - Illustrator I		19.02
13042 - Illustrator II		23.55
13043 - Illustrator III		28.82
13047 - Librarian		26.09
13050 - Library Aide/Clerk		14.53
13054 - Library Information Technology Systems Administrator		23.55
13058 - Library Technician		19.02
13061 - Media Specialist I		17.00
13062 - Media Specialist II		19.02
13063 - Media Specialist III		21.20
13071 - Photographer I		17.00
13072 - Photographer II		19.02
13073 - Photographer III		23.55
13074 - Photographer IV		28.82
13075 - Photographer V		34.87
13090 - Technical Order Library Clerk		18.25
13110 - Video Teleconference Technician		17.26
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.12
14042 - Computer Operator II		19.16
14043 - Computer Operator III		21.36
14044 - Computer Operator IV		23.73
14045 - Computer Operator V		26.28
14071 - Computer Programmer I	(see 1)	22.54
14072 - Computer Programmer II	(see 1)	25.40
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		17.12
14160 - Personal Computer Support Technician		23.73
14170 - System Support Specialist		26.28
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.52
15020 - Aircrew Training Devices Instructor (Rated)		34.53
15030 - Air Crew Training Devices Instructor (Pilot)		37.97
15050 - Computer Based Training Specialist / Instructor		28.52
15060 - Educational Technologist		27.39
15070 - Flight Instructor (Pilot)		37.97
15080 - Graphic Artist		23.78
15085 - Maintenance Test Pilot Fixed Jet/Prop		37.97

15086 - Maintenance Test Pilot Rotary Wing 37.97
15088 - Non-Maintenance Test/Co-Pilot 37.97
15090 - Technical Instructor 19.44
15095 - Technical Instructor/Course Developer 23.78
15110 - Test Proctor 15.69
15120 - Tutor 15.69
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.10
16030 - Counter Attendant 10.10
16040 - Dry Cleaner 12.48
16070 - Finisher Flatwork Machine 10.10
16090 - Presser Hand 10.10
16110 - Presser Machine Drycleaning 10.10
16130 - Presser Machine Shirts 10.10
16160 - Presser Machine Wearing Apparel Laundry 10.10
16190 - Sewing Machine Operator 13.17
16220 - Tailor 14.02
16250 - Washer Machine 10.93
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 18.19
19040 - Tool And Die Maker 21.73
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.66
21030 - Material Coordinator 20.08
21040 - Material Expediter 20.08
21050 - Material Handling Laborer 13.73
21071 - Order Filler 11.61
21080 - Production Line Worker (Food Processing) 15.66
21110 - Shipping Packer 14.51
21130 - Shipping/Receiving Clerk 14.51
21140 - Store Worker I 13.23
21150 - Stock Clerk 17.91
21210 - Tools And Parts Attendant 15.66
21410 - Warehouse Specialist 15.66
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 22.11
23019 - Aircraft Logs and Records Technician 17.80
23021 - Aircraft Mechanic I 21.01
23022 - Aircraft Mechanic II 22.11
23023 - Aircraft Mechanic III 23.22
23040 - Aircraft Mechanic Helper 15.73
23050 - Aircraft Painter 19.94
23060 - Aircraft Servicer 17.80
23070 - Aircraft Survival Flight Equipment Technician 19.94
23080 - Aircraft Worker 18.96
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 18.96
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 21.01
23110 - Appliance Mechanic 19.94

23120 - Bicycle Repairer	16.78
23125 - Cable Splicer	26.84
23130 - Carpenter Maintenance	16.56
23140 - Carpet Layer	18.96
23160 - Electrician Maintenance	22.65
23181 - Electronics Technician Maintenance I	19.62
23182 - Electronics Technician Maintenance II	20.63
23183 - Electronics Technician Maintenance III	21.72
23260 - Fabric Worker	17.80
23290 - Fire Alarm System Mechanic	21.01
23310 - Fire Extinguisher Repairer	16.78
23311 - Fuel Distribution System Mechanic	21.26
23312 - Fuel Distribution System Operator	17.14
23370 - General Maintenance Worker	18.00
23380 - Ground Support Equipment Mechanic	21.01
23381 - Ground Support Equipment Servicer	17.80
23382 - Ground Support Equipment Worker	18.96
23391 - Gunsmith I	16.78
23392 - Gunsmith II	18.96
23393 - Gunsmith III	21.01
23410 - Heating Ventilation And Air-Conditioning Mechanic	19.62
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	20.54
23430 - Heavy Equipment Mechanic	19.81
23440 - Heavy Equipment Operator	18.98
23460 - Instrument Mechanic	22.57
23465 - Laboratory/Shelter Mechanic	19.94
23470 - Laborer	13.73
23510 - Locksmith	19.94
23530 - Machinery Maintenance Mechanic	22.33
23550 - Machinist Maintenance	19.55
23580 - Maintenance Trades Helper	14.96
23591 - Metrology Technician I	22.57
23592 - Metrology Technician II	23.62
23593 - Metrology Technician III	24.64
23640 - Millwright	21.01
23710 - Office Appliance Repairer	19.94
23760 - Painter Maintenance	19.94
23790 - Pipefitter Maintenance	25.31
23810 - Plumber Maintenance	24.02
23820 - Pneudraulic Systems Mechanic	21.01
23850 - Rigger	21.01
23870 - Scale Mechanic	18.96
23890 - Sheet-Metal Worker Maintenance	20.78
23910 - Small Engine Mechanic	18.02
23931 - Telecommunications Mechanic I	29.66
23932 - Telecommunications Mechanic II	31.11
23950 - Telephone Lineman	22.01
23960 - Welder Combination Maintenance	19.69

23965 - Well Driller		21.01
23970 - Woodcraft Worker		21.01
23980 - Woodworker		16.78
24000 - Personal Needs Occupations		
24550 - Case Manager		13.64
24570 - Child Care Attendant		9.61
24580 - Child Care Center Clerk		11.97
24610 - Chore Aide		10.65
24620 - Family Readiness And Support Services Coordinator		13.64
24630 - Homemaker		14.87
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		23.32
25040 - Sewage Plant Operator		19.24
25070 - Stationary Engineer		23.32
25190 - Ventilation Equipment Tender		16.78
25210 - Water Treatment Plant Operator		19.24
27000 - Protective Service Occupations		
27004 - Alarm Monitor		16.00
27007 - Baggage Inspector		14.30
27008 - Corrections Officer		16.99
27010 - Court Security Officer		16.59
27030 - Detection Dog Handler		16.00
27040 - Detention Officer		16.99
27070 - Firefighter		17.33
27101 - Guard I		14.30
27102 - Guard II		16.00
27131 - Police Officer I		18.09
27132 - Police Officer II		20.10
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.93
28042 - Carnival Equipment Repairer		13.79
28043 - Carnival Worker		9.91
28210 - Gate Attendant/Gate Tender		13.05
28310 - Lifeguard		12.23
28350 - Park Attendant (Aide)		14.60
28510 - Recreation Aide/Health Facility Attendant		11.48
28515 - Recreation Specialist		16.91
28630 - Sports Official		11.63
28690 - Swimming Pool Operator		21.56
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		18.96
29020 - Hatch Tender		18.96
29030 - Line Handler		18.96
29041 - Stevedore I		17.80
29042 - Stevedore II		19.94
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29

30021 - Archeological Technician I		17.74
30022 - Archeological Technician II		19.85
30023 - Archeological Technician III		24.59
30030 - Cartographic Technician		24.59
30040 - Civil Engineering Technician		24.59
30051 - Cryogenic Technician I		27.24
30052 - Cryogenic Technician II		30.08
30061 - Drafter/CAD Operator I		17.74
30062 - Drafter/CAD Operator II		19.85
30063 - Drafter/CAD Operator III		22.13
30064 - Drafter/CAD Operator IV		27.24
30081 - Engineering Technician I		15.84
30082 - Engineering Technician II		17.79
30083 - Engineering Technician III		20.11
30084 - Engineering Technician IV		24.92
30085 - Engineering Technician V		30.15
30086 - Engineering Technician VI		36.50
30090 - Environmental Technician		27.69
30095 - Evidence Control Specialist		24.59
30210 - Laboratory Technician		22.13
30221 - Latent Fingerprint Technician I		27.24
30222 - Latent Fingerprint Technician II		30.08
30240 - Mathematical Technician		24.59
30361 - Paralegal/Legal Assistant I		16.72
30362 - Paralegal/Legal Assistant II		20.02
30363 - Paralegal/Legal Assistant III		24.49
30364 - Paralegal/Legal Assistant IV		29.63
30375 - Petroleum Supply Specialist		30.08
30390 - Photo-Optics Technician		24.59
30395 - Radiation Control Technician		30.08
30461 - Technical Writer I		24.59
30462 - Technical Writer II		30.08
30463 - Technical Writer III		36.40
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		27.24
30502 - Weather Forecaster II		33.13
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.13
30621 - Weather Observer Senior	(see 2)	24.59
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		15.65
31030 - Bus Driver		21.99
31043 - Driver Courier		16.47
31260 - Parking and Lot Attendant		15.08
31290 - Shuttle Bus Driver		17.57

31310 - Taxi Driver	16.31
31361 - Truckdriver Light	17.57
31362 - Truckdriver Medium	18.65
31363 - Truckdriver Heavy	25.83
31364 - Truckdriver Tractor-Trailer	25.83
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.95
99050 - Desk Clerk	10.96
99095 - Embalmer	25.37
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.70
99252 - Laboratory Animal Caretaker II	13.55
99260 - Marketing Analyst	23.85
99310 - Mortician	25.37
99410 - Pest Controller	21.87
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	14.64
99711 - Recycling Specialist	17.31
99730 - Refuse Collector	13.25
99810 - Sales Clerk	11.51
99820 - School Crossing Guard	14.82
99830 - Survey Party Chief	18.72
99831 - Surveying Aide	12.40
99832 - Surveying Technician	17.02
99840 - Vending Machine Attendant	19.33
99841 - Vending Machine Repairer	23.29
99842 - Vending Machine Repairer Helper	19.33

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4646
Revision No.: 12
Date Of Last Revision: 06/18/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Tennessee

Area: Tennessee Counties of Hamblen Jefferson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.73
01012 - Accounting Clerk II		15.41
01013 - Accounting Clerk III		17.25
01020 - Administrative Assistant		22.12
01035 - Court Reporter		17.30
01041 - Customer Service Representative I		11.68
01042 - Customer Service Representative II		13.13
01043 - Customer Service Representative III		14.32
01051 - Data Entry Operator I		13.69
01052 - Data Entry Operator II		14.94
01060 - Dispatcher Motor Vehicle		21.42
01070 - Document Preparation Clerk		13.77

01090 - Duplicating Machine Operator 13.77
01111 - General Clerk I 12.39
01112 - General Clerk II 13.52
01113 - General Clerk III 15.17
01120 - Housing Referral Assistant 19.92
01141 - Messenger Courier 11.54
01191 - Order Clerk I 14.37
01192 - Order Clerk II 15.69
01261 - Personnel Assistant (Employment) I 15.46
01262 - Personnel Assistant (Employment) II 17.30
01263 - Personnel Assistant (Employment) III 19.29
01270 - Production Control Clerk 20.08
01290 - Rental Clerk 13.05
01300 - Scheduler Maintenance 16.31
01311 - Secretary I 16.31
01312 - Secretary II 18.10
01313 - Secretary III 19.92
01320 - Service Order Dispatcher 19.14
01410 - Supply Technician 22.12
01420 - Survey Worker 17.19
01460 - Switchboard Operator/Receptionist 12.08
01531 - Travel Clerk I 12.72
01532 - Travel Clerk II 13.54
01533 - Travel Clerk III 14.58
01611 - Word Processor I 13.77
01612 - Word Processor II 15.46
01613 - Word Processor III 17.30
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.72
05010 - Automotive Electrician 16.03
05040 - Automotive Glass Installer 15.26
05070 - Automotive Worker 15.26
05110 - Mobile Equipment Servicer 13.68
05130 - Motor Equipment Metal Mechanic 16.78
05160 - Motor Equipment Metal Worker 15.26
05190 - Motor Vehicle Mechanic 16.55
05220 - Motor Vehicle Mechanic Helper 13.06
05250 - Motor Vehicle Upholstery Worker 14.47
05280 - Motor Vehicle Wrecker 15.26
05310 - Painter Automotive 18.18
05340 - Radiator Repair Specialist 15.26
05370 - Tire Repairer 13.03
05400 - Transmission Repair Specialist 16.55
07000 - Food Preparation And Service Occupations
07010 - Baker 12.29
07041 - Cook I 11.49
07042 - Cook II 12.98
07070 - Dishwasher 9.76
07130 - Food Service Worker 10.11
07210 - Meat Cutter 15.37

07260 - Waiter/Waitress	9.14
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.36
09040 - Furniture Handler	11.85
09080 - Furniture Refinisher	17.03
09090 - Furniture Refinisher Helper	13.66
09110 - Furniture Repairer Minor	15.32
09130 - Upholsterer	17.03
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.41
11060 - Elevator Operator	11.53
11090 - Gardener	18.79
11122 - Housekeeping Aide	11.53
11150 - Janitor	11.53
11210 - Laborer Grounds Maintenance	14.89
11240 - Maid or Houseman	9.38
11260 - Pruner	14.23
11270 - Tractor Operator	18.38
11330 - Trail Maintenance Worker	14.89
11360 - Window Cleaner	12.71
12000 - Health Occupations	
12010 - Ambulance Driver	18.30
12011 - Breath Alcohol Technician	18.30
12012 - Certified Occupational Therapist Assistant	25.10
12015 - Certified Physical Therapist Assistant	30.65
12020 - Dental Assistant	18.49
12025 - Dental Hygienist	28.73
12030 - EKG Technician	27.73
12035 - Electroneurodiagnostic Technologist	27.73
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	13.66
12130 - Medical Laboratory Technician	20.48
12160 - Medical Record Clerk	14.07
12190 - Medical Record Technician	15.74
12195 - Medical Transcriptionist	16.35
12210 - Nuclear Medicine Technologist	40.21
12221 - Nursing Assistant I	11.70
12222 - Nursing Assistant II	13.15
12223 - Nursing Assistant III	14.35
12224 - Nursing Assistant IV	16.11
12235 - Optical Dispenser	17.71
12236 - Optical Technician	16.35
12250 - Pharmacy Technician	16.23
12280 - Phlebotomist	16.35
12305 - Radiologic Technologist	26.39
12311 - Registered Nurse I	22.82
12312 - Registered Nurse II	27.91

12313 - Registered Nurse II Specialist		27.91
12314 - Registered Nurse III		31.51
12315 - Registered Nurse III Anesthetist		31.51
12316 - Registered Nurse IV		37.85
12317 - Scheduler (Drug and Alcohol Testing)		22.66
12320 - Substance Abuse Treatment Counselor		22.66
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.02
13012 - Exhibits Specialist II		23.55
13013 - Exhibits Specialist III		28.82
13041 - Illustrator I		19.02
13042 - Illustrator II		23.55
13043 - Illustrator III		28.82
13047 - Librarian		26.09
13050 - Library Aide/Clerk		14.53
13054 - Library Information Technology Systems Administrator		23.55
13058 - Library Technician		19.02
13061 - Media Specialist I		17.00
13062 - Media Specialist II		19.02
13063 - Media Specialist III		21.20
13071 - Photographer I		17.00
13072 - Photographer II		19.02
13073 - Photographer III		23.55
13074 - Photographer IV		28.82
13075 - Photographer V		34.87
13090 - Technical Order Library Clerk		18.25
13110 - Video Teleconference Technician		17.26
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.12
14042 - Computer Operator II		19.16
14043 - Computer Operator III		21.36
14044 - Computer Operator IV		23.73
14045 - Computer Operator V		26.28
14071 - Computer Programmer I	(see 1)	22.54
14072 - Computer Programmer II	(see 1)	25.40
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		17.12
14160 - Personal Computer Support Technician		23.73
14170 - System Support Specialist		26.28
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.52
15020 - Aircrew Training Devices Instructor (Rated)		34.53
15030 - Air Crew Training Devices Instructor (Pilot)		37.97
15050 - Computer Based Training Specialist / Instructor		28.52
15060 - Educational Technologist		27.39

15070 - Flight Instructor (Pilot) 37.97
15080 - Graphic Artist 23.78
15085 - Maintenance Test Pilot Fixed Jet/Prop 37.97
15086 - Maintenance Test Pilot Rotary Wing 37.97
15088 - Non-Maintenance Test/Co-Pilot 37.97
15090 - Technical Instructor 19.44
15095 - Technical Instructor/Course Developer 23.78
15110 - Test Proctor 15.69
15120 - Tutor 15.69
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.10
16030 - Counter Attendant 10.10
16040 - Dry Cleaner 12.48
16070 - Finisher Flatwork Machine 10.10
16090 - Presser Hand 10.10
16110 - Presser Machine Drycleaning 10.10
16130 - Presser Machine Shirts 10.10
16160 - Presser Machine Wearing Apparel Laundry 10.10
16190 - Sewing Machine Operator 13.17
16220 - Tailor 14.02
16250 - Washer Machine 10.93
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 18.19
19040 - Tool And Die Maker 21.73
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.66
21030 - Material Coordinator 20.08
21040 - Material Expediter 20.08
21050 - Material Handling Laborer 13.73
21071 - Order Filler 11.61
21080 - Production Line Worker (Food Processing) 15.66
21110 - Shipping Packer 14.51
21130 - Shipping/Receiving Clerk 14.51
21140 - Store Worker I 13.23
21150 - Stock Clerk 17.91
21210 - Tools And Parts Attendant 15.66
21410 - Warehouse Specialist 15.66
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 22.11
23019 - Aircraft Logs and Records Technician 17.80
23021 - Aircraft Mechanic I 21.01
23022 - Aircraft Mechanic II 22.11
23023 - Aircraft Mechanic III 23.22
23040 - Aircraft Mechanic Helper 15.73
23050 - Aircraft Painter 19.94
23060 - Aircraft Servicer 17.80
23070 - Aircraft Survival Flight Equipment Technician 19.94
23080 - Aircraft Worker 18.96
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 18.96

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 21.01
23110 - Appliance Mechanic 19.94
23120 - Bicycle Repairer 16.78
23125 - Cable Splicer 26.84
23130 - Carpenter Maintenance 16.56
23140 - Carpet Layer 18.96
23160 - Electrician Maintenance 22.65
23181 - Electronics Technician Maintenance I 19.62
23182 - Electronics Technician Maintenance II 20.63
23183 - Electronics Technician Maintenance III 21.72
23260 - Fabric Worker 17.80
23290 - Fire Alarm System Mechanic 21.01
23310 - Fire Extinguisher Repairer 16.78
23311 - Fuel Distribution System Mechanic 21.26
23312 - Fuel Distribution System Operator 17.14
23370 - General Maintenance Worker 18.00
23380 - Ground Support Equipment Mechanic 21.01
23381 - Ground Support Equipment Servicer 17.80
23382 - Ground Support Equipment Worker 18.96
23391 - Gunsmith I 16.78
23392 - Gunsmith II 18.96
23393 - Gunsmith III 21.01
23410 - Heating Ventilation And Air-Conditioning Mechanic 19.62
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 20.54
23430 - Heavy Equipment Mechanic 19.81
23440 - Heavy Equipment Operator 18.98
23460 - Instrument Mechanic 22.57
23465 - Laboratory/Shelter Mechanic 19.94
23470 - Laborer 13.73
23510 - Locksmith 19.94
23530 - Machinery Maintenance Mechanic 22.33
23550 - Machinist Maintenance 19.55
23580 - Maintenance Trades Helper 14.96
23591 - Metrology Technician I 22.57
23592 - Metrology Technician II 23.62
23593 - Metrology Technician III 24.64
23640 - Millwright 21.01
23710 - Office Appliance Repairer 19.94
23760 - Painter Maintenance 19.94
23790 - Pipefitter Maintenance 25.31
23810 - Plumber Maintenance 24.02
23820 - Pneudraulic Systems Mechanic 21.01
23850 - Rigger 21.01
23870 - Scale Mechanic 18.96
23890 - Sheet-Metal Worker Maintenance 20.78
23910 - Small Engine Mechanic 18.02
23931 - Telecommunications Mechanic I 29.66

23932 - Telecommunications Mechanic II	31.11
23950 - Telephone Lineman	22.01
23960 - Welder Combination Maintenance	19.69
23965 - Well Driller	21.01
23970 - Woodcraft Worker	21.01
23980 - Woodworker	16.78
24000 - Personal Needs Occupations	
24550 - Case Manager	13.64
24570 - Child Care Attendant	9.61
24580 - Child Care Center Clerk	11.97
24610 - Chore Aide	10.65
24620 - Family Readiness And Support Services Coordinator	13.64
24630 - Homemaker	14.87
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.32
25040 - Sewage Plant Operator	19.24
25070 - Stationary Engineer	23.32
25190 - Ventilation Equipment Tender	16.78
25210 - Water Treatment Plant Operator	19.24
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.00
27007 - Baggage Inspector	14.30
27008 - Corrections Officer	16.99
27010 - Court Security Officer	16.59
27030 - Detection Dog Handler	16.00
27040 - Detention Officer	16.99
27070 - Firefighter	17.33
27101 - Guard I	14.30
27102 - Guard II	16.00
27131 - Police Officer I	18.09
27132 - Police Officer II	20.10
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.93
28042 - Carnival Equipment Repairer	13.79
28043 - Carnival Worker	9.91
28210 - Gate Attendant/Gate Tender	13.05
28310 - Lifeguard	12.23
28350 - Park Attendant (Aide)	14.60
28510 - Recreation Aide/Health Facility Attendant	11.48
28515 - Recreation Specialist	16.91
28630 - Sports Official	11.63
28690 - Swimming Pool Operator	21.56
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.96
29020 - Hatch Tender	18.96
29030 - Line Handler	18.96
29041 - Stevedore I	17.80
29042 - Stevedore II	19.94
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.74
30022 - Archeological Technician II 19.85
30023 - Archeological Technician III 24.59
30030 - Cartographic Technician 24.59
30040 - Civil Engineering Technician 24.59
30051 - Cryogenic Technician I 27.24
30052 - Cryogenic Technician II 30.08
30061 - Drafter/CAD Operator I 17.74
30062 - Drafter/CAD Operator II 19.85
30063 - Drafter/CAD Operator III 22.13
30064 - Drafter/CAD Operator IV 27.24
30081 - Engineering Technician I 15.84
30082 - Engineering Technician II 17.79
30083 - Engineering Technician III 20.11
30084 - Engineering Technician IV 24.92
30085 - Engineering Technician V 30.15
30086 - Engineering Technician VI 36.50
30090 - Environmental Technician 27.69
30095 - Evidence Control Specialist 24.59
30210 - Laboratory Technician 22.13
30221 - Latent Fingerprint Technician I 27.24
30222 - Latent Fingerprint Technician II 30.08
30240 - Mathematical Technician 24.59
30361 - Paralegal/Legal Assistant I 16.72
30362 - Paralegal/Legal Assistant II 20.02
30363 - Paralegal/Legal Assistant III 24.49
30364 - Paralegal/Legal Assistant IV 29.63
30375 - Petroleum Supply Specialist 30.08
30390 - Photo-Optics Technician 24.59
30395 - Radiation Control Technician 30.08
30461 - Technical Writer I 24.59
30462 - Technical Writer II 30.08
30463 - Technical Writer III 36.40
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 27.24
30502 - Weather Forecaster II 33.13
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.13
30621 - Weather Observer Senior (see 2) 24.59
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 15.65
31030 - Bus Driver 21.99

31043 - Driver Courier	16.47
31260 - Parking and Lot Attendant	15.08
31290 - Shuttle Bus Driver	17.57
31310 - Taxi Driver	16.31
31361 - Truckdriver Light	17.57
31362 - Truckdriver Medium	18.65
31363 - Truckdriver Heavy	25.83
31364 - Truckdriver Tractor-Trailer	25.83
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.95
99050 - Desk Clerk	10.96
99095 - Embalmer	25.37
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.70
99252 - Laboratory Animal Caretaker II	13.55
99260 - Marketing Analyst	23.85
99310 - Mortician	25.37
99410 - Pest Controller	21.87
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	14.64
99711 - Recycling Specialist	17.31
99730 - Refuse Collector	13.25
99810 - Sales Clerk	11.51
99820 - School Crossing Guard	14.82
99830 - Survey Party Chief	18.72
99831 - Surveying Aide	12.40
99832 - Surveying Technician	17.02
99840 - Vending Machine Attendant	19.33
99841 - Vending Machine Repairer	23.29
99842 - Vending Machine Repairer Helper	19.33

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4647
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: Tennessee

Area: Tennessee Counties of Cannon Cheatham Davidson Dickson Hickman Macon Maury Robertson Rutherford Smith Sumner Trousdale Williamson Wilson

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		18.13
01013 - Accounting Clerk III		20.29
01020 - Administrative Assistant		25.81
01035 - Court Reporter		26.29
01041 - Customer Service Representative I		13.82
01042 - Customer Service Representative II		15.54
01043 - Customer Service Representative III		16.95
01051 - Data Entry Operator I		14.87
01052 - Data Entry Operator II		16.22
01060 - Dispatcher Motor Vehicle		17.97
01070 - Document Preparation Clerk		16.32
01090 - Duplicating Machine Operator		16.32

01111 - General Clerk I	13.70
01112 - General Clerk II	14.95
01113 - General Clerk III	16.78
01120 - Housing Referral Assistant	20.46
01141 - Messenger Courier	14.00
01191 - Order Clerk I	14.42
01192 - Order Clerk II	15.74
01261 - Personnel Assistant (Employment) I	15.89
01262 - Personnel Assistant (Employment) II	17.78
01263 - Personnel Assistant (Employment) III	19.81
01270 - Production Control Clerk	22.25
01290 - Rental Clerk	12.48
01300 - Scheduler Maintenance	16.40
01311 - Secretary I	16.40
01312 - Secretary II	18.35
01313 - Secretary III	20.46
01320 - Service Order Dispatcher	16.06
01410 - Supply Technician	25.81
01420 - Survey Worker	16.73
01460 - Switchboard Operator/Receptionist	14.25
01531 - Travel Clerk I	15.05
01532 - Travel Clerk II	15.93
01533 - Travel Clerk III	16.98
01611 - Word Processor I	14.83
01612 - Word Processor II	16.64
01613 - Word Processor III	18.62
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	21.51
05010 - Automotive Electrician	21.82
05040 - Automotive Glass Installer	20.01
05070 - Automotive Worker	20.67
05110 - Mobile Equipment Servicer	18.13
05130 - Motor Equipment Metal Mechanic	20.78
05160 - Motor Equipment Metal Worker	20.95
05190 - Motor Vehicle Mechanic	20.78
05220 - Motor Vehicle Mechanic Helper	16.86
05250 - Motor Vehicle Upholstery Worker	18.90
05280 - Motor Vehicle Wrecker	19.99
05310 - Painter Automotive	20.26
05340 - Radiator Repair Specialist	19.99
05370 - Tire Repairer	15.95
05400 - Transmission Repair Specialist	20.78
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.89
07041 - Cook I	13.70
07042 - Cook II	15.47
07070 - Dishwasher	11.01
07130 - Food Service Worker	10.64
07210 - Meat Cutter	16.46
07260 - Waiter/Waitress	8.91

09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.85
09040 - Furniture Handler	12.18
09080 - Furniture Refinisher	17.51
09090 - Furniture Refinisher Helper	13.99
09110 - Furniture Repairer Minor	15.63
09130 - Upholsterer	16.89
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.33
11060 - Elevator Operator	12.38
11090 - Gardener	16.13
11122 - Housekeeping Aide	12.38
11150 - Janitor	12.38
11210 - Laborer Grounds Maintenance	12.78
11240 - Maid or Houseman	11.45
11260 - Pruner	11.59
11270 - Tractor Operator	15.12
11330 - Trail Maintenance Worker	12.78
11360 - Window Cleaner	13.65
12000 - Health Occupations	
12010 - Ambulance Driver	19.08
12011 - Breath Alcohol Technician	19.08
12012 - Certified Occupational Therapist Assistant	29.55
12015 - Certified Physical Therapist Assistant	29.66
12020 - Dental Assistant	18.98
12025 - Dental Hygienist	33.47
12030 - EKG Technician	25.57
12035 - Electroneurodiagnostic Technologist	25.57
12040 - Emergency Medical Technician	19.08
12071 - Licensed Practical Nurse I	17.25
12072 - Licensed Practical Nurse II	19.30
12073 - Licensed Practical Nurse III	21.52
12100 - Medical Assistant	16.24
12130 - Medical Laboratory Technician	23.27
12160 - Medical Record Clerk	19.64
12190 - Medical Record Technician	21.98
12195 - Medical Transcriptionist	17.08
12210 - Nuclear Medicine Technologist	35.26
12221 - Nursing Assistant I	11.19
12222 - Nursing Assistant II	12.58
12223 - Nursing Assistant III	13.72
12224 - Nursing Assistant IV	15.40
12235 - Optical Dispenser	21.67
12236 - Optical Technician	19.43
12250 - Pharmacy Technician	15.25
12280 - Phlebotomist	16.63
12305 - Radiologic Technologist	25.03
12311 - Registered Nurse I	24.32
12312 - Registered Nurse II	29.75
12313 - Registered Nurse II Specialist	29.75

12314 - Registered Nurse III		35.99
12315 - Registered Nurse III Anesthetist		35.99
12316 - Registered Nurse IV		43.13
12317 - Scheduler (Drug and Alcohol Testing)		23.63
12320 - Substance Abuse Treatment Counselor		19.31
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.48
13012 - Exhibits Specialist II		24.13
13013 - Exhibits Specialist III		29.52
13041 - Illustrator I		20.73
13042 - Illustrator II		25.68
13043 - Illustrator III		31.42
13047 - Librarian		27.37
13050 - Library Aide/Clerk		13.05
13054 - Library Information Technology Systems Administrator		24.71
13058 - Library Technician		16.21
13061 - Media Specialist I		17.83
13062 - Media Specialist II		19.95
13063 - Media Specialist III		22.24
13071 - Photographer I		16.78
13072 - Photographer II		18.77
13073 - Photographer III		23.25
13074 - Photographer IV		28.45
13075 - Photographer V		34.41
13090 - Technical Order Library Clerk		16.39
13110 - Video Teleconference Technician		24.12
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.12
14042 - Computer Operator II		18.04
14043 - Computer Operator III		20.11
14044 - Computer Operator IV		22.34
14045 - Computer Operator V		24.74
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		16.12
14160 - Personal Computer Support Technician		22.34
14170 - System Support Specialist		27.80
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.75
15020 - Aircrew Training Devices Instructor (Rated)		35.78
15030 - Air Crew Training Devices Instructor (Pilot)		42.63
15050 - Computer Based Training Specialist / Instructor		30.75
15060 - Educational Technologist		30.05
15070 - Flight Instructor (Pilot)		42.63

15080 - Graphic Artist 25.72
15085 - Maintenance Test Pilot Fixed Jet/Prop 39.24
15086 - Maintenance Test Pilot Rotary Wing 39.24
15088 - Non-Maintenance Test/Co-Pilot 39.24
15090 - Technical Instructor 22.14
15095 - Technical Instructor/Course Developer 27.09
15110 - Test Proctor 17.88
15120 - Tutor 17.88
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.51
16030 - Counter Attendant 9.51
16040 - Dry Cleaner 11.95
16070 - Finisher Flatwork Machine 9.51
16090 - Presser Hand 9.51
16110 - Presser Machine Drycleaning 9.51
16130 - Presser Machine Shirts 9.51
16160 - Presser Machine Wearing Apparel Laundry 9.51
16190 - Sewing Machine Operator 12.70
16220 - Tailor 13.42
16250 - Washer Machine 10.31
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.81
19040 - Tool And Die Maker 25.54
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.37
21030 - Material Coordinator 22.25
21040 - Material Expediter 22.25
21050 - Material Handling Laborer 14.38
21071 - Order Filler 12.72
21080 - Production Line Worker (Food Processing) 16.37
21110 - Shipping Packer 16.19
21130 - Shipping/Receiving Clerk 16.19
21140 - Store Worker I 13.23
21150 - Stock Clerk 17.91
21210 - Tools And Parts Attendant 16.37
21410 - Warehouse Specialist 16.37
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.85
23019 - Aircraft Logs and Records Technician 23.22
23021 - Aircraft Mechanic I 27.40
23022 - Aircraft Mechanic II 28.85
23023 - Aircraft Mechanic III 30.29
23040 - Aircraft Mechanic Helper 20.52
23050 - Aircraft Painter 27.35
23060 - Aircraft Servicer 23.22
23070 - Aircraft Survival Flight Equipment Technician 27.35
23080 - Aircraft Worker 24.72
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.72
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 27.40

II
23110 - Appliance Mechanic 18.82
23120 - Bicycle Repairer 18.59
23125 - Cable Splicer 36.61
23130 - Carpenter Maintenance 21.51
23140 - Carpet Layer 21.00
23160 - Electrician Maintenance 23.55
23181 - Electronics Technician Maintenance I 24.49
23182 - Electronics Technician Maintenance II 25.75
23183 - Electronics Technician Maintenance III 27.14
23260 - Fabric Worker 19.72
23290 - Fire Alarm System Mechanic 27.02
23310 - Fire Extinguisher Repairer 18.59
23311 - Fuel Distribution System Mechanic 26.47
23312 - Fuel Distribution System Operator 21.14
23370 - General Maintenance Worker 18.37
23380 - Ground Support Equipment Mechanic 27.40
23381 - Ground Support Equipment Servicer 23.22
23382 - Ground Support Equipment Worker 24.72
23391 - Gunsmith I 18.59
23392 - Gunsmith II 21.00
23393 - Gunsmith III 23.27
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.35
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.53
23430 - Heavy Equipment Mechanic 23.48
23440 - Heavy Equipment Operator 18.63
23460 - Instrument Mechanic 25.07
23465 - Laboratory/Shelter Mechanic 22.08
23470 - Laborer 14.38
23510 - Locksmith 20.32
23530 - Machinery Maintenance Mechanic 24.51
23550 - Machinist Maintenance 19.54
23580 - Maintenance Trades Helper 14.42
23591 - Metrology Technician I 25.07
23592 - Metrology Technician II 26.40
23593 - Metrology Technician III 27.72
23640 - Millwright 25.95
23710 - Office Appliance Repairer 18.89
23760 - Painter Maintenance 17.70
23790 - Pipefitter Maintenance 25.05
23810 - Plumber Maintenance 23.77
23820 - Pneudraulic Systems Mechanic 23.27
23850 - Rigger 20.10
23870 - Scale Mechanic 21.00
23890 - Sheet-Metal Worker Maintenance 22.72
23910 - Small Engine Mechanic 18.15
23931 - Telecommunications Mechanic I 26.63
23932 - Telecommunications Mechanic II 28.07

23950 - Telephone Lineman	21.91
23960 - Welder Combination Maintenance	20.01
23965 - Well Driller	23.38
23970 - Woodcraft Worker	23.27
23980 - Woodworker	18.59
24000 - Personal Needs Occupations	
24550 - Case Manager	17.20
24570 - Child Care Attendant	11.31
24580 - Child Care Center Clerk	14.11
24610 - Chore Aide	10.94
24620 - Family Readiness And Support Services Coordinator	17.20
24630 - Homemaker	17.20
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.04
25040 - Sewage Plant Operator	21.12
25070 - Stationary Engineer	29.04
25190 - Ventilation Equipment Tender	21.50
25210 - Water Treatment Plant Operator	21.12
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.99
27007 - Baggage Inspector	11.98
27008 - Corrections Officer	19.75
27010 - Court Security Officer	21.41
27030 - Detection Dog Handler	15.10
27040 - Detention Officer	19.75
27070 - Firefighter	22.20
27101 - Guard I	11.98
27102 - Guard II	15.10
27131 - Police Officer I	21.58
27132 - Police Officer II	23.98
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.75
28042 - Carnival Equipment Repairer	13.49
28043 - Carnival Worker	10.06
28210 - Gate Attendant/Gate Tender	14.61
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	16.34
28510 - Recreation Aide/Health Facility Attendant	11.93
28515 - Recreation Specialist	18.16
28630 - Sports Official	13.02
28690 - Swimming Pool Operator	17.27
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	26.43
29020 - Hatch Tender	26.43
29030 - Line Handler	26.43
29041 - Stevedore I	24.82
29042 - Stevedore II	27.80
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89

30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.35
30022 - Archeological Technician II 19.70
30023 - Archeological Technician III 23.94
30030 - Cartographic Technician 24.40
30040 - Civil Engineering Technician 24.58
30051 - Cryogenic Technician I 26.15
30052 - Cryogenic Technician II 28.88
30061 - Drafter/CAD Operator I 17.35
30062 - Drafter/CAD Operator II 19.70
30063 - Drafter/CAD Operator III 21.97
30064 - Drafter/CAD Operator IV 26.34
30081 - Engineering Technician I 15.25
30082 - Engineering Technician II 16.67
30083 - Engineering Technician III 21.48
30084 - Engineering Technician IV 25.20
30085 - Engineering Technician V 30.90
30086 - Engineering Technician VI 37.37
30090 - Environmental Technician 23.65
30095 - Evidence Control Specialist 23.61
30210 - Laboratory Technician 20.99
30221 - Latent Fingerprint Technician I 24.38
30222 - Latent Fingerprint Technician II 26.92
30240 - Mathematical Technician 26.84
30361 - Paralegal/Legal Assistant I 20.37
30362 - Paralegal/Legal Assistant II 25.23
30363 - Paralegal/Legal Assistant III 30.87
30364 - Paralegal/Legal Assistant IV 37.35
30375 - Petroleum Supply Specialist 28.88
30390 - Photo-Optics Technician 24.40
30395 - Radiation Control Technician 28.88
30461 - Technical Writer I 21.95
30462 - Technical Writer II 26.85
30463 - Technical Writer III 32.49
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 26.15
30502 - Weather Forecaster II 31.81
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.97
30621 - Weather Observer Senior (see 2) 23.61
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.48
31030 - Bus Driver 19.38
31043 - Driver Courier 15.49

31260 - Parking and Lot Attendant	11.52
31290 - Shuttle Bus Driver	16.52
31310 - Taxi Driver	12.90
31361 - Truckdriver Light	16.52
31362 - Truckdriver Medium	19.71
31363 - Truckdriver Heavy	22.42
31364 - Truckdriver Tractor-Trailer	22.42
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.70
99050 - Desk Clerk	10.93
99095 - Embalmer	26.38
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.57
99252 - Laboratory Animal Caretaker II	13.41
99260 - Marketing Analyst	28.19
99310 - Mortician	26.38
99410 - Pest Controller	18.34
99510 - Photofinishing Worker	15.96
99710 - Recycling Laborer	16.25
99711 - Recycling Specialist	19.23
99730 - Refuse Collector	14.73
99810 - Sales Clerk	11.84
99820 - School Crossing Guard	16.26
99830 - Survey Party Chief	23.21
99831 - Surveying Aide	15.66
99832 - Surveying Technician	20.81
99840 - Vending Machine Attendant	14.54
99841 - Vending Machine Repairer	17.52
99842 - Vending Machine Repairer Helper	14.54

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 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.: 2015-4649
Revision No.: 15
Date Of Last Revision: 04/26/2021

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: Tennessee

Area: Tennessee Counties of Benton Carroll Decatur Dyer Gibson Hardeman Hardin Haywood Henderson Henry Lake Lauderdale McNairy Obion Weakley

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		16.71
01013 - Accounting Clerk III		18.68
01020 - Administrative Assistant		23.48
01035 - Court Reporter		18.77
01041 - Customer Service Representative I		13.53
01042 - Customer Service Representative II		15.11
01043 - Customer Service Representative III		16.61
01051 - Data Entry Operator I		12.67
01052 - Data Entry Operator II		13.83
01060 - Dispatcher Motor Vehicle		17.69
01070 - Document Preparation Clerk		14.95
01090 - Duplicating Machine Operator		14.95
01111 - General Clerk I		12.56

01112 - General Clerk II	14.88
01113 - General Clerk III	16.70
01120 - Housing Referral Assistant	20.93
01141 - Messenger Courier	12.77
01191 - Order Clerk I	14.96
01192 - Order Clerk II	16.32
01261 - Personnel Assistant (Employment) I	16.05
01262 - Personnel Assistant (Employment) II	17.95
01263 - Personnel Assistant (Employment) III	20.01
01270 - Production Control Clerk	22.11
01290 - Rental Clerk	15.13
01300 - Scheduler Maintenance	16.79
01311 - Secretary I	16.79
01312 - Secretary II	18.77
01313 - Secretary III	20.93
01320 - Service Order Dispatcher	15.81
01410 - Supply Technician	23.48
01420 - Survey Worker	18.77
01460 - Switchboard Operator/Receptionist	13.23
01531 - Travel Clerk I	14.02
01532 - Travel Clerk II	15.00
01533 - Travel Clerk III	16.08
01611 - Word Processor I	14.95
01612 - Word Processor II	16.79
01613 - Word Processor III	18.77
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	19.85
05010 - Automotive Electrician	19.23
05040 - Automotive Glass Installer	17.17
05070 - Automotive Worker	17.21
05110 - Mobile Equipment Servicer	15.07
05130 - Motor Equipment Metal Mechanic	19.23
05160 - Motor Equipment Metal Worker	17.21
05190 - Motor Vehicle Mechanic	19.23
05220 - Motor Vehicle Mechanic Helper	13.97
05250 - Motor Vehicle Upholstery Worker	17.21
05280 - Motor Vehicle Wrecker	17.21
05310 - Painter Automotive	18.23
05340 - Radiator Repair Specialist	17.21
05370 - Tire Repairer	12.82
05400 - Transmission Repair Specialist	18.98
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.93
07041 - Cook I	10.72
07042 - Cook II	12.34
07070 - Dishwasher	9.70
07130 - Food Service Worker	9.23
07210 - Meat Cutter	13.78
07260 - Waiter/Waitress	8.86
09000 - Furniture Maintenance And Repair Occupations	

09010 - Electrostatic Spray Painter 18.07
09040 - Furniture Handler 11.81
09080 - Furniture Refinisher 18.07
09090 - Furniture Refinisher Helper 14.27
09110 - Furniture Repairer Minor 16.80
09130 - Upholsterer 19.28
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.17
11060 - Elevator Operator 13.17
11090 - Gardener 18.30
11122 - Housekeeping Aide 11.16
11150 - Janitor 11.16
11210 - Laborer Grounds Maintenance 14.10
11240 - Maid or Houseman 9.52
11260 - Pruner 12.67
11270 - Tractor Operator 16.96
11330 - Trail Maintenance Worker 14.10
11360 - Window Cleaner 12.03
12000 - Health Occupations
12010 - Ambulance Driver 17.71
12011 - Breath Alcohol Technician 17.71
12012 - Certified Occupational Therapist Assistant 29.08
12015 - Certified Physical Therapist Assistant 29.08
12020 - Dental Assistant 21.19
12025 - Dental Hygienist 34.57
12030 - EKG Technician 28.02
12035 - Electroneurodiagnostic Technologist 28.02
12040 - Emergency Medical Technician 17.71
12071 - Licensed Practical Nurse I 16.54
12072 - Licensed Practical Nurse II 18.49
12073 - Licensed Practical Nurse III 20.61
12100 - Medical Assistant 14.15
12130 - Medical Laboratory Technician 22.01
12160 - Medical Record Clerk 13.60
12190 - Medical Record Technician 16.73
12195 - Medical Transcriptionist 16.54
12210 - Nuclear Medicine Technologist 40.63
12221 - Nursing Assistant I 11.48
12222 - Nursing Assistant II 12.90
12223 - Nursing Assistant III 14.08
12224 - Nursing Assistant IV 15.81
12235 - Optical Dispenser 16.90
12236 - Optical Technician 16.54
12250 - Pharmacy Technician 15.65
12280 - Phlebotomist 13.75
12305 - Radiologic Technologist 24.12
12311 - Registered Nurse I 25.41
12312 - Registered Nurse II 30.43
12313 - Registered Nurse II Specialist 30.43
12314 - Registered Nurse III 36.80

12315 - Registered Nurse III Anesthetist		36.80
12316 - Registered Nurse IV		44.11
12317 - Scheduler (Drug and Alcohol Testing)		21.94
12320 - Substance Abuse Treatment Counselor		19.27
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.63
13012 - Exhibits Specialist II		20.61
13013 - Exhibits Specialist III		25.21
13041 - Illustrator I		16.96
13042 - Illustrator II		20.61
13043 - Illustrator III		25.21
13047 - Librarian		22.82
13050 - Library Aide/Clerk		11.83
13054 - Library Information Technology Systems Administrator		20.61
13058 - Library Technician		13.27
13061 - Media Specialist I		14.87
13062 - Media Specialist II		16.63
13063 - Media Specialist III		18.54
13071 - Photographer I		14.95
13072 - Photographer II		17.85
13073 - Photographer III		20.72
13074 - Photographer IV		25.35
13075 - Photographer V		30.67
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		18.06
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.64
14042 - Computer Operator II		18.67
14043 - Computer Operator III		20.82
14044 - Computer Operator IV		23.14
14045 - Computer Operator V		25.61
14071 - Computer Programmer I	(see 1)	21.66
14072 - Computer Programmer II	(see 1)	26.85
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.64
14160 - Personal Computer Support Technician		23.14
14170 - System Support Specialist		25.61
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.90
15020 - Aircrew Training Devices Instructor (Rated)		36.76
15030 - Air Crew Training Devices Instructor (Pilot)		40.47
15050 - Computer Based Training Specialist / Instructor		27.90
15060 - Educational Technologist		32.84
15070 - Flight Instructor (Pilot)		40.47
15080 - Graphic Artist		23.07

15085 - Maintenance Test Pilot Fixed Jet/Prop 40.47
15086 - Maintenance Test Pilot Rotary Wing 40.47
15088 - Non-Maintenance Test/Co-Pilot 40.47
15090 - Technical Instructor 21.84
15095 - Technical Instructor/Course Developer 26.71
15110 - Test Proctor 17.63
15120 - Tutor 17.63
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 11.27
16030 - Counter Attendant 11.27
16040 - Dry Cleaner 13.53
16070 - Finisher Flatwork Machine 11.27
16090 - Presser Hand 11.27
16110 - Presser Machine Drycleaning 11.27
16130 - Presser Machine Shirts 11.27
16160 - Presser Machine Wearing Apparel Laundry 11.27
16190 - Sewing Machine Operator 14.48
16220 - Tailor 15.43
16250 - Washer Machine 11.81
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 18.92
19040 - Tool And Die Maker 23.55
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.65
21030 - Material Coordinator 22.11
21040 - Material Expediter 22.11
21050 - Material Handling Laborer 13.64
21071 - Order Filler 12.66
21080 - Production Line Worker (Food Processing) 17.65
21110 - Shipping Packer 16.25
21130 - Shipping/Receiving Clerk 16.25
21140 - Store Worker I 12.45
21150 - Stock Clerk 17.23
21210 - Tools And Parts Attendant 17.65
21410 - Warehouse Specialist 17.65
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 22.88
23019 - Aircraft Logs and Records Technician 17.89
23021 - Aircraft Mechanic I 21.79
23022 - Aircraft Mechanic II 22.88
23023 - Aircraft Mechanic III 24.07
23040 - Aircraft Mechanic Helper 15.43
23050 - Aircraft Painter 20.60
23060 - Aircraft Servicer 17.89
23070 - Aircraft Survival Flight Equipment Technician 20.60
23080 - Aircraft Worker 19.17
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 19.17
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 21.79

23110 - Appliance Mechanic 20.35
23120 - Bicycle Repairer 16.65
23125 - Cable Splicer 30.35
23130 - Carpenter Maintenance 18.16
23140 - Carpet Layer 19.17
23160 - Electrician Maintenance 23.73
23181 - Electronics Technician Maintenance I 23.15
23182 - Electronics Technician Maintenance II 24.56
23183 - Electronics Technician Maintenance III 26.02
23260 - Fabric Worker 17.89
23290 - Fire Alarm System Mechanic 21.55
23310 - Fire Extinguisher Repairer 16.65
23311 - Fuel Distribution System Mechanic 23.55
23312 - Fuel Distribution System Operator 18.20
23370 - General Maintenance Worker 18.14
23380 - Ground Support Equipment Mechanic 21.79
23381 - Ground Support Equipment Servicer 17.89
23382 - Ground Support Equipment Worker 19.17
23391 - Gunsmith I 16.65
23392 - Gunsmith II 19.17
23393 - Gunsmith III 21.55
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.18
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.55
23430 - Heavy Equipment Mechanic 19.67
23440 - Heavy Equipment Operator 20.35
23460 - Instrument Mechanic 21.55
23465 - Laboratory/Shelter Mechanic 20.35
23470 - Laborer 13.64
23510 - Locksmith 20.35
23530 - Machinery Maintenance Mechanic 22.93
23550 - Machinist Maintenance 21.29
23580 - Maintenance Trades Helper 16.52
23591 - Metrology Technician I 21.55
23592 - Metrology Technician II 22.78
23593 - Metrology Technician III 24.07
23640 - Millwright 25.82
23710 - Office Appliance Repairer 20.35
23760 - Painter Maintenance 17.49
23790 - Pipefitter Maintenance 23.88
23810 - Plumber Maintenance 22.54
23820 - Pneudraulic Systems Mechanic 21.55
23850 - Rigger 21.55
23870 - Scale Mechanic 19.17
23890 - Sheet-Metal Worker Maintenance 18.72
23910 - Small Engine Mechanic 19.03
23931 - Telecommunications Mechanic I 26.37
23932 - Telecommunications Mechanic II 27.94
23950 - Telephone Lineman 26.63

23960 - Welder Combination Maintenance		18.36
23965 - Well Driller		21.55
23970 - Woodcraft Worker		21.55
23980 - Woodworker		16.65
24000 - Personal Needs Occupations		
24550 - Case Manager		14.05
24570 - Child Care Attendant		11.22
24580 - Child Care Center Clerk		14.11
24610 - Chore Aide		10.86
24620 - Family Readiness And Support Services Coordinator		14.05
24630 - Homemaker		16.62
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		23.36
25040 - Sewage Plant Operator		19.58
25070 - Stationary Engineer		23.36
25190 - Ventilation Equipment Tender		15.83
25210 - Water Treatment Plant Operator		19.58
27000 - Protective Service Occupations		
27004 - Alarm Monitor		16.21
27007 - Baggage Inspector		13.27
27008 - Corrections Officer		19.23
27010 - Court Security Officer		18.53
27030 - Detection Dog Handler		14.84
27040 - Detention Officer		19.23
27070 - Firefighter		16.97
27101 - Guard I		13.27
27102 - Guard II		14.84
27131 - Police Officer I		21.51
27132 - Police Officer II		22.53
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.65
28042 - Carnival Equipment Repairer		13.64
28043 - Carnival Worker		9.45
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		17.12
28630 - Sports Official		12.31
28690 - Swimming Pool Operator		15.71
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		28.11
29020 - Hatch Tender		28.11
29030 - Line Handler		28.11
29041 - Stevedore I		26.26
29042 - Stevedore II		29.81
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 17.90
30022 - Archeological Technician II 20.03
30023 - Archeological Technician III 24.81
30030 - Cartographic Technician 23.38
30040 - Civil Engineering Technician 24.81
30051 - Cryogenic Technician I 27.48
30052 - Cryogenic Technician II 30.35
30061 - Drafter/CAD Operator I 17.90
30062 - Drafter/CAD Operator II 20.03
30063 - Drafter/CAD Operator III 22.32
30064 - Drafter/CAD Operator IV 27.48
30081 - Engineering Technician I 17.14
30082 - Engineering Technician II 18.54
30083 - Engineering Technician III 21.52
30084 - Engineering Technician IV 25.66
30085 - Engineering Technician V 30.95
30086 - Engineering Technician VI 37.45
30090 - Environmental Technician 26.06
30095 - Evidence Control Specialist 24.81
30210 - Laboratory Technician 22.32
30221 - Latent Fingerprint Technician I 27.48
30222 - Latent Fingerprint Technician II 30.35
30240 - Mathematical Technician 24.81
30361 - Paralegal/Legal Assistant I 18.81
30362 - Paralegal/Legal Assistant II 22.31
30363 - Paralegal/Legal Assistant III 27.20
30364 - Paralegal/Legal Assistant IV 33.01
30375 - Petroleum Supply Specialist 30.35
30390 - Photo-Optics Technician 24.81
30395 - Radiation Control Technician 30.35
30461 - Technical Writer I 24.81
30462 - Technical Writer II 30.35
30463 - Technical Writer III 36.71
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 27.48
30502 - Weather Forecaster II 33.41
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.32
30621 - Weather Observer Senior (see 2) 24.81
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.98
31020 - Bus Aide 12.84
31030 - Bus Driver 18.31
31043 - Driver Courier 14.65
31260 - Parking and Lot Attendant 11.13

31290 - Shuttle Bus Driver	15.30
31310 - Taxi Driver	13.35
31361 - Truckdriver Light	15.81
31362 - Truckdriver Medium	16.98
31363 - Truckdriver Heavy	21.90
31364 - Truckdriver Tractor-Trailer	21.90
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	9.98
99050 - Desk Clerk	10.28
99095 - Embalmer	27.59
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	13.14
99252 - Laboratory Animal Caretaker II	14.74
99260 - Marketing Analyst	24.66
99310 - Mortician	27.59
99410 - Pest Controller	15.49
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	15.85
99711 - Recycling Specialist	19.07
99730 - Refuse Collector	14.25
99810 - Sales Clerk	11.81
99820 - School Crossing Guard	14.04
99830 - Survey Party Chief	24.56
99831 - Surveying Aide	16.09
99832 - Surveying Technician	22.04
99840 - Vending Machine Attendant	18.79
99841 - Vending Machine Repairer	23.34
99842 - Vending Machine Repairer Helper	18.79

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or

stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 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.: 2015-4651
Revision No.: 15
Date Of Last Revision: 04/26/2021

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: Tennessee

Area: Tennessee Counties of Houston Humphreys

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		16.71
01013 - Accounting Clerk III		18.68
01020 - Administrative Assistant		23.48
01035 - Court Reporter		19.75
01041 - Customer Service Representative I		13.53
01042 - Customer Service Representative II		15.11
01043 - Customer Service Representative III		16.61
01051 - Data Entry Operator I		12.67
01052 - Data Entry Operator II		13.83
01060 - Dispatcher Motor Vehicle		17.69
01070 - Document Preparation Clerk		14.95
01090 - Duplicating Machine Operator		14.95
01111 - General Clerk I		12.54
01112 - General Clerk II		14.76

01113 - General Clerk III	16.57
01120 - Housing Referral Assistant	20.93
01141 - Messenger Courier	12.97
01191 - Order Clerk I	14.96
01192 - Order Clerk II	16.32
01261 - Personnel Assistant (Employment) I	16.05
01262 - Personnel Assistant (Employment) II	17.95
01263 - Personnel Assistant (Employment) III	20.01
01270 - Production Control Clerk	21.88
01290 - Rental Clerk	11.44
01300 - Scheduler Maintenance	16.79
01311 - Secretary I	16.79
01312 - Secretary II	18.77
01313 - Secretary III	20.93
01320 - Service Order Dispatcher	15.52
01410 - Supply Technician	23.48
01420 - Survey Worker	15.70
01460 - Switchboard Operator/Receptionist	12.56
01531 - Travel Clerk I	14.02
01532 - Travel Clerk II	15.00
01533 - Travel Clerk III	16.08
01611 - Word Processor I	14.95
01612 - Word Processor II	16.79
01613 - Word Processor III	18.77
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	21.51
05010 - Automotive Electrician	19.84
05040 - Automotive Glass Installer	18.19
05070 - Automotive Worker	18.79
05110 - Mobile Equipment Servicer	16.48
05130 - Motor Equipment Metal Mechanic	18.89
05160 - Motor Equipment Metal Worker	19.33
05190 - Motor Vehicle Mechanic	18.89
05220 - Motor Vehicle Mechanic Helper	15.33
05250 - Motor Vehicle Upholstery Worker	17.18
05280 - Motor Vehicle Wrecker	18.17
05310 - Painter Automotive	18.42
05340 - Radiator Repair Specialist	18.17
05370 - Tire Repairer	13.18
05400 - Transmission Repair Specialist	18.89
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.00
07041 - Cook I	10.72
07042 - Cook II	12.34
07070 - Dishwasher	9.70
07130 - Food Service Worker	9.23
07210 - Meat Cutter	13.78
07260 - Waiter/Waitress	8.86
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.07

09040 - Furniture Handler 12.83
09080 - Furniture Refinisher 19.26
09090 - Furniture Refinisher Helper 15.39
09110 - Furniture Repairer Minor 17.19
09130 - Upholsterer 18.58
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.17
11060 - Elevator Operator 13.17
11090 - Gardener 18.30
11122 - Housekeeping Aide 11.30
11150 - Janitor 11.30
11210 - Laborer Grounds Maintenance 14.10
11240 - Maid or Houseman 9.52
11260 - Pruner 12.67
11270 - Tractor Operator 16.96
11330 - Trail Maintenance Worker 14.10
11360 - Window Cleaner 12.54
12000 - Health Occupations
12010 - Ambulance Driver 17.71
12011 - Breath Alcohol Technician 17.71
12012 - Certified Occupational Therapist Assistant 32.63
12015 - Certified Physical Therapist Assistant 29.85
12020 - Dental Assistant 21.19
12025 - Dental Hygienist 33.80
12030 - EKG Technician 28.02
12035 - Electroneurodiagnostic Technologist 28.02
12040 - Emergency Medical Technician 17.71
12071 - Licensed Practical Nurse I 16.54
12072 - Licensed Practical Nurse II 18.49
12073 - Licensed Practical Nurse III 20.61
12100 - Medical Assistant 14.15
12130 - Medical Laboratory Technician 22.01
12160 - Medical Record Clerk 15.14
12190 - Medical Record Technician 17.50
12195 - Medical Transcriptionist 16.66
12210 - Nuclear Medicine Technologist 40.63
12221 - Nursing Assistant I 11.48
12222 - Nursing Assistant II 12.90
12223 - Nursing Assistant III 14.08
12224 - Nursing Assistant IV 15.81
12235 - Optical Dispenser 18.18
12236 - Optical Technician 16.54
12250 - Pharmacy Technician 15.65
12280 - Phlebotomist 13.97
12305 - Radiologic Technologist 24.80
12311 - Registered Nurse I 24.32
12312 - Registered Nurse II 29.75
12313 - Registered Nurse II Specialist 29.75
12314 - Registered Nurse III 35.99
12315 - Registered Nurse III Anesthetist 35.99

12316 - Registered Nurse IV		43.13
12317 - Scheduler (Drug and Alcohol Testing)		21.94
12320 - Substance Abuse Treatment Counselor		19.27
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.38
13012 - Exhibits Specialist II		21.53
13013 - Exhibits Specialist III		26.26
13041 - Illustrator I		20.73
13042 - Illustrator II		25.68
13043 - Illustrator III		31.42
13047 - Librarian		23.30
13050 - Library Aide/Clerk		12.03
13054 - Library Information Technology Systems Administrator		21.05
13058 - Library Technician		16.21
13061 - Media Specialist I		15.18
13062 - Media Specialist II		16.98
13063 - Media Specialist III		18.94
13071 - Photographer I		15.25
13072 - Photographer II		17.06
13073 - Photographer III		21.14
13074 - Photographer IV		25.86
13075 - Photographer V		31.28
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		17.90
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.86
14042 - Computer Operator II		17.75
14043 - Computer Operator III		19.79
14044 - Computer Operator IV		21.99
14045 - Computer Operator V		24.35
14071 - Computer Programmer I	(see 1)	20.90
14072 - Computer Programmer II	(see 1)	25.63
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.86
14160 - Personal Computer Support Technician		21.99
14170 - System Support Specialist		24.35
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.75
15020 - Aircrew Training Devices Instructor (Rated)		35.78
15030 - Air Crew Training Devices Instructor (Pilot)		42.00
15050 - Computer Based Training Specialist / Instructor		30.75
15060 - Educational Technologist		33.05
15070 - Flight Instructor (Pilot)		42.00
15080 - Graphic Artist		19.20
15085 - Maintenance Test Pilot Fixed Jet/Prop		40.47

15086 - Maintenance Test Pilot Rotary Wing 40.47
15088 - Non-Maintenance Test/Co-Pilot 40.47
15090 - Technical Instructor 21.84
15095 - Technical Instructor/Course Developer 26.71
15110 - Test Proctor 17.63
15120 - Tutor 17.63
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 11.27
16030 - Counter Attendant 11.27
16040 - Dry Cleaner 13.53
16070 - Finisher Flatwork Machine 11.27
16090 - Presser Hand 11.27
16110 - Presser Machine Drycleaning 11.27
16130 - Presser Machine Shirts 11.27
16160 - Presser Machine Wearing Apparel Laundry 11.27
16190 - Sewing Machine Operator 14.48
16220 - Tailor 15.43
16250 - Washer Machine 11.81
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 18.92
19040 - Tool And Die Maker 23.55
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.65
21030 - Material Coordinator 21.88
21040 - Material Expediter 21.88
21050 - Material Handling Laborer 13.64
21071 - Order Filler 12.89
21080 - Production Line Worker (Food Processing) 17.65
21110 - Shipping Packer 16.23
21130 - Shipping/Receiving Clerk 16.23
21140 - Store Worker I 12.45
21150 - Stock Clerk 17.23
21210 - Tools And Parts Attendant 17.65
21410 - Warehouse Specialist 17.65
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.29
23019 - Aircraft Logs and Records Technician 21.64
23021 - Aircraft Mechanic I 23.16
23022 - Aircraft Mechanic II 24.29
23023 - Aircraft Mechanic III 25.33
23040 - Aircraft Mechanic Helper 19.23
23050 - Aircraft Painter 27.35
23060 - Aircraft Servicer 21.64
23070 - Aircraft Survival Flight Equipment Technician 27.35
23080 - Aircraft Worker 22.84
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.84
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.16
23110 - Appliance Mechanic 20.35

23120 - Bicycle Repairer 16.65
23125 - Cable Splicer 30.35
23130 - Carpenter Maintenance 18.16
23140 - Carpet Layer 19.17
23160 - Electrician Maintenance 22.65
23181 - Electronics Technician Maintenance I 23.15
23182 - Electronics Technician Maintenance II 24.56
23183 - Electronics Technician Maintenance III 26.02
23260 - Fabric Worker 17.89
23290 - Fire Alarm System Mechanic 21.55
23310 - Fire Extinguisher Repairer 16.65
23311 - Fuel Distribution System Mechanic 23.77
23312 - Fuel Distribution System Operator 18.98
23370 - General Maintenance Worker 18.14
23380 - Ground Support Equipment Mechanic 23.16
23381 - Ground Support Equipment Servicer 21.64
23382 - Ground Support Equipment Worker 22.84
23391 - Gunsmith I 16.65
23392 - Gunsmith II 19.17
23393 - Gunsmith III 21.55
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.10
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.26
23430 - Heavy Equipment Mechanic 20.03
23440 - Heavy Equipment Operator 20.35
23460 - Instrument Mechanic 21.55
23465 - Laboratory/Shelter Mechanic 20.35
23470 - Laborer 13.64
23510 - Locksmith 20.35
23530 - Machinery Maintenance Mechanic 22.93
23550 - Machinist Maintenance 21.29
23580 - Maintenance Trades Helper 17.06
23591 - Metrology Technician I 21.55
23592 - Metrology Technician II 22.78
23593 - Metrology Technician III 24.07
23640 - Millwright 25.95
23710 - Office Appliance Repairer 20.35
23760 - Painter Maintenance 16.03
23790 - Pipefitter Maintenance 23.88
23810 - Plumber Maintenance 22.54
23820 - Pneudraulic Systems Mechanic 21.55
23850 - Rigger 21.55
23870 - Scale Mechanic 19.17
23890 - Sheet-Metal Worker Maintenance 20.10
23910 - Small Engine Mechanic 19.42
23931 - Telecommunications Mechanic I 28.32
23932 - Telecommunications Mechanic II 29.73
23950 - Telephone Lineman 27.45
23960 - Welder Combination Maintenance 18.61

23965 - Well Driller	21.55
23970 - Woodcraft Worker	21.55
23980 - Woodworker	16.65
24000 - Personal Needs Occupations	
24550 - Case Manager	14.38
24570 - Child Care Attendant	9.41
24580 - Child Care Center Clerk	12.11
24610 - Chore Aide	10.86
24620 - Family Readiness And Support Services Coordinator	14.38
24630 - Homemaker	14.38
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.18
25040 - Sewage Plant Operator	18.72
25070 - Stationary Engineer	24.18
25190 - Ventilation Equipment Tender	17.24
25210 - Water Treatment Plant Operator	18.72
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.21
27007 - Baggage Inspector	13.27
27008 - Corrections Officer	17.45
27010 - Court Security Officer	19.46
27030 - Detection Dog Handler	15.10
27040 - Detention Officer	17.45
27070 - Firefighter	22.20
27101 - Guard I	13.27
27102 - Guard II	15.10
27131 - Police Officer I	19.83
27132 - Police Officer II	20.88
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.75
28042 - Carnival Equipment Repairer	13.64
28043 - Carnival Worker	10.06
28210 - Gate Attendant/Gate Tender	14.61
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	16.34
28510 - Recreation Aide/Health Facility Attendant	11.93
28515 - Recreation Specialist	17.12
28630 - Sports Official	13.02
28690 - Swimming Pool Operator	17.27
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	28.11
29020 - Hatch Tender	28.11
29030 - Line Handler	28.11
29041 - Stevedore I	26.26
29042 - Stevedore II	29.81
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		17.90
30022 - Archeological Technician II		20.03
30023 - Archeological Technician III		24.81
30030 - Cartographic Technician		24.40
30040 - Civil Engineering Technician		24.81
30051 - Cryogenic Technician I		27.48
30052 - Cryogenic Technician II		30.35
30061 - Drafter/CAD Operator I		17.90
30062 - Drafter/CAD Operator II		20.03
30063 - Drafter/CAD Operator III		22.32
30064 - Drafter/CAD Operator IV		27.48
30081 - Engineering Technician I		15.25
30082 - Engineering Technician II		16.79
30083 - Engineering Technician III		21.48
30084 - Engineering Technician IV		25.20
30085 - Engineering Technician V		30.90
30086 - Engineering Technician VI		37.37
30090 - Environmental Technician		26.06
30095 - Evidence Control Specialist		24.81
30210 - Laboratory Technician		22.32
30221 - Latent Fingerprint Technician I		27.48
30222 - Latent Fingerprint Technician II		30.35
30240 - Mathematical Technician		24.81
30361 - Paralegal/Legal Assistant I		18.66
30362 - Paralegal/Legal Assistant II		23.11
30363 - Paralegal/Legal Assistant III		26.91
30364 - Paralegal/Legal Assistant IV		32.57
30375 - Petroleum Supply Specialist		30.35
30390 - Photo-Optics Technician		24.81
30395 - Radiation Control Technician		30.35
30461 - Technical Writer I		24.81
30462 - Technical Writer II		30.35
30463 - Technical Writer III		36.71
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		27.48
30502 - Weather Forecaster II		33.41
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.32
30621 - Weather Observer Senior	(see 2)	24.81
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		12.40
31030 - Bus Driver		18.07
31043 - Driver Courier		14.65
31260 - Parking and Lot Attendant		11.13
31290 - Shuttle Bus Driver		15.45

31310 - Taxi Driver	12.85
31361 - Truckdriver Light	15.81
31362 - Truckdriver Medium	19.71
31363 - Truckdriver Heavy	21.59
31364 - Truckdriver Tractor-Trailer	21.59
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	9.98
99050 - Desk Clerk	10.28
99095 - Embalmer	26.38
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	12.11
99252 - Laboratory Animal Caretaker II	13.07
99260 - Marketing Analyst	24.66
99310 - Mortician	27.09
99410 - Pest Controller	15.60
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	15.85
99711 - Recycling Specialist	19.07
99730 - Refuse Collector	14.25
99810 - Sales Clerk	11.53
99820 - School Crossing Guard	14.04
99830 - Survey Party Chief	24.56
99831 - Surveying Aide	16.58
99832 - Surveying Technician	22.04
99840 - Vending Machine Attendant	18.79
99841 - Vending Machine Repairer	23.34
99842 - Vending Machine Repairer Helper	18.79

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 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.: 2015-4652
Revision No.: 14
Date Of Last Revision: 05/03/2020

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: Tennessee

Area: Tennessee Counties of Houston Humphreys

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.07
01012 - Accounting Clerk II		15.79
01013 - Accounting Clerk III		17.67
01020 - Administrative Assistant		23.10
01035 - Court Reporter		19.75
01041 - Customer Service Representative I		12.30
01042 - Customer Service Representative II		13.84
01043 - Customer Service Representative III		15.10
01051 - Data Entry Operator I		12.56
01052 - Data Entry Operator II		13.70
01060 - Dispatcher Motor Vehicle		17.69
01070 - Document Preparation Clerk		13.84

01090 - Duplicating Machine Operator	13.84
01111 - General Clerk I	12.54
01112 - General Clerk II	13.42
01113 - General Clerk III	15.06
01120 - Housing Referral Assistant	19.37
01141 - Messenger Courier	12.19
01191 - Order Clerk I	14.96
01192 - Order Clerk II	16.32
01261 - Personnel Assistant (Employment) I	15.99
01262 - Personnel Assistant (Employment) II	17.89
01263 - Personnel Assistant (Employment) III	19.94
01270 - Production Control Clerk	21.88
01290 - Rental Clerk	11.44
01300 - Scheduler Maintenance	15.53
01311 - Secretary I	15.53
01312 - Secretary II	17.38
01313 - Secretary III	19.37
01320 - Service Order Dispatcher	15.40
01410 - Supply Technician	23.10
01420 - Survey Worker	14.27
01460 - Switchboard Operator/Receptionist	12.27
01531 - Travel Clerk I	13.55
01532 - Travel Clerk II	14.39
01533 - Travel Clerk III	15.47
01611 - Word Processor I	13.84
01612 - Word Processor II	15.95
01613 - Word Processor III	17.38
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	21.51
05010 - Automotive Electrician	19.84
05040 - Automotive Glass Installer	18.19
05070 - Automotive Worker	18.79
05110 - Mobile Equipment Servicer	16.48
05130 - Motor Equipment Metal Mechanic	18.89
05160 - Motor Equipment Metal Worker	19.33
05190 - Motor Vehicle Mechanic	18.89
05220 - Motor Vehicle Mechanic Helper	15.33
05250 - Motor Vehicle Upholstery Worker	17.18
05280 - Motor Vehicle Wrecker	18.17
05310 - Painter Automotive	18.42
05340 - Radiator Repair Specialist	18.17
05370 - Tire Repairer	13.18
05400 - Transmission Repair Specialist	18.89
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.00
07041 - Cook I	10.72
07042 - Cook II	12.34
07070 - Dishwasher	9.25
07130 - Food Service Worker	9.23
07210 - Meat Cutter	13.78

07260 - Waiter/Waitress	8.78
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.07
09040 - Furniture Handler	12.83
09080 - Furniture Refinisher	19.26
09090 - Furniture Refinisher Helper	15.39
09110 - Furniture Repairer Minor	17.19
09130 - Upholsterer	18.58
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.97
11060 - Elevator Operator	11.97
11090 - Gardener	16.64
11122 - Housekeeping Aide	11.30
11150 - Janitor	11.30
11210 - Laborer Grounds Maintenance	12.82
11240 - Maid or Houseman	9.52
11260 - Pruner	11.52
11270 - Tractor Operator	15.42
11330 - Trail Maintenance Worker	12.82
11360 - Window Cleaner	12.54
12000 - Health Occupations	
12010 - Ambulance Driver	17.50
12011 - Breath Alcohol Technician	17.50
12012 - Certified Occupational Therapist Assistant	32.63
12015 - Certified Physical Therapist Assistant	29.85
12020 - Dental Assistant	19.27
12025 - Dental Hygienist	33.80
12030 - EKG Technician	26.52
12035 - Electroneurodiagnostic Technologist	26.52
12040 - Emergency Medical Technician	17.50
12071 - Licensed Practical Nurse I	15.64
12072 - Licensed Practical Nurse II	17.50
12073 - Licensed Practical Nurse III	19.51
12100 - Medical Assistant	14.15
12130 - Medical Laboratory Technician	22.01
12160 - Medical Record Clerk	15.14
12190 - Medical Record Technician	17.50
12195 - Medical Transcriptionist	16.66
12210 - Nuclear Medicine Technologist	38.45
12221 - Nursing Assistant I	11.15
12222 - Nursing Assistant II	12.53
12223 - Nursing Assistant III	13.67
12224 - Nursing Assistant IV	15.35
12235 - Optical Dispenser	18.18
12236 - Optical Technician	15.64
12250 - Pharmacy Technician	15.65
12280 - Phlebotomist	13.97
12305 - Radiologic Technologist	24.80
12311 - Registered Nurse I	24.32
12312 - Registered Nurse II	29.75

12313 - Registered Nurse II Specialist		29.75
12314 - Registered Nurse III		35.99
12315 - Registered Nurse III Anesthetist		35.99
12316 - Registered Nurse IV		43.13
12317 - Scheduler (Drug and Alcohol Testing)		21.67
12320 - Substance Abuse Treatment Counselor		18.16
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.38
13012 - Exhibits Specialist II		21.53
13013 - Exhibits Specialist III		26.26
13041 - Illustrator I		20.73
13042 - Illustrator II		25.68
13043 - Illustrator III		31.42
13047 - Librarian		23.30
13050 - Library Aide/Clerk		12.03
13054 - Library Information Technology Systems Administrator		21.05
13058 - Library Technician		16.21
13061 - Media Specialist I		15.18
13062 - Media Specialist II		16.98
13063 - Media Specialist III		18.94
13071 - Photographer I		15.25
13072 - Photographer II		17.06
13073 - Photographer III		21.14
13074 - Photographer IV		25.86
13075 - Photographer V		31.28
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		17.90
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.86
14042 - Computer Operator II		17.75
14043 - Computer Operator III		19.79
14044 - Computer Operator IV		21.99
14045 - Computer Operator V		24.35
14071 - Computer Programmer I	(see 1)	20.90
14072 - Computer Programmer II	(see 1)	24.85
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.86
14160 - Personal Computer Support Technician		21.99
14170 - System Support Specialist		24.35
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.75
15020 - Aircrew Training Devices Instructor (Rated)		35.78
15030 - Air Crew Training Devices Instructor (Pilot)		42.00
15050 - Computer Based Training Specialist / Instructor		30.75
15060 - Educational Technologist		33.05

15070 - Flight Instructor (Pilot) 42.00
15080 - Graphic Artist 19.20
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.47
15086 - Maintenance Test Pilot Rotary Wing 40.47
15088 - Non-Maintenance Test/Co-Pilot 40.47
15090 - Technical Instructor 21.84
15095 - Technical Instructor/Course Developer 26.71
15110 - Test Proctor 17.63
15120 - Tutor 17.63
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.66
16030 - Counter Attendant 10.66
16040 - Dry Cleaner 13.53
16070 - Finisher Flatwork Machine 10.66
16090 - Presser Hand 10.66
16110 - Presser Machine Drycleaning 10.66
16130 - Presser Machine Shirts 10.66
16160 - Presser Machine Wearing Apparel Laundry 10.66
16190 - Sewing Machine Operator 14.48
16220 - Tailor 15.43
16250 - Washer Machine 11.62
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 18.51
19040 - Tool And Die Maker 21.82
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.00
21030 - Material Coordinator 21.88
21040 - Material Expediter 21.88
21050 - Material Handling Laborer 13.25
21071 - Order Filler 12.89
21080 - Production Line Worker (Food Processing) 17.00
21110 - Shipping Packer 16.19
21130 - Shipping/Receiving Clerk 16.19
21140 - Store Worker I 12.45
21150 - Stock Clerk 17.23
21210 - Tools And Parts Attendant 17.00
21410 - Warehouse Specialist 17.00
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.29
23019 - Aircraft Logs and Records Technician 21.64
23021 - Aircraft Mechanic I 23.16
23022 - Aircraft Mechanic II 24.29
23023 - Aircraft Mechanic III 25.33
23040 - Aircraft Mechanic Helper 19.23
23050 - Aircraft Painter 27.35
23060 - Aircraft Servicer 21.64
23070 - Aircraft Survival Flight Equipment Technician 27.35
23080 - Aircraft Worker 22.84
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.84

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.16
23110 - Appliance Mechanic 20.35
23120 - Bicycle Repairer 16.65
23125 - Cable Splicer 30.00
23130 - Carpenter Maintenance 18.08
23140 - Carpet Layer 19.17
23160 - Electrician Maintenance 22.65
23181 - Electronics Technician Maintenance I 22.92
23182 - Electronics Technician Maintenance II 24.32
23183 - Electronics Technician Maintenance III 25.76
23260 - Fabric Worker 17.88
23290 - Fire Alarm System Mechanic 21.55
23310 - Fire Extinguisher Repairer 16.65
23311 - Fuel Distribution System Mechanic 23.77
23312 - Fuel Distribution System Operator 18.98
23370 - General Maintenance Worker 17.81
23380 - Ground Support Equipment Mechanic 23.16
23381 - Ground Support Equipment Servicer 21.64
23382 - Ground Support Equipment Worker 22.84
23391 - Gunsmith I 16.65
23392 - Gunsmith II 19.17
23393 - Gunsmith III 21.55
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.10
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.26
23430 - Heavy Equipment Mechanic 20.03
23440 - Heavy Equipment Operator 18.63
23460 - Instrument Mechanic 21.55
23465 - Laboratory/Shelter Mechanic 20.35
23470 - Laborer 13.25
23510 - Locksmith 20.35
23530 - Machinery Maintenance Mechanic 22.93
23550 - Machinist Maintenance 21.29
23580 - Maintenance Trades Helper 15.51
23591 - Metrology Technician I 21.55
23592 - Metrology Technician II 22.78
23593 - Metrology Technician III 24.07
23640 - Millwright 25.95
23710 - Office Appliance Repairer 20.35
23760 - Painter Maintenance 15.86
23790 - Pipefitter Maintenance 23.88
23810 - Plumber Maintenance 22.54
23820 - Pneudraulic Systems Mechanic 21.55
23850 - Rigger 21.55
23870 - Scale Mechanic 19.17
23890 - Sheet-Metal Worker Maintenance 20.10
23910 - Small Engine Mechanic 19.42
23931 - Telecommunications Mechanic I 28.32

23932 - Telecommunications Mechanic II 29.73
23950 - Telephone Lineman 27.45
23960 - Welder Combination Maintenance 18.61
23965 - Well Driller 21.55
23970 - Woodcraft Worker 21.55
23980 - Woodworker 16.65
24000 - Personal Needs Occupations
24550 - Case Manager 14.38
24570 - Child Care Attendant 9.25
24580 - Child Care Center Clerk 12.11
24610 - Chore Aide 10.86
24620 - Family Readiness And Support Services Coordinator 14.38
24630 - Homemaker 14.38
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 24.18
25040 - Sewage Plant Operator 18.72
25070 - Stationary Engineer 24.18
25190 - Ventilation Equipment Tender 17.24
25210 - Water Treatment Plant Operator 18.72
27000 - Protective Service Occupations
27004 - Alarm Monitor 16.21
27007 - Baggage Inspector 12.21
27008 - Corrections Officer 17.45
27010 - Court Security Officer 19.46
27030 - Detection Dog Handler 15.10
27040 - Detention Officer 17.45
27070 - Firefighter 22.20
27101 - Guard I 12.21
27102 - Guard II 15.10
27131 - Police Officer I 19.83
27132 - Police Officer II 20.80
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.75
28042 - Carnival Equipment Repairer 13.64
28043 - Carnival Worker 10.06
28210 - Gate Attendant/Gate Tender 14.61
28310 - Lifeguard 11.01
28350 - Park Attendant (Aide) 16.34
28510 - Recreation Aide/Health Facility Attendant 11.93
28515 - Recreation Specialist 16.90
28630 - Sports Official 13.02
28690 - Swimming Pool Operator 17.27
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 25.55
29020 - Hatch Tender 25.55
29030 - Line Handler 25.55
29041 - Stevedore I 23.87
29042 - Stevedore II 27.10
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.90
30022 - Archeological Technician II 20.03
30023 - Archeological Technician III 24.81
30030 - Cartographic Technician 24.40
30040 - Civil Engineering Technician 24.81
30051 - Cryogenic Technician I 27.48
30052 - Cryogenic Technician II 30.35
30061 - Drafter/CAD Operator I 17.90
30062 - Drafter/CAD Operator II 20.03
30063 - Drafter/CAD Operator III 22.32
30064 - Drafter/CAD Operator IV 27.48
30081 - Engineering Technician I 15.25
30082 - Engineering Technician II 16.67
30083 - Engineering Technician III 21.48
30084 - Engineering Technician IV 25.20
30085 - Engineering Technician V 30.90
30086 - Engineering Technician VI 37.37
30090 - Environmental Technician 24.81
30095 - Evidence Control Specialist 24.81
30210 - Laboratory Technician 22.32
30221 - Latent Fingerprint Technician I 27.48
30222 - Latent Fingerprint Technician II 30.35
30240 - Mathematical Technician 24.81
30361 - Paralegal/Legal Assistant I 18.66
30362 - Paralegal/Legal Assistant II 23.11
30363 - Paralegal/Legal Assistant III 25.70
30364 - Paralegal/Legal Assistant IV 31.10
30375 - Petroleum Supply Specialist 30.35
30390 - Photo-Optics Technician 24.81
30395 - Radiation Control Technician 30.35
30461 - Technical Writer I 24.81
30462 - Technical Writer II 30.35
30463 - Technical Writer III 36.71
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 27.48
30502 - Weather Forecaster II 33.41
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.32
30621 - Weather Observer Senior (see 2) 24.81
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.40
31030 - Bus Driver 18.07

31043 - Driver Courier	14.32
31260 - Parking and Lot Attendant	11.13
31290 - Shuttle Bus Driver	15.45
31310 - Taxi Driver	12.85
31361 - Truckdriver Light	15.45
31362 - Truckdriver Medium	19.71
31363 - Truckdriver Heavy	19.63
31364 - Truckdriver Tractor-Trailer	19.63
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.35
99050 - Desk Clerk	9.80
99095 - Embalmer	26.38
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	11.01
99252 - Laboratory Animal Caretaker II	11.88
99260 - Marketing Analyst	24.01
99310 - Mortician	27.09
99410 - Pest Controller	15.60
99510 - Photofinishing Worker	13.36
99710 - Recycling Laborer	15.41
99711 - Recycling Specialist	18.52
99730 - Refuse Collector	13.84
99810 - Sales Clerk	11.53
99820 - School Crossing Guard	14.04
99830 - Survey Party Chief	24.56
99831 - Surveying Aide	16.58
99832 - Surveying Technician	22.04
99840 - Vending Machine Attendant	18.79
99841 - Vending Machine Repairer	23.34
99842 - Vending Machine Repairer Helper	18.79

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 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.: 2015-4653
Revision No.: 15
Date Of Last Revision: 04/26/2021

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: Tennessee

Area: Tennessee Counties of Giles Lawrence Lincoln Moore Wayne

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.82
01012 - Accounting Clerk II		15.53
01013 - Accounting Clerk III		17.36
01020 - Administrative Assistant		21.27
01035 - Court Reporter		17.30
01041 - Customer Service Representative I		13.17
01042 - Customer Service Representative II		14.82
01043 - Customer Service Representative III		16.16
01051 - Data Entry Operator I		14.71
01052 - Data Entry Operator II		16.05
01060 - Dispatcher Motor Vehicle		17.66
01070 - Document Preparation Clerk		13.77
01090 - Duplicating Machine Operator		13.77
01111 - General Clerk I		13.11
01112 - General Clerk II		14.31

01113 - General Clerk III 16.23
01120 - Housing Referral Assistant 19.28
01141 - Messenger Courier 11.23
01191 - Order Clerk I 12.92
01192 - Order Clerk II 15.27
01261 - Personnel Assistant (Employment) I 15.99
01262 - Personnel Assistant (Employment) II 17.90
01263 - Personnel Assistant (Employment) III 19.95
01270 - Production Control Clerk 21.61
01290 - Rental Clerk 12.97
01300 - Scheduler Maintenance 15.47
01311 - Secretary I 15.47
01312 - Secretary II 17.30
01313 - Secretary III 19.28
01320 - Service Order Dispatcher 15.78
01410 - Supply Technician 21.27
01420 - Survey Worker 16.81
01460 - Switchboard Operator/Receptionist 12.95
01531 - Travel Clerk I 12.22
01532 - Travel Clerk II 12.99
01533 - Travel Clerk III 13.78
01611 - Word Processor I 13.77
01612 - Word Processor II 15.47
01613 - Word Processor III 17.30
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.18
05010 - Automotive Electrician 18.61
05040 - Automotive Glass Installer 17.74
05070 - Automotive Worker 17.74
05110 - Mobile Equipment Servicer 16.08
05130 - Motor Equipment Metal Mechanic 19.47
05160 - Motor Equipment Metal Worker 17.74
05190 - Motor Vehicle Mechanic 17.78
05220 - Motor Vehicle Mechanic Helper 13.93
05250 - Motor Vehicle Upholstery Worker 16.93
05280 - Motor Vehicle Wrecker 17.74
05310 - Painter Automotive 17.00
05340 - Radiator Repair Specialist 17.74
05370 - Tire Repairer 12.75
05400 - Transmission Repair Specialist 19.47
07000 - Food Preparation And Service Occupations
07010 - Baker 14.20
07041 - Cook I 11.24
07042 - Cook II 12.65
07070 - Dishwasher 9.10
07130 - Food Service Worker 9.31
07210 - Meat Cutter 17.35
07260 - Waiter/Waitress 8.96
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 20.10

09040 - Furniture Handler 14.25
09080 - Furniture Refinisher 20.10
09090 - Furniture Refinisher Helper 15.98
09110 - Furniture Repairer Minor 18.05
09130 - Upholsterer 20.10
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 14.51
11060 - Elevator Operator 14.24
11090 - Gardener 17.67
11122 - Housekeeping Aide 11.10
11150 - Janitor 11.10
11210 - Laborer Grounds Maintenance 14.07
11240 - Maid or Houseman 10.16
11260 - Pruner 12.74
11270 - Tractor Operator 16.53
11330 - Trail Maintenance Worker 14.07
11360 - Window Cleaner 12.25
12000 - Health Occupations
12010 - Ambulance Driver 17.44
12011 - Breath Alcohol Technician 18.45
12012 - Certified Occupational Therapist Assistant 26.09
12015 - Certified Physical Therapist Assistant 32.15
12020 - Dental Assistant 17.46
12025 - Dental Hygienist 35.50
12030 - EKG Technician 27.74
12035 - Electroneurodiagnostic Technologist 27.74
12040 - Emergency Medical Technician 17.44
12071 - Licensed Practical Nurse I 16.50
12072 - Licensed Practical Nurse II 18.45
12073 - Licensed Practical Nurse III 20.56
12100 - Medical Assistant 14.27
12130 - Medical Laboratory Technician 23.01
12160 - Medical Record Clerk 14.50
12190 - Medical Record Technician 17.84
12195 - Medical Transcriptionist 17.33
12210 - Nuclear Medicine Technologist 40.55
12221 - Nursing Assistant I 11.85
12222 - Nursing Assistant II 13.32
12223 - Nursing Assistant III 14.54
12224 - Nursing Assistant IV 16.33
12235 - Optical Dispenser 20.57
12236 - Optical Technician 16.50
12250 - Pharmacy Technician 16.03
12280 - Phlebotomist 15.72
12305 - Radiologic Technologist 24.01
12311 - Registered Nurse I 22.94
12312 - Registered Nurse II 28.08
12313 - Registered Nurse II Specialist 28.08
12314 - Registered Nurse III 33.97
12315 - Registered Nurse III Anesthetist 33.97

12316 - Registered Nurse IV		40.70
12317 - Scheduler (Drug and Alcohol Testing)		22.86
12320 - Substance Abuse Treatment Counselor		15.57
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.09
13012 - Exhibits Specialist II		24.89
13013 - Exhibits Specialist III		30.45
13041 - Illustrator I		20.09
13042 - Illustrator II		24.89
13043 - Illustrator III		30.45
13047 - Librarian		27.56
13050 - Library Aide/Clerk		15.94
13054 - Library Information Technology Systems Administrator		24.89
13058 - Library Technician		17.88
13061 - Media Specialist I		17.96
13062 - Media Specialist II		20.09
13063 - Media Specialist III		22.40
13071 - Photographer I		16.78
13072 - Photographer II		18.77
13073 - Photographer III		23.25
13074 - Photographer IV		28.44
13075 - Photographer V		34.42
13090 - Technical Order Library Clerk		18.33
13110 - Video Teleconference Technician		17.96
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.55
14042 - Computer Operator II		19.13
14043 - Computer Operator III		20.49
14044 - Computer Operator IV		26.16
14045 - Computer Operator V		27.62
14071 - Computer Programmer I	(see 1)	25.00
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.55
14160 - Personal Computer Support Technician		26.16
14170 - System Support Specialist		23.00
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.75
15020 - Aircrew Training Devices Instructor (Rated)		36.00
15030 - Air Crew Training Devices Instructor (Pilot)		43.14
15050 - Computer Based Training Specialist / Instructor		30.38
15060 - Educational Technologist		31.69
15070 - Flight Instructor (Pilot)		43.14
15080 - Graphic Artist		22.01
15085 - Maintenance Test Pilot Fixed Jet/Prop		43.14

15086 - Maintenance Test Pilot Rotary Wing 43.14
15088 - Non-Maintenance Test/Co-Pilot 43.14
15090 - Technical Instructor 18.91
15095 - Technical Instructor/Course Developer 23.11
15110 - Test Proctor 17.16
15120 - Tutor 17.16
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.51
16030 - Counter Attendant 9.51
16040 - Dry Cleaner 11.95
16070 - Finisher Flatwork Machine 9.51
16090 - Presser Hand 9.51
16110 - Presser Machine Drycleaning 9.51
16130 - Presser Machine Shirts 9.51
16160 - Presser Machine Wearing Apparel Laundry 9.51
16190 - Sewing Machine Operator 12.70
16220 - Tailor 13.42
16250 - Washer Machine 10.31
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.44
19040 - Tool And Die Maker 29.82
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.70
21030 - Material Coordinator 21.61
21040 - Material Expediter 21.61
21050 - Material Handling Laborer 14.08
21071 - Order Filler 12.62
21080 - Production Line Worker (Food Processing) 17.70
21110 - Shipping Packer 18.47
21130 - Shipping/Receiving Clerk 18.47
21140 - Store Worker I 13.28
21150 - Stock Clerk 17.99
21210 - Tools And Parts Attendant 17.70
21410 - Warehouse Specialist 17.70
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.04
23019 - Aircraft Logs and Records Technician 20.30
23021 - Aircraft Mechanic I 23.88
23022 - Aircraft Mechanic II 25.04
23023 - Aircraft Mechanic III 26.20
23040 - Aircraft Mechanic Helper 17.91
23050 - Aircraft Painter 22.68
23060 - Aircraft Servicer 20.30
23070 - Aircraft Survival Flight Equipment Technician 22.68
23080 - Aircraft Worker 21.54
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.54
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.88
23110 - Appliance Mechanic 22.68

23120 - Bicycle Repairer	19.15
23125 - Cable Splicer	35.00
23130 - Carpenter Maintenance	18.70
23140 - Carpet Layer	21.54
23160 - Electrician Maintenance	30.89
23181 - Electronics Technician Maintenance I	21.54
23182 - Electronics Technician Maintenance II	25.55
23183 - Electronics Technician Maintenance III	26.62
23260 - Fabric Worker	20.30
23290 - Fire Alarm System Mechanic	23.88
23310 - Fire Extinguisher Repairer	19.15
23311 - Fuel Distribution System Mechanic	23.88
23312 - Fuel Distribution System Operator	19.15
23370 - General Maintenance Worker	19.01
23380 - Ground Support Equipment Mechanic	23.88
23381 - Ground Support Equipment Servicer	20.30
23382 - Ground Support Equipment Worker	21.54
23391 - Gunsmith I	19.15
23392 - Gunsmith II	21.54
23393 - Gunsmith III	23.88
23410 - Heating Ventilation And Air-Conditioning Mechanic	18.38
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	19.30
23430 - Heavy Equipment Mechanic	20.43
23440 - Heavy Equipment Operator	21.78
23460 - Instrument Mechanic	23.88
23465 - Laboratory/Shelter Mechanic	22.68
23470 - Laborer	14.08
23510 - Locksmith	22.68
23530 - Machinery Maintenance Mechanic	24.46
23550 - Machinist Maintenance	23.19
23580 - Maintenance Trades Helper	15.44
23591 - Metrology Technician I	23.88
23592 - Metrology Technician II	25.04
23593 - Metrology Technician III	26.20
23640 - Millwright	24.90
23710 - Office Appliance Repairer	22.90
23760 - Painter Maintenance	21.95
23790 - Pipefitter Maintenance	21.40
23810 - Plumber Maintenance	20.33
23820 - Pneudraulic Systems Mechanic	23.88
23850 - Rigger	23.88
23870 - Scale Mechanic	21.54
23890 - Sheet-Metal Worker Maintenance	18.81
23910 - Small Engine Mechanic	18.77
23931 - Telecommunications Mechanic I	23.88
23932 - Telecommunications Mechanic II	25.04
23950 - Telephone Lineman	23.88
23960 - Welder Combination Maintenance	18.58

23965 - Well Driller	23.88
23970 - Woodcraft Worker	23.88
23980 - Woodworker	19.15
24000 - Personal Needs Occupations	
24550 - Case Manager	17.18
24570 - Child Care Attendant	9.16
24580 - Child Care Center Clerk	11.42
24610 - Chore Aide	10.88
24620 - Family Readiness And Support Services Coordinator	17.18
24630 - Homemaker	17.18
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.88
25040 - Sewage Plant Operator	19.88
25070 - Stationary Engineer	23.88
25190 - Ventilation Equipment Tender	17.91
25210 - Water Treatment Plant Operator	19.88
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.82
27007 - Baggage Inspector	14.44
27008 - Corrections Officer	17.13
27010 - Court Security Officer	17.74
27030 - Detection Dog Handler	16.88
27040 - Detention Officer	17.13
27070 - Firefighter	16.82
27101 - Guard I	14.44
27102 - Guard II	16.88
27131 - Police Officer I	19.49
27132 - Police Officer II	21.66
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.46
28042 - Carnival Equipment Repairer	14.40
28043 - Carnival Worker	10.38
28210 - Gate Attendant/Gate Tender	17.67
28310 - Lifeguard	12.21
28350 - Park Attendant (Aide)	19.77
28510 - Recreation Aide/Health Facility Attendant	14.43
28515 - Recreation Specialist	23.87
28630 - Sports Official	15.74
28690 - Swimming Pool Operator	16.20
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.54
29020 - Hatch Tender	21.54
29030 - Line Handler	21.54
29041 - Stevedore I	20.30
29042 - Stevedore II	22.68
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		18.60
30022 - Archeological Technician II		20.81
30023 - Archeological Technician III		25.48
30030 - Cartographic Technician		25.48
30040 - Civil Engineering Technician		23.03
30051 - Cryogenic Technician I		28.00
30052 - Cryogenic Technician II		30.93
30061 - Drafter/CAD Operator I		18.60
30062 - Drafter/CAD Operator II		20.81
30063 - Drafter/CAD Operator III		23.21
30064 - Drafter/CAD Operator IV		28.55
30081 - Engineering Technician I		15.98
30082 - Engineering Technician II		18.00
30083 - Engineering Technician III		21.00
30084 - Engineering Technician IV		28.62
30085 - Engineering Technician V		33.81
30086 - Engineering Technician VI		40.89
30090 - Environmental Technician		25.48
30095 - Evidence Control Specialist		25.28
30210 - Laboratory Technician		24.03
30221 - Latent Fingerprint Technician I		28.00
30222 - Latent Fingerprint Technician II		30.93
30240 - Mathematical Technician		25.48
30361 - Paralegal/Legal Assistant I		19.94
30362 - Paralegal/Legal Assistant II		24.70
30363 - Paralegal/Legal Assistant III		30.22
30364 - Paralegal/Legal Assistant IV		36.57
30375 - Petroleum Supply Specialist		30.93
30390 - Photo-Optics Technician		25.48
30395 - Radiation Control Technician		30.93
30461 - Technical Writer I		25.28
30462 - Technical Writer II		30.93
30463 - Technical Writer III		37.42
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)	23.21
30621 - Weather Observer Senior	(see 2)	25.48
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		13.26
31030 - Bus Driver		19.16
31043 - Driver Courier		15.34
31260 - Parking and Lot Attendant		12.00
31290 - Shuttle Bus Driver		16.40

31310 - Taxi Driver	14.51
31361 - Truckdriver Light	16.40
31362 - Truckdriver Medium	17.38
31363 - Truckdriver Heavy	20.34
31364 - Truckdriver Tractor-Trailer	20.34
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	9.45
99050 - Desk Clerk	12.85
99095 - Embalmer	30.75
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	12.68
99252 - Laboratory Animal Caretaker II	13.56
99260 - Marketing Analyst	24.99
99310 - Mortician	30.75
99410 - Pest Controller	16.98
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	15.01
99711 - Recycling Specialist	17.64
99730 - Refuse Collector	13.59
99810 - Sales Clerk	11.90
99820 - School Crossing Guard	14.86
99830 - Survey Party Chief	19.84
99831 - Surveying Aide	12.23
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	19.27
99841 - Vending Machine Repairer	23.18
99842 - Vending Machine Repairer Helper	19.27

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 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.: 2015-4654
Revision No.: 14
Date Of Last Revision: 05/03/2020

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: Tennessee

Area: Tennessee Counties of Giles Lawrence Lincoln Moore Wayne

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.47
01012 - Accounting Clerk II		14.85
01013 - Accounting Clerk III		16.77
01020 - Administrative Assistant		21.27
01035 - Court Reporter		17.16
01041 - Customer Service Representative I		11.97
01042 - Customer Service Representative II		13.47
01043 - Customer Service Representative III		14.69
01051 - Data Entry Operator I		14.53
01052 - Data Entry Operator II		15.85
01060 - Dispatcher Motor Vehicle		17.66
01070 - Document Preparation Clerk		13.30

01090 - Duplicating Machine Operator 13.30
01111 - General Clerk I 11.92
01112 - General Clerk II 13.01
01113 - General Clerk III 14.93
01120 - Housing Referral Assistant 19.14
01141 - Messenger Courier 10.85
01191 - Order Clerk I 12.92
01192 - Order Clerk II 15.27
01261 - Personnel Assistant (Employment) I 15.99
01262 - Personnel Assistant (Employment) II 17.90
01263 - Personnel Assistant (Employment) III 19.95
01270 - Production Control Clerk 21.61
01290 - Rental Clerk 12.97
01300 - Scheduler Maintenance 15.32
01311 - Secretary I 15.32
01312 - Secretary II 17.16
01313 - Secretary III 19.14
01320 - Service Order Dispatcher 15.78
01410 - Supply Technician 21.27
01420 - Survey Worker 16.81
01460 - Switchboard Operator/Receptionist 12.20
01531 - Travel Clerk I 11.72
01532 - Travel Clerk II 12.49
01533 - Travel Clerk III 13.26
01611 - Word Processor I 13.30
01612 - Word Processor II 14.93
01613 - Word Processor III 16.71
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.18
05010 - Automotive Electrician 18.61
05040 - Automotive Glass Installer 17.74
05070 - Automotive Worker 17.74
05110 - Mobile Equipment Servicer 16.08
05130 - Motor Equipment Metal Mechanic 19.47
05160 - Motor Equipment Metal Worker 17.74
05190 - Motor Vehicle Mechanic 17.78
05220 - Motor Vehicle Mechanic Helper 13.93
05250 - Motor Vehicle Upholstery Worker 16.93
05280 - Motor Vehicle Wrecker 17.74
05310 - Painter Automotive 17.00
05340 - Radiator Repair Specialist 17.74
05370 - Tire Repairer 12.75
05400 - Transmission Repair Specialist 19.47
07000 - Food Preparation And Service Occupations
07010 - Baker 12.91
07041 - Cook I 11.24
07042 - Cook II 12.65
07070 - Dishwasher 9.10
07130 - Food Service Worker 9.12
07210 - Meat Cutter 17.18

07260 - Waiter/Waitress	8.96
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.10
09040 - Furniture Handler	14.25
09080 - Furniture Refinisher	20.10
09090 - Furniture Refinisher Helper	15.98
09110 - Furniture Repairer Minor	18.05
09130 - Upholsterer	20.10
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.51
11060 - Elevator Operator	12.97
11090 - Gardener	17.67
11122 - Housekeeping Aide	10.72
11150 - Janitor	10.72
11210 - Laborer Grounds Maintenance	14.07
11240 - Maid or Houseman	9.61
11260 - Pruner	12.74
11270 - Tractor Operator	16.53
11330 - Trail Maintenance Worker	14.07
11360 - Window Cleaner	11.84
12000 - Health Occupations	
12010 - Ambulance Driver	17.44
12011 - Breath Alcohol Technician	18.31
12012 - Certified Occupational Therapist Assistant	26.09
12015 - Certified Physical Therapist Assistant	32.15
12020 - Dental Assistant	17.46
12025 - Dental Hygienist	35.50
12030 - EKG Technician	27.74
12035 - Electroneurodiagnostic Technologist	27.74
12040 - Emergency Medical Technician	17.44
12071 - Licensed Practical Nurse I	16.36
12072 - Licensed Practical Nurse II	18.31
12073 - Licensed Practical Nurse III	20.41
12100 - Medical Assistant	14.14
12130 - Medical Laboratory Technician	22.03
12160 - Medical Record Clerk	14.50
12190 - Medical Record Technician	17.84
12195 - Medical Transcriptionist	16.36
12210 - Nuclear Medicine Technologist	40.23
12221 - Nursing Assistant I	11.64
12222 - Nursing Assistant II	13.08
12223 - Nursing Assistant III	14.27
12224 - Nursing Assistant IV	16.03
12235 - Optical Dispenser	20.57
12236 - Optical Technician	16.36
12250 - Pharmacy Technician	16.03
12280 - Phlebotomist	15.72
12305 - Radiologic Technologist	24.01
12311 - Registered Nurse I	22.94
12312 - Registered Nurse II	28.08

12313 - Registered Nurse II Specialist		28.08
12314 - Registered Nurse III		33.97
12315 - Registered Nurse III Anesthetist		33.97
12316 - Registered Nurse IV		40.70
12317 - Scheduler (Drug and Alcohol Testing)		22.68
12320 - Substance Abuse Treatment Counselor		15.57
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.09
13012 - Exhibits Specialist II		24.89
13013 - Exhibits Specialist III		30.45
13041 - Illustrator I		20.09
13042 - Illustrator II		24.89
13043 - Illustrator III		30.45
13047 - Librarian		27.56
13050 - Library Aide/Clerk		15.94
13054 - Library Information Technology Systems Administrator		24.89
13058 - Library Technician		17.88
13061 - Media Specialist I		17.96
13062 - Media Specialist II		20.09
13063 - Media Specialist III		22.40
13071 - Photographer I		16.19
13072 - Photographer II		18.70
13073 - Photographer III		22.40
13074 - Photographer IV		27.38
13075 - Photographer V		33.23
13090 - Technical Order Library Clerk		16.66
13110 - Video Teleconference Technician		17.96
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.55
14042 - Computer Operator II		19.13
14043 - Computer Operator III		20.49
14044 - Computer Operator IV		26.16
14045 - Computer Operator V		27.62
14071 - Computer Programmer I	(see 1)	25.00
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.55
14160 - Personal Computer Support Technician		26.16
14170 - System Support Specialist		23.00
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.35
15020 - Aircrew Training Devices Instructor (Rated)		35.52
15030 - Air Crew Training Devices Instructor (Pilot)		39.48
15050 - Computer Based Training Specialist / Instructor		30.38
15060 - Educational Technologist		31.69

15070 - Flight Instructor (Pilot) 39.48
15080 - Graphic Artist 22.01
15085 - Maintenance Test Pilot Fixed Jet/Prop 39.48
15086 - Maintenance Test Pilot Rotary Wing 39.48
15088 - Non-Maintenance Test/Co-Pilot 39.48
15090 - Technical Instructor 18.91
15095 - Technical Instructor/Course Developer 23.11
15110 - Test Proctor 17.16
15120 - Tutor 17.16
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.24
16030 - Counter Attendant 9.24
16040 - Dry Cleaner 11.61
16070 - Finisher Flatwork Machine 9.24
16090 - Presser Hand 9.24
16110 - Presser Machine Drycleaning 9.24
16130 - Presser Machine Shirts 9.24
16160 - Presser Machine Wearing Apparel Laundry 9.24
16190 - Sewing Machine Operator 12.34
16220 - Tailor 13.04
16250 - Washer Machine 10.02
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.44
19040 - Tool And Die Maker 29.82
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.04
21030 - Material Coordinator 21.61
21040 - Material Expediter 21.61
21050 - Material Handling Laborer 13.95
21071 - Order Filler 12.62
21080 - Production Line Worker (Food Processing) 17.04
21110 - Shipping Packer 17.42
21130 - Shipping/Receiving Clerk 17.42
21140 - Store Worker I 13.10
21150 - Stock Clerk 17.74
21210 - Tools And Parts Attendant 17.04
21410 - Warehouse Specialist 17.04
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.41
23019 - Aircraft Logs and Records Technician 19.34
23021 - Aircraft Mechanic I 22.32
23022 - Aircraft Mechanic II 23.41
23023 - Aircraft Mechanic III 24.52
23040 - Aircraft Mechanic Helper 17.44
23050 - Aircraft Painter 21.19
23060 - Aircraft Servicer 19.34
23070 - Aircraft Survival Flight Equipment Technician 21.19
23080 - Aircraft Worker 20.27
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.27

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.32
23110 - Appliance Mechanic 21.19
23120 - Bicycle Repairer 17.89
23125 - Cable Splicer 31.82
23130 - Carpenter Maintenance 18.70
23140 - Carpet Layer 20.14
23160 - Electrician Maintenance 28.08
23181 - Electronics Technician Maintenance I 20.78
23182 - Electronics Technician Maintenance II 25.55
23183 - Electronics Technician Maintenance III 26.62
23260 - Fabric Worker 18.97
23290 - Fire Alarm System Mechanic 22.32
23310 - Fire Extinguisher Repairer 17.89
23311 - Fuel Distribution System Mechanic 22.32
23312 - Fuel Distribution System Operator 17.89
23370 - General Maintenance Worker 18.50
23380 - Ground Support Equipment Mechanic 22.32
23381 - Ground Support Equipment Servicer 19.34
23382 - Ground Support Equipment Worker 20.27
23391 - Gunsmith I 17.89
23392 - Gunsmith II 20.14
23393 - Gunsmith III 22.32
23410 - Heating Ventilation And Air-Conditioning Mechanic 18.38
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 19.30
23430 - Heavy Equipment Mechanic 20.43
23440 - Heavy Equipment Operator 21.78
23460 - Instrument Mechanic 22.82
23465 - Laboratory/Shelter Mechanic 21.19
23470 - Laborer 13.95
23510 - Locksmith 21.19
23530 - Machinery Maintenance Mechanic 24.46
23550 - Machinist Maintenance 23.19
23580 - Maintenance Trades Helper 15.44
23591 - Metrology Technician I 22.82
23592 - Metrology Technician II 23.80
23593 - Metrology Technician III 24.74
23640 - Millwright 24.90
23710 - Office Appliance Repairer 22.90
23760 - Painter Maintenance 19.95
23790 - Pipefitter Maintenance 21.40
23810 - Plumber Maintenance 20.33
23820 - Pneudraulic Systems Mechanic 22.32
23850 - Rigger 22.32
23870 - Scale Mechanic 20.14
23890 - Sheet-Metal Worker Maintenance 18.81
23910 - Small Engine Mechanic 18.77
23931 - Telecommunications Mechanic I 22.55

23932 - Telecommunications Mechanic II	23.63
23950 - Telephone Lineman	22.23
23960 - Welder Combination Maintenance	18.38
23965 - Well Driller	22.32
23970 - Woodcraft Worker	22.32
23980 - Woodworker	17.89
24000 - Personal Needs Occupations	
24550 - Case Manager	17.18
24570 - Child Care Attendant	8.91
24580 - Child Care Center Clerk	11.12
24610 - Chore Aide	10.86
24620 - Family Readiness And Support Services Coordinator	17.18
24630 - Homemaker	17.18
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.32
25040 - Sewage Plant Operator	19.88
25070 - Stationary Engineer	22.32
25190 - Ventilation Equipment Tender	16.74
25210 - Water Treatment Plant Operator	19.88
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.21
27007 - Baggage Inspector	13.13
27008 - Corrections Officer	16.81
27010 - Court Security Officer	16.82
27030 - Detection Dog Handler	16.40
27040 - Detention Officer	16.81
27070 - Firefighter	16.82
27101 - Guard I	13.13
27102 - Guard II	16.40
27131 - Police Officer I	19.00
27132 - Police Officer II	21.11
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.94
28042 - Carnival Equipment Repairer	13.83
28043 - Carnival Worker	9.97
28210 - Gate Attendant/Gate Tender	17.67
28310 - Lifeguard	12.21
28350 - Park Attendant (Aide)	19.77
28510 - Recreation Aide/Health Facility Attendant	14.43
28515 - Recreation Specialist	23.87
28630 - Sports Official	15.74
28690 - Swimming Pool Operator	15.65
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.14
29020 - Hatch Tender	20.14
29030 - Line Handler	20.14
29041 - Stevedore I	18.97
29042 - Stevedore II	21.19
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 18.60
30022 - Archeological Technician II 20.81
30023 - Archeological Technician III 25.48
30030 - Cartographic Technician 25.48
30040 - Civil Engineering Technician 23.03
30051 - Cryogenic Technician I 28.00
30052 - Cryogenic Technician II 30.93
30061 - Drafter/CAD Operator I 18.60
30062 - Drafter/CAD Operator II 20.81
30063 - Drafter/CAD Operator III 23.21
30064 - Drafter/CAD Operator IV 28.55
30081 - Engineering Technician I 15.98
30082 - Engineering Technician II 18.00
30083 - Engineering Technician III 21.00
30084 - Engineering Technician IV 28.62
30085 - Engineering Technician V 33.81
30086 - Engineering Technician VI 40.89
30090 - Environmental Technician 25.48
30095 - Evidence Control Specialist 25.28
30210 - Laboratory Technician 22.14
30221 - Latent Fingerprint Technician I 28.00
30222 - Latent Fingerprint Technician II 30.93
30240 - Mathematical Technician 25.48
30361 - Paralegal/Legal Assistant I 18.62
30362 - Paralegal/Legal Assistant II 23.06
30363 - Paralegal/Legal Assistant III 28.21
30364 - Paralegal/Legal Assistant IV 34.13
30375 - Petroleum Supply Specialist 30.93
30390 - Photo-Optics Technician 25.48
30395 - Radiation Control Technician 30.93
30461 - Technical Writer I 25.28
30462 - Technical Writer II 30.93
30463 - Technical Writer III 37.42
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 28.00
30502 - Weather Forecaster II 34.06
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.21
30621 - Weather Observer Senior (see 2) 25.48
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 13.26
31030 - Bus Driver 17.65

31043 - Driver Courier	15.34
31260 - Parking and Lot Attendant	12.00
31290 - Shuttle Bus Driver	16.40
31310 - Taxi Driver	14.51
31361 - Truckdriver Light	16.40
31362 - Truckdriver Medium	17.38
31363 - Truckdriver Heavy	18.74
31364 - Truckdriver Tractor-Trailer	18.74
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.38
99050 - Desk Clerk	11.68
99095 - Embalmer	27.95
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	11.68
99252 - Laboratory Animal Caretaker II	13.46
99260 - Marketing Analyst	22.72
99310 - Mortician	27.95
99410 - Pest Controller	16.98
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	15.01
99711 - Recycling Specialist	17.64
99730 - Refuse Collector	13.59
99810 - Sales Clerk	11.66
99820 - School Crossing Guard	14.65
99830 - Survey Party Chief	19.84
99831 - Surveying Aide	12.23
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	19.01
99841 - Vending Machine Repairer	22.87
99842 - Vending Machine Repairer Helper	19.01

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.: 2015-4655
Revision No.: 15
Date Of Last Revision: 04/26/2021

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: Tennessee

Area: Tennessee Counties of Coffee Franklin Grundy

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.82
01012 - Accounting Clerk II		15.53
01013 - Accounting Clerk III		17.36
01020 - Administrative Assistant		20.91
01035 - Court Reporter		17.30
01041 - Customer Service Representative I		13.17
01042 - Customer Service Representative II		14.82
01043 - Customer Service Representative III		16.16
01051 - Data Entry Operator I		14.71
01052 - Data Entry Operator II		16.05
01060 - Dispatcher Motor Vehicle		18.58
01070 - Document Preparation Clerk		13.77
01090 - Duplicating Machine Operator		13.77
01111 - General Clerk I		13.11
01112 - General Clerk II		14.31

01113 - General Clerk III	16.07
01120 - Housing Referral Assistant	19.28
01141 - Messenger Courier	11.23
01191 - Order Clerk I	12.92
01192 - Order Clerk II	14.09
01261 - Personnel Assistant (Employment) I	15.99
01262 - Personnel Assistant (Employment) II	17.90
01263 - Personnel Assistant (Employment) III	19.95
01270 - Production Control Clerk	21.61
01290 - Rental Clerk	11.13
01300 - Scheduler Maintenance	15.47
01311 - Secretary I	15.47
01312 - Secretary II	17.30
01313 - Secretary III	19.28
01320 - Service Order Dispatcher	15.78
01410 - Supply Technician	20.91
01420 - Survey Worker	14.55
01460 - Switchboard Operator/Receptionist	12.95
01531 - Travel Clerk I	12.22
01532 - Travel Clerk II	12.99
01533 - Travel Clerk III	13.78
01611 - Word Processor I	13.83
01612 - Word Processor II	15.53
01613 - Word Processor III	17.37
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	21.31
05010 - Automotive Electrician	18.03
05040 - Automotive Glass Installer	17.15
05070 - Automotive Worker	17.15
05110 - Mobile Equipment Servicer	15.38
05130 - Motor Equipment Metal Mechanic	18.87
05160 - Motor Equipment Metal Worker	17.15
05190 - Motor Vehicle Mechanic	17.44
05220 - Motor Vehicle Mechanic Helper	14.45
05250 - Motor Vehicle Upholstery Worker	16.26
05280 - Motor Vehicle Wrecker	17.15
05310 - Painter Automotive	18.03
05340 - Radiator Repair Specialist	17.15
05370 - Tire Repairer	12.25
05400 - Transmission Repair Specialist	17.31
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.20
07041 - Cook I	11.24
07042 - Cook II	12.65
07070 - Dishwasher	9.10
07130 - Food Service Worker	9.31
07210 - Meat Cutter	17.35
07260 - Waiter/Waitress	8.96
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.56

09040 - Furniture Handler 13.61
09080 - Furniture Refinisher 19.98
09090 - Furniture Refinisher Helper 15.98
09110 - Furniture Repairer Minor 18.05
09130 - Upholsterer 19.56
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 14.50
11060 - Elevator Operator 14.24
11090 - Gardener 17.67
11122 - Housekeeping Aide 11.10
11150 - Janitor 11.10
11210 - Laborer Grounds Maintenance 14.07
11240 - Maid or Houseman 10.16
11260 - Pruner 12.74
11270 - Tractor Operator 16.53
11330 - Trail Maintenance Worker 14.07
11360 - Window Cleaner 12.25
12000 - Health Occupations
12010 - Ambulance Driver 15.93
12011 - Breath Alcohol Technician 18.45
12012 - Certified Occupational Therapist Assistant 26.39
12015 - Certified Physical Therapist Assistant 34.39
12020 - Dental Assistant 17.46
12025 - Dental Hygienist 36.08
12030 - EKG Technician 27.74
12035 - Electroneurodiagnostic Technologist 27.74
12040 - Emergency Medical Technician 15.93
12071 - Licensed Practical Nurse I 16.50
12072 - Licensed Practical Nurse II 18.45
12073 - Licensed Practical Nurse III 20.56
12100 - Medical Assistant 14.27
12130 - Medical Laboratory Technician 23.01
12160 - Medical Record Clerk 14.50
12190 - Medical Record Technician 17.84
12195 - Medical Transcriptionist 17.33
12210 - Nuclear Medicine Technologist 40.55
12221 - Nursing Assistant I 11.85
12222 - Nursing Assistant II 13.32
12223 - Nursing Assistant III 14.54
12224 - Nursing Assistant IV 16.33
12235 - Optical Dispenser 20.57
12236 - Optical Technician 16.50
12250 - Pharmacy Technician 16.03
12280 - Phlebotomist 16.36
12305 - Radiologic Technologist 24.74
12311 - Registered Nurse I 22.68
12312 - Registered Nurse II 27.74
12313 - Registered Nurse II Specialist 27.74
12314 - Registered Nurse III 33.57
12315 - Registered Nurse III Anesthetist 33.57

12316 - Registered Nurse IV		40.23
12317 - Scheduler (Drug and Alcohol Testing)		22.86
12320 - Substance Abuse Treatment Counselor		15.57
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.77
13012 - Exhibits Specialist II		23.25
13013 - Exhibits Specialist III		28.44
13041 - Illustrator I		18.77
13042 - Illustrator II		23.25
13043 - Illustrator III		28.44
13047 - Librarian		25.75
13050 - Library Aide/Clerk		13.98
13054 - Library Information Technology Systems Administrator		23.25
13058 - Library Technician		17.88
13061 - Media Specialist I		16.78
13062 - Media Specialist II		18.77
13063 - Media Specialist III		20.92
13071 - Photographer I		16.78
13072 - Photographer II		18.77
13073 - Photographer III		23.25
13074 - Photographer IV		28.44
13075 - Photographer V		34.42
13090 - Technical Order Library Clerk		18.33
13110 - Video Teleconference Technician		16.78
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.11
14042 - Computer Operator II		18.05
14043 - Computer Operator III		20.10
14044 - Computer Operator IV		21.52
14045 - Computer Operator V		23.19
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		15.11
14160 - Personal Computer Support Technician		21.52
14170 - System Support Specialist		23.00
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.13
15020 - Aircrew Training Devices Instructor (Rated)		36.75
15030 - Air Crew Training Devices Instructor (Pilot)		43.14
15050 - Computer Based Training Specialist / Instructor		32.13
15060 - Educational Technologist		31.69
15070 - Flight Instructor (Pilot)		43.14
15080 - Graphic Artist		20.15
15085 - Maintenance Test Pilot Fixed Jet/Prop		43.14

15086 - Maintenance Test Pilot Rotary Wing 43.14
15088 - Non-Maintenance Test/Co-Pilot 43.14
15090 - Technical Instructor 17.58
15095 - Technical Instructor/Course Developer 22.62
15110 - Test Proctor 15.19
15120 - Tutor 15.19
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.51
16030 - Counter Attendant 9.51
16040 - Dry Cleaner 11.95
16070 - Finisher Flatwork Machine 9.51
16090 - Presser Hand 9.51
16110 - Presser Machine Drycleaning 9.51
16130 - Presser Machine Shirts 9.51
16160 - Presser Machine Wearing Apparel Laundry 9.51
16190 - Sewing Machine Operator 12.70
16220 - Tailor 13.42
16250 - Washer Machine 10.31
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.53
19040 - Tool And Die Maker 23.55
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.70
21030 - Material Coordinator 21.61
21040 - Material Expediter 21.61
21050 - Material Handling Laborer 14.08
21071 - Order Filler 12.62
21080 - Production Line Worker (Food Processing) 17.70
21110 - Shipping Packer 18.47
21130 - Shipping/Receiving Clerk 18.47
21140 - Store Worker I 13.28
21150 - Stock Clerk 17.99
21210 - Tools And Parts Attendant 17.70
21410 - Warehouse Specialist 17.70
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.04
23019 - Aircraft Logs and Records Technician 20.30
23021 - Aircraft Mechanic I 23.88
23022 - Aircraft Mechanic II 25.04
23023 - Aircraft Mechanic III 26.20
23040 - Aircraft Mechanic Helper 17.91
23050 - Aircraft Painter 22.68
23060 - Aircraft Servicer 20.30
23070 - Aircraft Survival Flight Equipment Technician 22.68
23080 - Aircraft Worker 21.54
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.54
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.88
23110 - Appliance Mechanic 22.68

23120 - Bicycle Repairer	19.15
23125 - Cable Splicer	38.10
23130 - Carpenter Maintenance	18.70
23140 - Carpet Layer	21.54
23160 - Electrician Maintenance	29.59
23181 - Electronics Technician Maintenance I	21.54
23182 - Electronics Technician Maintenance II	24.07
23183 - Electronics Technician Maintenance III	27.10
23260 - Fabric Worker	20.30
23290 - Fire Alarm System Mechanic	23.88
23310 - Fire Extinguisher Repairer	19.15
23311 - Fuel Distribution System Mechanic	23.88
23312 - Fuel Distribution System Operator	19.15
23370 - General Maintenance Worker	19.01
23380 - Ground Support Equipment Mechanic	23.88
23381 - Ground Support Equipment Servicer	20.30
23382 - Ground Support Equipment Worker	21.54
23391 - Gunsmith I	19.15
23392 - Gunsmith II	21.54
23393 - Gunsmith III	23.88
23410 - Heating Ventilation And Air-Conditioning Mechanic	17.62
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	18.48
23430 - Heavy Equipment Mechanic	19.86
23440 - Heavy Equipment Operator	21.78
23460 - Instrument Mechanic	23.88
23465 - Laboratory/Shelter Mechanic	22.68
23470 - Laborer	14.08
23510 - Locksmith	22.68
23530 - Machinery Maintenance Mechanic	24.46
23550 - Machinist Maintenance	23.19
23580 - Maintenance Trades Helper	15.44
23591 - Metrology Technician I	23.88
23592 - Metrology Technician II	25.04
23593 - Metrology Technician III	26.20
23640 - Millwright	24.90
23710 - Office Appliance Repairer	22.68
23760 - Painter Maintenance	21.10
23790 - Pipefitter Maintenance	21.76
23810 - Plumber Maintenance	20.79
23820 - Pneudraulic Systems Mechanic	23.88
23850 - Rigger	23.88
23870 - Scale Mechanic	21.54
23890 - Sheet-Metal Worker Maintenance	18.43
23910 - Small Engine Mechanic	18.95
23931 - Telecommunications Mechanic I	23.88
23932 - Telecommunications Mechanic II	25.04
23950 - Telephone Lineman	23.88
23960 - Welder Combination Maintenance	18.58

23965 - Well Driller		23.88
23970 - Woodcraft Worker		23.88
23980 - Woodworker		19.15
24000 - Personal Needs Occupations		
24550 - Case Manager		17.18
24570 - Child Care Attendant		10.56
24580 - Child Care Center Clerk		13.19
24610 - Chore Aide		10.88
24620 - Family Readiness And Support Services Coordinator		17.18
24630 - Homemaker		17.18
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		23.88
25040 - Sewage Plant Operator		18.21
25070 - Stationary Engineer		23.88
25190 - Ventilation Equipment Tender		17.91
25210 - Water Treatment Plant Operator		18.21
27000 - Protective Service Occupations		
27004 - Alarm Monitor		15.82
27007 - Baggage Inspector		15.44
27008 - Corrections Officer		17.13
27010 - Court Security Officer		17.74
27030 - Detection Dog Handler		17.27
27040 - Detention Officer		17.13
27070 - Firefighter		17.01
27101 - Guard I		15.44
27102 - Guard II		17.27
27131 - Police Officer I		19.49
27132 - Police Officer II		21.66
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.46
28042 - Carnival Equipment Repairer		14.40
28043 - Carnival Worker		10.38
28210 - Gate Attendant/Gate Tender		17.67
28310 - Lifeguard		11.34
28350 - Park Attendant (Aide)		19.77
28510 - Recreation Aide/Health Facility Attendant		14.43
28515 - Recreation Specialist		23.82
28630 - Sports Official		15.74
28690 - Swimming Pool Operator		17.81
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		22.18
29020 - Hatch Tender		22.18
29030 - Line Handler		22.18
29041 - Stevedore I		21.00
29042 - Stevedore II		23.36
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		18.24
30022 - Archeological Technician II		20.41
30023 - Archeological Technician III		25.28
30030 - Cartographic Technician		25.28
30040 - Civil Engineering Technician		23.03
30051 - Cryogenic Technician I		28.00
30052 - Cryogenic Technician II		30.93
30061 - Drafter/CAD Operator I		18.24
30062 - Drafter/CAD Operator II		20.41
30063 - Drafter/CAD Operator III		22.75
30064 - Drafter/CAD Operator IV		28.00
30081 - Engineering Technician I		16.25
30082 - Engineering Technician II		18.24
30083 - Engineering Technician III		20.41
30084 - Engineering Technician IV		25.28
30085 - Engineering Technician V		30.93
30086 - Engineering Technician VI		37.42
30090 - Environmental Technician		25.28
30095 - Evidence Control Specialist		25.28
30210 - Laboratory Technician		24.03
30221 - Latent Fingerprint Technician I		28.00
30222 - Latent Fingerprint Technician II		30.93
30240 - Mathematical Technician		25.28
30361 - Paralegal/Legal Assistant I		19.94
30362 - Paralegal/Legal Assistant II		24.70
30363 - Paralegal/Legal Assistant III		28.99
30364 - Paralegal/Legal Assistant IV		36.57
30375 - Petroleum Supply Specialist		30.93
30390 - Photo-Optics Technician		25.28
30395 - Radiation Control Technician		30.93
30461 - Technical Writer I		25.28
30462 - Technical Writer II		30.93
30463 - Technical Writer III		37.42
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)	22.75
30621 - Weather Observer Senior	(see 2)	25.28
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		13.26
31030 - Bus Driver		19.16
31043 - Driver Courier		14.83
31260 - Parking and Lot Attendant		12.00
31290 - Shuttle Bus Driver		15.28

31310 - Taxi Driver	13.55
31361 - Truckdriver Light	15.86
31362 - Truckdriver Medium	16.81
31363 - Truckdriver Heavy	20.34
31364 - Truckdriver Tractor-Trailer	20.34
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	9.45
99050 - Desk Clerk	12.85
99095 - Embalmer	30.75
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	12.68
99252 - Laboratory Animal Caretaker II	13.56
99260 - Marketing Analyst	24.99
99310 - Mortician	30.75
99410 - Pest Controller	17.00
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	15.01
99711 - Recycling Specialist	17.64
99730 - Refuse Collector	13.59
99810 - Sales Clerk	12.50
99820 - School Crossing Guard	14.86
99830 - Survey Party Chief	18.65
99831 - Surveying Aide	12.16
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	19.27
99841 - Vending Machine Repairer	23.18
99842 - Vending Machine Repairer Helper	19.27

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 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.: 2015-4656
Revision No.: 14
Date Of Last Revision: 05/03/2020

Daniel W. Simms
Director

Division of
Wage Determinations

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Tennessee

Area: Tennessee Counties of Coffee Franklin Grundy

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.23
01012 - Accounting Clerk II		15.10
01013 - Accounting Clerk III		16.62
01020 - Administrative Assistant		20.91
01035 - Court Reporter		16.71
01041 - Customer Service Representative I		11.97
01042 - Customer Service Representative II		13.47
01043 - Customer Service Representative III		14.69
01051 - Data Entry Operator I		14.53
01052 - Data Entry Operator II		15.85
01060 - Dispatcher Motor Vehicle		18.58
01070 - Document Preparation Clerk		13.30

01090 - Duplicating Machine Operator 13.30
01111 - General Clerk I 11.92
01112 - General Clerk II 13.01
01113 - General Clerk III 14.61
01120 - Housing Referral Assistant 18.63
01141 - Messenger Courier 10.85
01191 - Order Clerk I 12.92
01192 - Order Clerk II 14.09
01261 - Personnel Assistant (Employment) I 15.99
01262 - Personnel Assistant (Employment) II 17.90
01263 - Personnel Assistant (Employment) III 19.95
01270 - Production Control Clerk 21.61
01290 - Rental Clerk 11.13
01300 - Scheduler Maintenance 14.93
01311 - Secretary I 14.93
01312 - Secretary II 16.71
01313 - Secretary III 18.63
01320 - Service Order Dispatcher 15.78
01410 - Supply Technician 20.91
01420 - Survey Worker 14.55
01460 - Switchboard Operator/Receptionist 12.20
01531 - Travel Clerk I 11.72
01532 - Travel Clerk II 12.49
01533 - Travel Clerk III 13.26
01611 - Word Processor I 13.83
01612 - Word Processor II 15.53
01613 - Word Processor III 17.37
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.31
05010 - Automotive Electrician 18.03
05040 - Automotive Glass Installer 17.15
05070 - Automotive Worker 17.15
05110 - Mobile Equipment Servicer 15.38
05130 - Motor Equipment Metal Mechanic 18.87
05160 - Motor Equipment Metal Worker 17.15
05190 - Motor Vehicle Mechanic 17.44
05220 - Motor Vehicle Mechanic Helper 14.45
05250 - Motor Vehicle Upholstery Worker 16.26
05280 - Motor Vehicle Wrecker 17.15
05310 - Painter Automotive 18.03
05340 - Radiator Repair Specialist 17.15
05370 - Tire Repairer 12.25
05400 - Transmission Repair Specialist 17.31
07000 - Food Preparation And Service Occupations
07010 - Baker 12.91
07041 - Cook I 11.24
07042 - Cook II 12.65
07070 - Dishwasher 9.10
07130 - Food Service Worker 9.12
07210 - Meat Cutter 17.18

07260 - Waiter/Waitress	8.96
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.56
09040 - Furniture Handler	13.61
09080 - Furniture Refinisher	19.98
09090 - Furniture Refinisher Helper	15.98
09110 - Furniture Repairer Minor	18.05
09130 - Upholsterer	19.56
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.50
11060 - Elevator Operator	12.97
11090 - Gardener	17.67
11122 - Housekeeping Aide	10.72
11150 - Janitor	10.72
11210 - Laborer Grounds Maintenance	14.07
11240 - Maid or Houseman	9.61
11260 - Pruner	12.74
11270 - Tractor Operator	16.53
11330 - Trail Maintenance Worker	14.07
11360 - Window Cleaner	11.84
12000 - Health Occupations	
12010 - Ambulance Driver	15.93
12011 - Breath Alcohol Technician	18.31
12012 - Certified Occupational Therapist Assistant	26.39
12015 - Certified Physical Therapist Assistant	34.39
12020 - Dental Assistant	17.46
12025 - Dental Hygienist	36.08
12030 - EKG Technician	27.74
12035 - Electroneurodiagnostic Technologist	27.74
12040 - Emergency Medical Technician	15.93
12071 - Licensed Practical Nurse I	16.36
12072 - Licensed Practical Nurse II	18.31
12073 - Licensed Practical Nurse III	20.41
12100 - Medical Assistant	14.14
12130 - Medical Laboratory Technician	22.03
12160 - Medical Record Clerk	14.50
12190 - Medical Record Technician	17.84
12195 - Medical Transcriptionist	16.36
12210 - Nuclear Medicine Technologist	40.23
12221 - Nursing Assistant I	11.64
12222 - Nursing Assistant II	13.08
12223 - Nursing Assistant III	14.27
12224 - Nursing Assistant IV	16.03
12235 - Optical Dispenser	20.57
12236 - Optical Technician	16.36
12250 - Pharmacy Technician	16.03
12280 - Phlebotomist	16.36
12305 - Radiologic Technologist	24.74
12311 - Registered Nurse I	22.43
12312 - Registered Nurse II	27.44

12313 - Registered Nurse II Specialist		27.44
12314 - Registered Nurse III		33.20
12315 - Registered Nurse III Anesthetist		33.20
12316 - Registered Nurse IV		39.79
12317 - Scheduler (Drug and Alcohol Testing)		22.68
12320 - Substance Abuse Treatment Counselor		15.57
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.88
13012 - Exhibits Specialist II		22.15
13013 - Exhibits Specialist III		27.09
13041 - Illustrator I		17.88
13042 - Illustrator II		22.15
13043 - Illustrator III		27.09
13047 - Librarian		24.53
13050 - Library Aide/Clerk		12.71
13054 - Library Information Technology Systems Administrator		22.15
13058 - Library Technician		17.88
13061 - Media Specialist I		15.98
13062 - Media Specialist II		17.88
13063 - Media Specialist III		19.93
13071 - Photographer I		15.98
13072 - Photographer II		17.88
13073 - Photographer III		22.15
13074 - Photographer IV		27.09
13075 - Photographer V		32.77
13090 - Technical Order Library Clerk		16.66
13110 - Video Teleconference Technician		15.98
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.11
14042 - Computer Operator II		18.05
14043 - Computer Operator III		20.10
14044 - Computer Operator IV		21.52
14045 - Computer Operator V		23.19
14071 - Computer Programmer I	(see 1)	20.82
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.11
14160 - Personal Computer Support Technician		21.52
14170 - System Support Specialist		23.00
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.13
15020 - Aircrew Training Devices Instructor (Rated)		36.75
15030 - Air Crew Training Devices Instructor (Pilot)		39.48
15050 - Computer Based Training Specialist / Instructor		32.13
15060 - Educational Technologist		31.69

15070 - Flight Instructor (Pilot) 39.48
15080 - Graphic Artist 20.15
15085 - Maintenance Test Pilot Fixed Jet/Prop 39.48
15086 - Maintenance Test Pilot Rotary Wing 39.48
15088 - Non-Maintenance Test/Co-Pilot 39.48
15090 - Technical Instructor 17.58
15095 - Technical Instructor/Course Developer 22.62
15110 - Test Proctor 15.19
15120 - Tutor 15.19
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.24
16030 - Counter Attendant 9.24
16040 - Dry Cleaner 11.61
16070 - Finisher Flatwork Machine 9.24
16090 - Presser Hand 9.24
16110 - Presser Machine Drycleaning 9.24
16130 - Presser Machine Shirts 9.24
16160 - Presser Machine Wearing Apparel Laundry 9.24
16190 - Sewing Machine Operator 12.34
16220 - Tailor 13.04
16250 - Washer Machine 10.02
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 17.89
19040 - Tool And Die Maker 21.41
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.04
21030 - Material Coordinator 21.61
21040 - Material Expediter 21.61
21050 - Material Handling Laborer 13.95
21071 - Order Filler 12.62
21080 - Production Line Worker (Food Processing) 17.04
21110 - Shipping Packer 17.42
21130 - Shipping/Receiving Clerk 17.42
21140 - Store Worker I 13.10
21150 - Stock Clerk 17.74
21210 - Tools And Parts Attendant 17.04
21410 - Warehouse Specialist 17.04
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.41
23019 - Aircraft Logs and Records Technician 18.97
23021 - Aircraft Mechanic I 22.32
23022 - Aircraft Mechanic II 23.41
23023 - Aircraft Mechanic III 24.50
23040 - Aircraft Mechanic Helper 16.74
23050 - Aircraft Painter 21.19
23060 - Aircraft Servicer 18.97
23070 - Aircraft Survival Flight Equipment Technician 21.19
23080 - Aircraft Worker 20.14
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.14

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.32
23110 - Appliance Mechanic 21.19
23120 - Bicycle Repairer 17.89
23125 - Cable Splicer 34.94
23130 - Carpenter Maintenance 18.70
23140 - Carpet Layer 20.14
23160 - Electrician Maintenance 26.90
23181 - Electronics Technician Maintenance I 20.88
23182 - Electronics Technician Maintenance II 24.07
23183 - Electronics Technician Maintenance III 27.10
23260 - Fabric Worker 18.97
23290 - Fire Alarm System Mechanic 22.32
23310 - Fire Extinguisher Repairer 18.29
23311 - Fuel Distribution System Mechanic 22.32
23312 - Fuel Distribution System Operator 17.89
23370 - General Maintenance Worker 18.50
23380 - Ground Support Equipment Mechanic 22.32
23381 - Ground Support Equipment Servicer 18.97
23382 - Ground Support Equipment Worker 20.14
23391 - Gunsmith I 18.29
23392 - Gunsmith II 20.14
23393 - Gunsmith III 22.32
23410 - Heating Ventilation And Air-Conditioning Mechanic 17.53
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 18.34
23430 - Heavy Equipment Mechanic 19.86
23440 - Heavy Equipment Operator 21.78
23460 - Instrument Mechanic 22.32
23465 - Laboratory/Shelter Mechanic 21.19
23470 - Laborer 13.95
23510 - Locksmith 21.19
23530 - Machinery Maintenance Mechanic 24.46
23550 - Machinist Maintenance 23.19
23580 - Maintenance Trades Helper 15.44
23591 - Metrology Technician I 22.32
23592 - Metrology Technician II 23.41
23593 - Metrology Technician III 24.50
23640 - Millwright 24.90
23710 - Office Appliance Repairer 21.19
23760 - Painter Maintenance 19.18
23790 - Pipefitter Maintenance 21.76
23810 - Plumber Maintenance 20.79
23820 - Pneudraulic Systems Mechanic 22.32
23850 - Rigger 22.32
23870 - Scale Mechanic 20.14
23890 - Sheet-Metal Worker Maintenance 18.43
23910 - Small Engine Mechanic 18.95
23931 - Telecommunications Mechanic I 23.85

23932 - Telecommunications Mechanic II	24.97
23950 - Telephone Lineman	22.23
23960 - Welder Combination Maintenance	17.65
23965 - Well Driller	22.32
23970 - Woodcraft Worker	22.32
23980 - Woodworker	17.89
24000 - Personal Needs Occupations	
24550 - Case Manager	17.18
24570 - Child Care Attendant	10.56
24580 - Child Care Center Clerk	13.19
24610 - Chore Aide	10.70
24620 - Family Readiness And Support Services Coordinator	17.18
24630 - Homemaker	17.18
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.91
25040 - Sewage Plant Operator	18.21
25070 - Stationary Engineer	22.91
25190 - Ventilation Equipment Tender	16.74
25210 - Water Treatment Plant Operator	18.21
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.96
27007 - Baggage Inspector	15.44
27008 - Corrections Officer	16.81
27010 - Court Security Officer	17.00
27030 - Detection Dog Handler	17.27
27040 - Detention Officer	16.81
27070 - Firefighter	17.01
27101 - Guard I	15.44
27102 - Guard II	17.27
27131 - Police Officer I	19.00
27132 - Police Officer II	21.11
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.94
28042 - Carnival Equipment Repairer	13.83
28043 - Carnival Worker	9.97
28210 - Gate Attendant/Gate Tender	17.67
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	19.77
28510 - Recreation Aide/Health Facility Attendant	14.43
28515 - Recreation Specialist	23.82
28630 - Sports Official	15.74
28690 - Swimming Pool Operator	17.81
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.18
29020 - Hatch Tender	22.18
29030 - Line Handler	22.18
29041 - Stevedore I	21.00
29042 - Stevedore II	23.36
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 18.24
30022 - Archeological Technician II 20.41
30023 - Archeological Technician III 25.28
30030 - Cartographic Technician 25.28
30040 - Civil Engineering Technician 23.03
30051 - Cryogenic Technician I 28.00
30052 - Cryogenic Technician II 30.93
30061 - Drafter/CAD Operator I 18.24
30062 - Drafter/CAD Operator II 20.41
30063 - Drafter/CAD Operator III 22.75
30064 - Drafter/CAD Operator IV 28.00
30081 - Engineering Technician I 16.25
30082 - Engineering Technician II 18.24
30083 - Engineering Technician III 20.41
30084 - Engineering Technician IV 25.28
30085 - Engineering Technician V 30.93
30086 - Engineering Technician VI 37.42
30090 - Environmental Technician 25.28
30095 - Evidence Control Specialist 25.28
30210 - Laboratory Technician 22.14
30221 - Latent Fingerprint Technician I 28.00
30222 - Latent Fingerprint Technician II 30.93
30240 - Mathematical Technician 25.28
30361 - Paralegal/Legal Assistant I 18.62
30362 - Paralegal/Legal Assistant II 23.02
30363 - Paralegal/Legal Assistant III 26.35
30364 - Paralegal/Legal Assistant IV 34.10
30375 - Petroleum Supply Specialist 30.93
30390 - Photo-Optics Technician 25.28
30395 - Radiation Control Technician 30.93
30461 - Technical Writer I 25.28
30462 - Technical Writer II 30.93
30463 - Technical Writer III 37.42
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 28.00
30502 - Weather Forecaster II 34.06
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.75
30621 - Weather Observer Senior (see 2) 25.28
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 13.26
31030 - Bus Driver 17.65

31043 - Driver Courier	14.69
31260 - Parking and Lot Attendant	12.00
31290 - Shuttle Bus Driver	15.28
31310 - Taxi Driver	13.55
31361 - Truckdriver Light	15.28
31362 - Truckdriver Medium	16.63
31363 - Truckdriver Heavy	18.74
31364 - Truckdriver Tractor-Trailer	18.74
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.38
99050 - Desk Clerk	11.68
99095 - Embalmer	27.95
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	11.68
99252 - Laboratory Animal Caretaker II	12.49
99260 - Marketing Analyst	22.72
99310 - Mortician	27.95
99410 - Pest Controller	17.00
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	15.01
99711 - Recycling Specialist	17.64
99730 - Refuse Collector	13.59
99810 - Sales Clerk	12.50
99820 - School Crossing Guard	14.65
99830 - Survey Party Chief	18.65
99831 - Surveying Aide	12.16
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	18.05
99841 - Vending Machine Repairer	21.43
99842 - Vending Machine Repairer Helper	18.10

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 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.: 2015-4657
Revision No.: 15
Date Of Last Revision: 04/26/2021

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: Tennessee

Area: Tennessee Counties of Bedford Lewis Marshall Perry

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.82
01012 - Accounting Clerk II		15.53
01013 - Accounting Clerk III		17.36
01020 - Administrative Assistant		20.91
01035 - Court Reporter		19.75
01041 - Customer Service Representative I		13.17
01042 - Customer Service Representative II		14.82
01043 - Customer Service Representative III		16.16
01051 - Data Entry Operator I		14.71
01052 - Data Entry Operator II		16.05
01060 - Dispatcher Motor Vehicle		17.66
01070 - Document Preparation Clerk		13.77
01090 - Duplicating Machine Operator		13.77
01111 - General Clerk I		13.24
01112 - General Clerk II		14.45

01113 - General Clerk III	16.23
01120 - Housing Referral Assistant	19.28
01141 - Messenger Courier	12.19
01191 - Order Clerk I	12.92
01192 - Order Clerk II	14.09
01261 - Personnel Assistant (Employment) I	15.99
01262 - Personnel Assistant (Employment) II	17.90
01263 - Personnel Assistant (Employment) III	19.95
01270 - Production Control Clerk	21.61
01290 - Rental Clerk	11.44
01300 - Scheduler Maintenance	15.47
01311 - Secretary I	15.47
01312 - Secretary II	17.30
01313 - Secretary III	19.28
01320 - Service Order Dispatcher	15.78
01410 - Supply Technician	20.91
01420 - Survey Worker	14.27
01460 - Switchboard Operator/Receptionist	12.95
01531 - Travel Clerk I	12.22
01532 - Travel Clerk II	12.99
01533 - Travel Clerk III	13.78
01611 - Word Processor I	13.77
01612 - Word Processor II	15.95
01613 - Word Processor III	17.30
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	23.66
05010 - Automotive Electrician	19.84
05040 - Automotive Glass Installer	18.19
05070 - Automotive Worker	18.79
05110 - Mobile Equipment Servicer	16.48
05130 - Motor Equipment Metal Mechanic	18.89
05160 - Motor Equipment Metal Worker	19.33
05190 - Motor Vehicle Mechanic	18.89
05220 - Motor Vehicle Mechanic Helper	15.33
05250 - Motor Vehicle Upholstery Worker	17.18
05280 - Motor Vehicle Wrecker	18.17
05310 - Painter Automotive	18.42
05340 - Radiator Repair Specialist	18.17
05370 - Tire Repairer	12.25
05400 - Transmission Repair Specialist	18.89
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.53
07041 - Cook I	11.24
07042 - Cook II	12.65
07070 - Dishwasher	9.25
07130 - Food Service Worker	9.31
07210 - Meat Cutter	17.35
07260 - Waiter/Waitress	8.96
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.56

09040 - Furniture Handler 13.61
09080 - Furniture Refinisher 20.10
09090 - Furniture Refinisher Helper 15.98
09110 - Furniture Repairer Minor 18.05
09130 - Upholsterer 20.10
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 14.51
11060 - Elevator Operator 14.24
11090 - Gardener 17.67
11122 - Housekeeping Aide 11.30
11150 - Janitor 11.30
11210 - Laborer Grounds Maintenance 14.07
11240 - Maid or Houseman 10.16
11260 - Pruner 12.74
11270 - Tractor Operator 16.53
11330 - Trail Maintenance Worker 14.07
11360 - Window Cleaner 12.54
12000 - Health Occupations
12010 - Ambulance Driver 18.31
12011 - Breath Alcohol Technician 18.45
12012 - Certified Occupational Therapist Assistant 26.84
12015 - Certified Physical Therapist Assistant 34.39
12020 - Dental Assistant 17.46
12025 - Dental Hygienist 35.71
12030 - EKG Technician 27.74
12035 - Electroneurodiagnostic Technologist 27.74
12040 - Emergency Medical Technician 18.31
12071 - Licensed Practical Nurse I 16.50
12072 - Licensed Practical Nurse II 18.45
12073 - Licensed Practical Nurse III 20.56
12100 - Medical Assistant 14.27
12130 - Medical Laboratory Technician 23.01
12160 - Medical Record Clerk 15.14
12190 - Medical Record Technician 18.31
12195 - Medical Transcriptionist 17.33
12210 - Nuclear Medicine Technologist 40.55
12221 - Nursing Assistant I 11.85
12222 - Nursing Assistant II 13.32
12223 - Nursing Assistant III 14.54
12224 - Nursing Assistant IV 16.33
12235 - Optical Dispenser 21.38
12236 - Optical Technician 16.50
12250 - Pharmacy Technician 16.03
12280 - Phlebotomist 16.36
12305 - Radiologic Technologist 24.80
12311 - Registered Nurse I 24.32
12312 - Registered Nurse II 29.75
12313 - Registered Nurse II Specialist 29.75
12314 - Registered Nurse III 35.99
12315 - Registered Nurse III Anesthetist 35.99

12316 - Registered Nurse IV		43.13
12317 - Scheduler (Drug and Alcohol Testing)		22.86
12320 - Substance Abuse Treatment Counselor		15.57
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.77
13012 - Exhibits Specialist II		23.25
13013 - Exhibits Specialist III		28.44
13041 - Illustrator I		20.73
13042 - Illustrator II		25.68
13043 - Illustrator III		31.42
13047 - Librarian		25.75
13050 - Library Aide/Clerk		14.55
13054 - Library Information Technology Systems Administrator		23.25
13058 - Library Technician		17.88
13061 - Media Specialist I		16.78
13062 - Media Specialist II		18.77
13063 - Media Specialist III		20.92
13071 - Photographer I		16.78
13072 - Photographer II		18.77
13073 - Photographer III		23.25
13074 - Photographer IV		28.44
13075 - Photographer V		34.42
13090 - Technical Order Library Clerk		18.33
13110 - Video Teleconference Technician		17.90
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.14
14042 - Computer Operator II		15.82
14043 - Computer Operator III		17.64
14044 - Computer Operator IV		19.60
14045 - Computer Operator V		21.70
14071 - Computer Programmer I	(see 1)	22.99
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		14.14
14160 - Personal Computer Support Technician		21.34
14170 - System Support Specialist		21.70
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.75
15020 - Aircrew Training Devices Instructor (Rated)		36.00
15030 - Air Crew Training Devices Instructor (Pilot)		43.14
15050 - Computer Based Training Specialist / Instructor		30.75
15060 - Educational Technologist		31.69
15070 - Flight Instructor (Pilot)		43.14
15080 - Graphic Artist		18.86
15085 - Maintenance Test Pilot Fixed Jet/Prop		43.14

15086 - Maintenance Test Pilot Rotary Wing 43.14
15088 - Non-Maintenance Test/Co-Pilot 43.14
15090 - Technical Instructor 18.77
15095 - Technical Instructor/Course Developer 22.96
15110 - Test Proctor 15.15
15120 - Tutor 15.15
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.51
16030 - Counter Attendant 9.51
16040 - Dry Cleaner 11.95
16070 - Finisher Flatwork Machine 9.51
16090 - Presser Hand 9.51
16110 - Presser Machine Drycleaning 9.51
16130 - Presser Machine Shirts 9.51
16160 - Presser Machine Wearing Apparel Laundry 9.51
16190 - Sewing Machine Operator 12.70
16220 - Tailor 13.42
16250 - Washer Machine 10.31
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.53
19040 - Tool And Die Maker 23.60
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.70
21030 - Material Coordinator 21.61
21040 - Material Expediter 21.61
21050 - Material Handling Laborer 14.08
21071 - Order Filler 12.89
21080 - Production Line Worker (Food Processing) 17.70
21110 - Shipping Packer 18.47
21130 - Shipping/Receiving Clerk 18.47
21140 - Store Worker I 13.28
21150 - Stock Clerk 17.99
21210 - Tools And Parts Attendant 17.70
21410 - Warehouse Specialist 17.70
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.04
23019 - Aircraft Logs and Records Technician 21.64
23021 - Aircraft Mechanic I 23.88
23022 - Aircraft Mechanic II 25.04
23023 - Aircraft Mechanic III 26.20
23040 - Aircraft Mechanic Helper 19.23
23050 - Aircraft Painter 27.35
23060 - Aircraft Servicer 21.64
23070 - Aircraft Survival Flight Equipment Technician 27.35
23080 - Aircraft Worker 22.84
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.84
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.88
23110 - Appliance Mechanic 22.68

23120 - Bicycle Repairer	19.15
23125 - Cable Splicer	38.10
23130 - Carpenter Maintenance	18.70
23140 - Carpet Layer	21.54
23160 - Electrician Maintenance	29.57
23181 - Electronics Technician Maintenance I	21.82
23182 - Electronics Technician Maintenance II	22.95
23183 - Electronics Technician Maintenance III	24.16
23260 - Fabric Worker	20.30
23290 - Fire Alarm System Mechanic	23.88
23310 - Fire Extinguisher Repairer	19.15
23311 - Fuel Distribution System Mechanic	23.88
23312 - Fuel Distribution System Operator	19.15
23370 - General Maintenance Worker	19.01
23380 - Ground Support Equipment Mechanic	23.88
23381 - Ground Support Equipment Servicer	21.64
23382 - Ground Support Equipment Worker	22.84
23391 - Gunsmith I	19.15
23392 - Gunsmith II	21.54
23393 - Gunsmith III	23.88
23410 - Heating Ventilation And Air-Conditioning Mechanic	20.10
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	21.26
23430 - Heavy Equipment Mechanic	20.03
23440 - Heavy Equipment Operator	21.78
23460 - Instrument Mechanic	23.88
23465 - Laboratory/Shelter Mechanic	22.68
23470 - Laborer	14.08
23510 - Locksmith	22.68
23530 - Machinery Maintenance Mechanic	24.46
23550 - Machinist Maintenance	23.19
23580 - Maintenance Trades Helper	15.44
23591 - Metrology Technician I	23.88
23592 - Metrology Technician II	25.04
23593 - Metrology Technician III	26.20
23640 - Millwright	25.95
23710 - Office Appliance Repairer	22.68
23760 - Painter Maintenance	21.12
23790 - Pipefitter Maintenance	21.40
23810 - Plumber Maintenance	20.33
23820 - Pneudraulic Systems Mechanic	23.88
23850 - Rigger	23.88
23870 - Scale Mechanic	21.54
23890 - Sheet-Metal Worker Maintenance	20.10
23910 - Small Engine Mechanic	18.85
23931 - Telecommunications Mechanic I	28.36
23932 - Telecommunications Mechanic II	29.73
23950 - Telephone Lineman	23.88
23960 - Welder Combination Maintenance	18.61

23965 - Well Driller	23.88
23970 - Woodcraft Worker	23.88
23980 - Woodworker	19.15
24000 - Personal Needs Occupations	
24550 - Case Manager	17.18
24570 - Child Care Attendant	9.16
24580 - Child Care Center Clerk	12.11
24610 - Chore Aide	10.88
24620 - Family Readiness And Support Services Coordinator	17.18
24630 - Homemaker	17.18
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.18
25040 - Sewage Plant Operator	18.21
25070 - Stationary Engineer	24.18
25190 - Ventilation Equipment Tender	17.91
25210 - Water Treatment Plant Operator	18.21
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.82
27007 - Baggage Inspector	15.10
27008 - Corrections Officer	17.45
27010 - Court Security Officer	19.46
27030 - Detection Dog Handler	17.46
27040 - Detention Officer	17.45
27070 - Firefighter	22.20
27101 - Guard I	15.10
27102 - Guard II	17.46
27131 - Police Officer I	19.83
27132 - Police Officer II	22.04
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.46
28042 - Carnival Equipment Repairer	14.40
28043 - Carnival Worker	10.38
28210 - Gate Attendant/Gate Tender	17.67
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	19.77
28510 - Recreation Aide/Health Facility Attendant	14.43
28515 - Recreation Specialist	22.50
28630 - Sports Official	15.74
28690 - Swimming Pool Operator	17.27
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.54
29020 - Hatch Tender	21.54
29030 - Line Handler	21.54
29041 - Stevedore I	20.30
29042 - Stevedore II	22.68
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		18.24
30022 - Archeological Technician II		20.41
30023 - Archeological Technician III		25.28
30030 - Cartographic Technician		25.28
30040 - Civil Engineering Technician		24.58
30051 - Cryogenic Technician I		28.00
30052 - Cryogenic Technician II		30.93
30061 - Drafter/CAD Operator I		18.24
30062 - Drafter/CAD Operator II		20.41
30063 - Drafter/CAD Operator III		22.75
30064 - Drafter/CAD Operator IV		28.00
30081 - Engineering Technician I		16.25
30082 - Engineering Technician II		18.24
30083 - Engineering Technician III		21.48
30084 - Engineering Technician IV		25.28
30085 - Engineering Technician V		30.93
30086 - Engineering Technician VI		37.42
30090 - Environmental Technician		25.28
30095 - Evidence Control Specialist		25.28
30210 - Laboratory Technician		24.03
30221 - Latent Fingerprint Technician I		28.00
30222 - Latent Fingerprint Technician II		30.93
30240 - Mathematical Technician		25.28
30361 - Paralegal/Legal Assistant I		19.94
30362 - Paralegal/Legal Assistant II		24.70
30363 - Paralegal/Legal Assistant III		28.27
30364 - Paralegal/Legal Assistant IV		34.21
30375 - Petroleum Supply Specialist		30.93
30390 - Photo-Optics Technician		25.28
30395 - Radiation Control Technician		30.93
30461 - Technical Writer I		25.28
30462 - Technical Writer II		30.93
30463 - Technical Writer III		37.42
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)	22.75
30621 - Weather Observer Senior	(see 2)	25.28
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		13.26
31030 - Bus Driver		19.16
31043 - Driver Courier		15.19
31260 - Parking and Lot Attendant		12.00
31290 - Shuttle Bus Driver		16.20

31310 - Taxi Driver	13.55
31361 - Truckdriver Light	16.20
31362 - Truckdriver Medium	19.71
31363 - Truckdriver Heavy	20.34
31364 - Truckdriver Tractor-Trailer	20.34
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	9.45
99050 - Desk Clerk	12.85
99095 - Embalmer	30.75
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	12.68
99252 - Laboratory Animal Caretaker II	13.56
99260 - Marketing Analyst	24.99
99310 - Mortician	30.75
99410 - Pest Controller	17.16
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	15.01
99711 - Recycling Specialist	17.64
99730 - Refuse Collector	13.59
99810 - Sales Clerk	11.90
99820 - School Crossing Guard	14.86
99830 - Survey Party Chief	18.77
99831 - Surveying Aide	12.67
99832 - Surveying Technician	16.84
99840 - Vending Machine Attendant	19.27
99841 - Vending Machine Repairer	23.18
99842 - Vending Machine Repairer Helper	19.27

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 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.: 2015-4658
Revision No.: 14
Date Of Last Revision: 05/03/2020

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: Tennessee

Area: Tennessee Counties of Bedford Lewis Marshall Perry

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.23
01012 - Accounting Clerk II		14.85
01013 - Accounting Clerk III		16.62
01020 - Administrative Assistant		20.91
01035 - Court Reporter		19.75
01041 - Customer Service Representative I		11.97
01042 - Customer Service Representative II		13.47
01043 - Customer Service Representative III		14.69
01051 - Data Entry Operator I		14.53
01052 - Data Entry Operator II		15.85
01060 - Dispatcher Motor Vehicle		17.66
01070 - Document Preparation Clerk		13.30

01090 - Duplicating Machine Operator 13.30
01111 - General Clerk I 12.54
01112 - General Clerk II 13.38
01113 - General Clerk III 15.02
01120 - Housing Referral Assistant 18.63
01141 - Messenger Courier 12.19
01191 - Order Clerk I 12.92
01192 - Order Clerk II 14.09
01261 - Personnel Assistant (Employment) I 15.99
01262 - Personnel Assistant (Employment) II 17.90
01263 - Personnel Assistant (Employment) III 19.95
01270 - Production Control Clerk 21.61
01290 - Rental Clerk 11.44
01300 - Scheduler Maintenance 14.93
01311 - Secretary I 14.93
01312 - Secretary II 16.71
01313 - Secretary III 18.63
01320 - Service Order Dispatcher 15.78
01410 - Supply Technician 20.91
01420 - Survey Worker 14.27
01460 - Switchboard Operator/Receptionist 12.23
01531 - Travel Clerk I 11.72
01532 - Travel Clerk II 12.49
01533 - Travel Clerk III 13.26
01611 - Word Processor I 13.30
01612 - Word Processor II 15.95
01613 - Word Processor III 16.71
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 23.66
05010 - Automotive Electrician 19.84
05040 - Automotive Glass Installer 18.19
05070 - Automotive Worker 18.79
05110 - Mobile Equipment Servicer 16.48
05130 - Motor Equipment Metal Mechanic 18.89
05160 - Motor Equipment Metal Worker 19.33
05190 - Motor Vehicle Mechanic 18.89
05220 - Motor Vehicle Mechanic Helper 15.33
05250 - Motor Vehicle Upholstery Worker 17.18
05280 - Motor Vehicle Wrecker 18.17
05310 - Painter Automotive 18.42
05340 - Radiator Repair Specialist 18.17
05370 - Tire Repairer 12.25
05400 - Transmission Repair Specialist 18.89
07000 - Food Preparation And Service Occupations
07010 - Baker 13.64
07041 - Cook I 11.24
07042 - Cook II 12.65
07070 - Dishwasher 9.25
07130 - Food Service Worker 9.15
07210 - Meat Cutter 17.18

07260 - Waiter/Waitress	8.96
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.56
09040 - Furniture Handler	13.61
09080 - Furniture Refinisher	20.10
09090 - Furniture Refinisher Helper	15.98
09110 - Furniture Repairer Minor	18.05
09130 - Upholsterer	20.10
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.51
11060 - Elevator Operator	12.97
11090 - Gardener	17.67
11122 - Housekeeping Aide	11.30
11150 - Janitor	11.30
11210 - Laborer Grounds Maintenance	14.07
11240 - Maid or Houseman	9.61
11260 - Pruner	12.74
11270 - Tractor Operator	16.53
11330 - Trail Maintenance Worker	14.07
11360 - Window Cleaner	12.54
12000 - Health Occupations	
12010 - Ambulance Driver	18.31
12011 - Breath Alcohol Technician	18.31
12012 - Certified Occupational Therapist Assistant	26.84
12015 - Certified Physical Therapist Assistant	34.39
12020 - Dental Assistant	17.46
12025 - Dental Hygienist	35.71
12030 - EKG Technician	27.74
12035 - Electroneurodiagnostic Technologist	27.74
12040 - Emergency Medical Technician	18.31
12071 - Licensed Practical Nurse I	16.36
12072 - Licensed Practical Nurse II	18.31
12073 - Licensed Practical Nurse III	20.41
12100 - Medical Assistant	14.14
12130 - Medical Laboratory Technician	22.03
12160 - Medical Record Clerk	15.14
12190 - Medical Record Technician	18.31
12195 - Medical Transcriptionist	16.66
12210 - Nuclear Medicine Technologist	40.23
12221 - Nursing Assistant I	11.64
12222 - Nursing Assistant II	13.08
12223 - Nursing Assistant III	14.27
12224 - Nursing Assistant IV	16.03
12235 - Optical Dispenser	21.38
12236 - Optical Technician	16.36
12250 - Pharmacy Technician	16.03
12280 - Phlebotomist	16.36
12305 - Radiologic Technologist	24.80
12311 - Registered Nurse I	24.32
12312 - Registered Nurse II	29.75

12313 - Registered Nurse II Specialist		29.75
12314 - Registered Nurse III		35.99
12315 - Registered Nurse III Anesthetist		35.99
12316 - Registered Nurse IV		43.13
12317 - Scheduler (Drug and Alcohol Testing)		22.68
12320 - Substance Abuse Treatment Counselor		15.57
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.88
13012 - Exhibits Specialist II		22.15
13013 - Exhibits Specialist III		27.09
13041 - Illustrator I		20.73
13042 - Illustrator II		25.68
13043 - Illustrator III		31.42
13047 - Librarian		24.53
13050 - Library Aide/Clerk		13.23
13054 - Library Information Technology Systems Administrator		22.15
13058 - Library Technician		17.88
13061 - Media Specialist I		15.98
13062 - Media Specialist II		17.88
13063 - Media Specialist III		19.93
13071 - Photographer I		15.98
13072 - Photographer II		17.88
13073 - Photographer III		22.15
13074 - Photographer IV		27.09
13075 - Photographer V		32.77
13090 - Technical Order Library Clerk		16.66
13110 - Video Teleconference Technician		17.90
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.14
14042 - Computer Operator II		15.82
14043 - Computer Operator III		17.64
14044 - Computer Operator IV		19.60
14045 - Computer Operator V		21.70
14071 - Computer Programmer I	(see 1)	20.90
14072 - Computer Programmer II	(see 1)	25.78
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.14
14160 - Personal Computer Support Technician		21.34
14170 - System Support Specialist		21.70
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.75
15020 - Aircrew Training Devices Instructor (Rated)		35.78
15030 - Air Crew Training Devices Instructor (Pilot)		42.00
15050 - Computer Based Training Specialist / Instructor		30.75
15060 - Educational Technologist		31.69

15070 - Flight Instructor (Pilot) 42.00
15080 - Graphic Artist 18.69
15085 - Maintenance Test Pilot Fixed Jet/Prop 39.48
15086 - Maintenance Test Pilot Rotary Wing 39.48
15088 - Non-Maintenance Test/Co-Pilot 39.48
15090 - Technical Instructor 18.77
15095 - Technical Instructor/Course Developer 22.96
15110 - Test Proctor 15.15
15120 - Tutor 15.15
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.24
16030 - Counter Attendant 9.24
16040 - Dry Cleaner 11.61
16070 - Finisher Flatwork Machine 9.24
16090 - Presser Hand 9.24
16110 - Presser Machine Drycleaning 9.24
16130 - Presser Machine Shirts 9.24
16160 - Presser Machine Wearing Apparel Laundry 9.24
16190 - Sewing Machine Operator 12.34
16220 - Tailor 13.04
16250 - Washer Machine 10.02
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 18.89
19040 - Tool And Die Maker 22.84
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.04
21030 - Material Coordinator 21.61
21040 - Material Expediter 21.61
21050 - Material Handling Laborer 13.95
21071 - Order Filler 12.89
21080 - Production Line Worker (Food Processing) 17.04
21110 - Shipping Packer 17.42
21130 - Shipping/Receiving Clerk 17.42
21140 - Store Worker I 13.10
21150 - Stock Clerk 17.74
21210 - Tools And Parts Attendant 17.04
21410 - Warehouse Specialist 17.04
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.29
23019 - Aircraft Logs and Records Technician 21.64
23021 - Aircraft Mechanic I 23.16
23022 - Aircraft Mechanic II 24.29
23023 - Aircraft Mechanic III 25.33
23040 - Aircraft Mechanic Helper 19.23
23050 - Aircraft Painter 27.35
23060 - Aircraft Servicer 21.64
23070 - Aircraft Survival Flight Equipment Technician 27.35
23080 - Aircraft Worker 22.84
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.84

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.16
23110 - Appliance Mechanic 21.19
23120 - Bicycle Repairer 17.89
23125 - Cable Splicer 34.94
23130 - Carpenter Maintenance 18.70
23140 - Carpet Layer 20.14
23160 - Electrician Maintenance 26.88
23181 - Electronics Technician Maintenance I 21.82
23182 - Electronics Technician Maintenance II 22.95
23183 - Electronics Technician Maintenance III 24.16
23260 - Fabric Worker 18.97
23290 - Fire Alarm System Mechanic 22.32
23310 - Fire Extinguisher Repairer 17.89
23311 - Fuel Distribution System Mechanic 23.77
23312 - Fuel Distribution System Operator 18.98
23370 - General Maintenance Worker 18.50
23380 - Ground Support Equipment Mechanic 23.16
23381 - Ground Support Equipment Servicer 21.64
23382 - Ground Support Equipment Worker 22.84
23391 - Gunsmith I 17.89
23392 - Gunsmith II 20.14
23393 - Gunsmith III 22.32
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.10
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.26
23430 - Heavy Equipment Mechanic 20.03
23440 - Heavy Equipment Operator 21.78
23460 - Instrument Mechanic 22.32
23465 - Laboratory/Shelter Mechanic 21.19
23470 - Laborer 13.95
23510 - Locksmith 21.19
23530 - Machinery Maintenance Mechanic 24.46
23550 - Machinist Maintenance 23.19
23580 - Maintenance Trades Helper 15.44
23591 - Metrology Technician I 22.32
23592 - Metrology Technician II 23.41
23593 - Metrology Technician III 24.50
23640 - Millwright 25.95
23710 - Office Appliance Repairer 21.19
23760 - Painter Maintenance 19.20
23790 - Pipefitter Maintenance 21.40
23810 - Plumber Maintenance 20.33
23820 - Pneudraulic Systems Mechanic 22.32
23850 - Rigger 22.32
23870 - Scale Mechanic 20.14
23890 - Sheet-Metal Worker Maintenance 20.10
23910 - Small Engine Mechanic 18.85
23931 - Telecommunications Mechanic I 28.36

23932 - Telecommunications Mechanic II	29.73
23950 - Telephone Lineman	23.33
23960 - Welder Combination Maintenance	18.61
23965 - Well Driller	22.32
23970 - Woodcraft Worker	22.32
23980 - Woodworker	17.89
24000 - Personal Needs Occupations	
24550 - Case Manager	17.18
24570 - Child Care Attendant	8.91
24580 - Child Care Center Clerk	12.11
24610 - Chore Aide	10.70
24620 - Family Readiness And Support Services Coordinator	17.18
24630 - Homemaker	17.18
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.18
25040 - Sewage Plant Operator	18.21
25070 - Stationary Engineer	24.18
25190 - Ventilation Equipment Tender	17.24
25210 - Water Treatment Plant Operator	18.21
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.64
27007 - Baggage Inspector	14.29
27008 - Corrections Officer	17.45
27010 - Court Security Officer	19.46
27030 - Detection Dog Handler	17.46
27040 - Detention Officer	17.45
27070 - Firefighter	22.20
27101 - Guard I	14.29
27102 - Guard II	17.46
27131 - Police Officer I	19.83
27132 - Police Officer II	22.04
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.94
28042 - Carnival Equipment Repairer	13.83
28043 - Carnival Worker	10.06
28210 - Gate Attendant/Gate Tender	17.67
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	19.77
28510 - Recreation Aide/Health Facility Attendant	14.43
28515 - Recreation Specialist	22.19
28630 - Sports Official	15.74
28690 - Swimming Pool Operator	17.27
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.14
29020 - Hatch Tender	20.14
29030 - Line Handler	20.14
29041 - Stevedore I	18.97
29042 - Stevedore II	21.19
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 18.24
30022 - Archeological Technician II 20.41
30023 - Archeological Technician III 25.28
30030 - Cartographic Technician 25.28
30040 - Civil Engineering Technician 24.58
30051 - Cryogenic Technician I 28.00
30052 - Cryogenic Technician II 30.93
30061 - Drafter/CAD Operator I 18.24
30062 - Drafter/CAD Operator II 20.41
30063 - Drafter/CAD Operator III 22.75
30064 - Drafter/CAD Operator IV 28.00
30081 - Engineering Technician I 16.25
30082 - Engineering Technician II 18.24
30083 - Engineering Technician III 21.48
30084 - Engineering Technician IV 25.28
30085 - Engineering Technician V 30.93
30086 - Engineering Technician VI 37.42
30090 - Environmental Technician 25.28
30095 - Evidence Control Specialist 25.28
30210 - Laboratory Technician 22.14
30221 - Latent Fingerprint Technician I 28.00
30222 - Latent Fingerprint Technician II 30.93
30240 - Mathematical Technician 25.28
30361 - Paralegal/Legal Assistant I 18.66
30362 - Paralegal/Legal Assistant II 23.11
30363 - Paralegal/Legal Assistant III 25.70
30364 - Paralegal/Legal Assistant IV 31.10
30375 - Petroleum Supply Specialist 30.93
30390 - Photo-Optics Technician 25.28
30395 - Radiation Control Technician 30.93
30461 - Technical Writer I 25.28
30462 - Technical Writer II 30.93
30463 - Technical Writer III 37.42
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 28.00
30502 - Weather Forecaster II 34.06
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.75
30621 - Weather Observer Senior (see 2) 25.28
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 13.26
31030 - Bus Driver 17.65

31043 - Driver Courier	15.19
31260 - Parking and Lot Attendant	12.00
31290 - Shuttle Bus Driver	16.20
31310 - Taxi Driver	13.55
31361 - Truckdriver Light	16.20
31362 - Truckdriver Medium	19.71
31363 - Truckdriver Heavy	18.90
31364 - Truckdriver Tractor-Trailer	18.90
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.38
99050 - Desk Clerk	11.68
99095 - Embalmer	27.95
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	11.68
99252 - Laboratory Animal Caretaker II	12.49
99260 - Marketing Analyst	22.72
99310 - Mortician	27.95
99410 - Pest Controller	17.16
99510 - Photofinishing Worker	13.36
99710 - Recycling Laborer	15.01
99711 - Recycling Specialist	17.64
99730 - Refuse Collector	13.59
99810 - Sales Clerk	11.66
99820 - School Crossing Guard	14.65
99830 - Survey Party Chief	18.77
99831 - Surveying Aide	12.67
99832 - Surveying Technician	16.84
99840 - Vending Machine Attendant	19.01
99841 - Vending Machine Repairer	22.87
99842 - Vending Machine Repairer Helper	19.01

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

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4659
Revision No.: 15
Date Of Last Revision: 04/27/2021

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: Tennessee

Area: Tennessee Counties of Claiborne Cumberland Fentress Pickett Scott

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.32
01012 - Accounting Clerk II		16.07
01013 - Accounting Clerk III		17.98
01020 - Administrative Assistant		26.48
01035 - Court Reporter		16.87
01041 - Customer Service Representative I		13.04
01042 - Customer Service Representative II		14.23
01043 - Customer Service Representative III		15.98
01051 - Data Entry Operator I		14.37
01052 - Data Entry Operator II		15.68
01060 - Dispatcher Motor Vehicle		20.21
01070 - Document Preparation Clerk		14.20
01090 - Duplicating Machine Operator		14.20
01111 - General Clerk I		12.65
01112 - General Clerk II		13.80

01113 - General Clerk III 15.50
01120 - Housing Referral Assistant 19.92
01141 - Messenger Courier 13.53
01191 - Order Clerk I 13.30
01192 - Order Clerk II 14.51
01261 - Personnel Assistant (Employment) I 16.56
01262 - Personnel Assistant (Employment) II 18.52
01263 - Personnel Assistant (Employment) III 20.65
01270 - Production Control Clerk 19.53
01290 - Rental Clerk 13.76
01300 - Scheduler Maintenance 16.31
01311 - Secretary I 16.31
01312 - Secretary II 18.10
01313 - Secretary III 19.92
01320 - Service Order Dispatcher 18.07
01410 - Supply Technician 26.48
01420 - Survey Worker 17.19
01460 - Switchboard Operator/Receptionist 12.33
01531 - Travel Clerk I 13.26
01532 - Travel Clerk II 14.19
01533 - Travel Clerk III 15.06
01611 - Word Processor I 12.62
01612 - Word Processor II 14.17
01613 - Word Processor III 16.87
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.72
05010 - Automotive Electrician 17.63
05040 - Automotive Glass Installer 16.79
05070 - Automotive Worker 16.79
05110 - Mobile Equipment Servicer 15.05
05130 - Motor Equipment Metal Mechanic 18.46
05160 - Motor Equipment Metal Worker 16.79
05190 - Motor Vehicle Mechanic 18.21
05220 - Motor Vehicle Mechanic Helper 14.37
05250 - Motor Vehicle Upholstery Worker 15.92
05280 - Motor Vehicle Wrecker 16.79
05310 - Painter Automotive 18.28
05340 - Radiator Repair Specialist 16.79
05370 - Tire Repairer 14.47
05400 - Transmission Repair Specialist 18.21
07000 - Food Preparation And Service Occupations
07010 - Baker 14.11
07041 - Cook I 10.91
07042 - Cook II 12.32
07070 - Dishwasher 9.22
07130 - Food Service Worker 9.61
07210 - Meat Cutter 16.32
07260 - Waiter/Waitress 9.06
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 17.03

09040 - Furniture Handler 11.85
09080 - Furniture Refinisher 17.03
09090 - Furniture Refinisher Helper 13.66
09110 - Furniture Repairer Minor 15.32
09130 - Upholsterer 17.03
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 10.48
11060 - Elevator Operator 11.34
11090 - Gardener 14.58
11122 - Housekeeping Aide 11.34
11150 - Janitor 11.34
11210 - Laborer Grounds Maintenance 11.58
11240 - Maid or Houseman 10.29
11260 - Pruner 10.69
11270 - Tractor Operator 13.81
11330 - Trail Maintenance Worker 11.58
11360 - Window Cleaner 12.44
12000 - Health Occupations
12010 - Ambulance Driver 16.78
12011 - Breath Alcohol Technician 18.57
12012 - Certified Occupational Therapist Assistant 31.10
12015 - Certified Physical Therapist Assistant 27.96
12020 - Dental Assistant 19.15
12025 - Dental Hygienist 37.41
12030 - EKG Technician 28.14
12035 - Electroneurodiagnostic Technologist 28.14
12040 - Emergency Medical Technician 16.78
12071 - Licensed Practical Nurse I 16.61
12072 - Licensed Practical Nurse II 18.57
12073 - Licensed Practical Nurse III 20.70
12100 - Medical Assistant 14.01
12130 - Medical Laboratory Technician 22.59
12160 - Medical Record Clerk 16.11
12190 - Medical Record Technician 18.01
12195 - Medical Transcriptionist 13.42
12210 - Nuclear Medicine Technologist 40.81
12221 - Nursing Assistant I 11.88
12222 - Nursing Assistant II 13.35
12223 - Nursing Assistant III 14.57
12224 - Nursing Assistant IV 16.36
12235 - Optical Dispenser 19.50
12236 - Optical Technician 16.61
12250 - Pharmacy Technician 16.70
12280 - Phlebotomist 13.25
12305 - Radiologic Technologist 23.63
12311 - Registered Nurse I 24.57
12312 - Registered Nurse II 30.05
12313 - Registered Nurse II Specialist 30.05
12314 - Registered Nurse III 36.36
12315 - Registered Nurse III Anesthetist 36.36

12316 - Registered Nurse IV		43.58
12317 - Scheduler (Drug and Alcohol Testing)		23.01
12320 - Substance Abuse Treatment Counselor		20.57
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.98
13012 - Exhibits Specialist II		22.27
13013 - Exhibits Specialist III		27.25
13041 - Illustrator I		17.98
13042 - Illustrator II		22.27
13043 - Illustrator III		27.25
13047 - Librarian		24.67
13050 - Library Aide/Clerk		14.31
13054 - Library Information Technology Systems Administrator		22.27
13058 - Library Technician		13.65
13061 - Media Specialist I		16.07
13062 - Media Specialist II		17.98
13063 - Media Specialist III		20.04
13071 - Photographer I		16.07
13072 - Photographer II		17.98
13073 - Photographer III		22.27
13074 - Photographer IV		27.25
13075 - Photographer V		32.96
13090 - Technical Order Library Clerk		17.98
13110 - Video Teleconference Technician		16.55
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.77
14042 - Computer Operator II		17.64
14043 - Computer Operator III		19.67
14044 - Computer Operator IV		21.86
14045 - Computer Operator V		24.20
14071 - Computer Programmer I	(see 1)	22.98
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		15.77
14160 - Personal Computer Support Technician		21.86
14170 - System Support Specialist		26.97
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.52
15020 - Aircrew Training Devices Instructor (Rated)		34.53
15030 - Air Crew Training Devices Instructor (Pilot)		40.38
15050 - Computer Based Training Specialist / Instructor		28.52
15060 - Educational Technologist		31.31
15070 - Flight Instructor (Pilot)		40.38
15080 - Graphic Artist		20.60
15085 - Maintenance Test Pilot Fixed Jet/Prop		40.38

15086 - Maintenance Test Pilot Rotary Wing 40.38
15088 - Non-Maintenance Test/Co-Pilot 40.38
15090 - Technical Instructor 19.44
15095 - Technical Instructor/Course Developer 23.78
15110 - Test Proctor 15.69
15120 - Tutor 15.69
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.10
16030 - Counter Attendant 10.10
16040 - Dry Cleaner 12.48
16070 - Finisher Flatwork Machine 10.10
16090 - Presser Hand 10.10
16110 - Presser Machine Drycleaning 10.10
16130 - Presser Machine Shirts 10.10
16160 - Presser Machine Wearing Apparel Laundry 10.10
16190 - Sewing Machine Operator 13.17
16220 - Tailor 14.02
16250 - Washer Machine 10.93
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.68
19040 - Tool And Die Maker 25.31
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 14.18
21030 - Material Coordinator 19.53
21040 - Material Expediter 19.53
21050 - Material Handling Laborer 12.92
21071 - Order Filler 12.05
21080 - Production Line Worker (Food Processing) 14.18
21110 - Shipping Packer 16.23
21130 - Shipping/Receiving Clerk 16.23
21140 - Store Worker I 12.63
21150 - Stock Clerk 16.81
21210 - Tools And Parts Attendant 14.18
21410 - Warehouse Specialist 14.18
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 21.76
23019 - Aircraft Logs and Records Technician 17.43
23021 - Aircraft Mechanic I 20.73
23022 - Aircraft Mechanic II 21.76
23023 - Aircraft Mechanic III 22.84
23040 - Aircraft Mechanic Helper 15.54
23050 - Aircraft Painter 19.79
23060 - Aircraft Servicer 17.43
23070 - Aircraft Survival Flight Equipment Technician 19.79
23080 - Aircraft Worker 18.43
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 18.43
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 20.73
23110 - Appliance Mechanic 19.40

23120 - Bicycle Repairer 16.30
23125 - Cable Splicer 34.20
23130 - Carpenter Maintenance 17.47
23140 - Carpet Layer 17.61
23160 - Electrician Maintenance 27.68
23181 - Electronics Technician Maintenance I 19.62
23182 - Electronics Technician Maintenance II 20.63
23183 - Electronics Technician Maintenance III 21.72
23260 - Fabric Worker 17.31
23290 - Fire Alarm System Mechanic 20.43
23310 - Fire Extinguisher Repairer 16.30
23311 - Fuel Distribution System Mechanic 21.26
23312 - Fuel Distribution System Operator 17.14
23370 - General Maintenance Worker 16.19
23380 - Ground Support Equipment Mechanic 20.73
23381 - Ground Support Equipment Servicer 17.43
23382 - Ground Support Equipment Worker 18.43
23391 - Gunsmith I 16.30
23392 - Gunsmith II 18.41
23393 - Gunsmith III 20.43
23410 - Heating Ventilation And Air-Conditioning Mechanic 17.84
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 18.67
23430 - Heavy Equipment Mechanic 22.47
23440 - Heavy Equipment Operator 18.25
23460 - Instrument Mechanic 22.57
23465 - Laboratory/Shelter Mechanic 19.40
23470 - Laborer 12.92
23510 - Locksmith 19.40
23530 - Machinery Maintenance Mechanic 19.89
23550 - Machinist Maintenance 19.55
23580 - Maintenance Trades Helper 16.22
23591 - Metrology Technician I 22.57
23592 - Metrology Technician II 23.62
23593 - Metrology Technician III 24.64
23640 - Millwright 23.22
23710 - Office Appliance Repairer 19.66
23760 - Painter Maintenance 17.03
23790 - Pipefitter Maintenance 21.37
23810 - Plumber Maintenance 20.30
23820 - Pneudraulic Systems Mechanic 20.43
23850 - Rigger 20.43
23870 - Scale Mechanic 18.41
23890 - Sheet-Metal Worker Maintenance 19.73
23910 - Small Engine Mechanic 16.18
23931 - Telecommunications Mechanic I 28.85
23932 - Telecommunications Mechanic II 30.40
23950 - Telephone Lineman 24.21
23960 - Welder Combination Maintenance 17.74

23965 - Well Driller		20.43
23970 - Woodcraft Worker		20.43
23980 - Woodworker		16.30
24000 - Personal Needs Occupations		
24550 - Case Manager		15.82
24570 - Child Care Attendant		10.07
24580 - Child Care Center Clerk		12.56
24610 - Chore Aide		10.86
24620 - Family Readiness And Support Services Coordinator		15.82
24630 - Homemaker		15.97
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		23.32
25040 - Sewage Plant Operator		19.19
25070 - Stationary Engineer		23.32
25190 - Ventilation Equipment Tender		16.78
25210 - Water Treatment Plant Operator		19.19
27000 - Protective Service Occupations		
27004 - Alarm Monitor		14.85
27007 - Baggage Inspector		13.06
27008 - Corrections Officer		15.00
27010 - Court Security Officer		16.83
27030 - Detection Dog Handler		14.61
27040 - Detention Officer		15.00
27070 - Firefighter		17.45
27101 - Guard I		13.06
27102 - Guard II		14.61
27131 - Police Officer I		18.52
27132 - Police Officer II		20.58
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.90
28042 - Carnival Equipment Repairer		14.85
28043 - Carnival Worker		10.75
28210 - Gate Attendant/Gate Tender		16.32
28310 - Lifeguard		12.23
28350 - Park Attendant (Aide)		18.26
28510 - Recreation Aide/Health Facility Attendant		13.33
28515 - Recreation Specialist		22.48
28630 - Sports Official		14.54
28690 - Swimming Pool Operator		17.82
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		18.41
29020 - Hatch Tender		18.41
29030 - Line Handler		18.41
29041 - Stevedore I		17.31
29042 - Stevedore II		19.40
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		17.11
30022 - Archeological Technician II		18.96
30023 - Archeological Technician III		23.48
30030 - Cartographic Technician		23.50
30040 - Civil Engineering Technician		22.23
30051 - Cryogenic Technician I		26.01
30052 - Cryogenic Technician II		28.72
30061 - Drafter/CAD Operator I		16.94
30062 - Drafter/CAD Operator II		18.96
30063 - Drafter/CAD Operator III		21.13
30064 - Drafter/CAD Operator IV		26.04
30081 - Engineering Technician I		15.84
30082 - Engineering Technician II		17.79
30083 - Engineering Technician III		20.11
30084 - Engineering Technician IV		24.92
30085 - Engineering Technician V		30.15
30086 - Engineering Technician VI		36.50
30090 - Environmental Technician		27.69
30095 - Evidence Control Specialist		23.48
30210 - Laboratory Technician		23.16
30221 - Latent Fingerprint Technician I		26.01
30222 - Latent Fingerprint Technician II		28.72
30240 - Mathematical Technician		23.48
30361 - Paralegal/Legal Assistant I		18.39
30362 - Paralegal/Legal Assistant II		22.02
30363 - Paralegal/Legal Assistant III		26.94
30364 - Paralegal/Legal Assistant IV		32.59
30375 - Petroleum Supply Specialist		28.72
30390 - Photo-Optics Technician		23.48
30395 - Radiation Control Technician		28.72
30461 - Technical Writer I		23.48
30462 - Technical Writer II		28.72
30463 - Technical Writer III		34.75
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		26.01
30502 - Weather Forecaster II		31.63
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.13
30621 - Weather Observer Senior	(see 2)	23.48
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		13.16
31030 - Bus Driver		17.66
31043 - Driver Courier		15.57
31260 - Parking and Lot Attendant		12.06
31290 - Shuttle Bus Driver		16.62

31310 - Taxi Driver	15.12
31361 - Truckdriver Light	16.62
31362 - Truckdriver Medium	17.66
31363 - Truckdriver Heavy	18.53
31364 - Truckdriver Tractor-Trailer	18.53
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	10.34
99050 - Desk Clerk	10.96
99095 - Embalmer	25.37
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	13.48
99252 - Laboratory Animal Caretaker II	15.45
99260 - Marketing Analyst	26.24
99310 - Mortician	25.37
99410 - Pest Controller	17.52
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	14.64
99711 - Recycling Specialist	17.31
99730 - Refuse Collector	13.25
99810 - Sales Clerk	11.51
99820 - School Crossing Guard	13.98
99830 - Survey Party Chief	19.47
99831 - Surveying Aide	12.90
99832 - Surveying Technician	17.70
99840 - Vending Machine Attendant	18.12
99841 - Vending Machine Repairer	21.86
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

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4660
Revision No.: 14
Date Of Last Revision: 05/03/2020

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: Tennessee

Area: Tennessee Counties of Claiborne Cumberland Fentress Pickett Scott

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.32
01012 - Accounting Clerk II		16.07
01013 - Accounting Clerk III		17.98
01020 - Administrative Assistant		26.48
01035 - Court Reporter		16.87
01041 - Customer Service Representative I		12.12
01042 - Customer Service Representative II		13.64
01043 - Customer Service Representative III		14.87
01051 - Data Entry Operator I		13.74
01052 - Data Entry Operator II		14.99
01060 - Dispatcher Motor Vehicle		20.15
01070 - Document Preparation Clerk		12.91

01090 - Duplicating Machine Operator 12.91
01111 - General Clerk I 12.31
01112 - General Clerk II 13.43
01113 - General Clerk III 15.07
01120 - Housing Referral Assistant 19.92
01141 - Messenger Courier 13.53
01191 - Order Clerk I 12.95
01192 - Order Clerk II 14.13
01261 - Personnel Assistant (Employment) I 15.05
01262 - Personnel Assistant (Employment) II 16.84
01263 - Personnel Assistant (Employment) III 18.77
01270 - Production Control Clerk 19.53
01290 - Rental Clerk 13.76
01300 - Scheduler Maintenance 16.31
01311 - Secretary I 16.31
01312 - Secretary II 18.10
01313 - Secretary III 19.92
01320 - Service Order Dispatcher 18.01
01410 - Supply Technician 26.48
01420 - Survey Worker 17.19
01460 - Switchboard Operator/Receptionist 12.33
01531 - Travel Clerk I 12.82
01532 - Travel Clerk II 13.64
01533 - Travel Clerk III 14.58
01611 - Word Processor I 12.62
01612 - Word Processor II 14.16
01613 - Word Processor III 16.87
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.72
05010 - Automotive Electrician 16.03
05040 - Automotive Glass Installer 15.26
05070 - Automotive Worker 15.26
05110 - Mobile Equipment Servicer 13.68
05130 - Motor Equipment Metal Mechanic 16.78
05160 - Motor Equipment Metal Worker 15.26
05190 - Motor Vehicle Mechanic 16.55
05220 - Motor Vehicle Mechanic Helper 13.06
05250 - Motor Vehicle Upholstery Worker 14.47
05280 - Motor Vehicle Wrecker 15.26
05310 - Painter Automotive 18.18
05340 - Radiator Repair Specialist 15.26
05370 - Tire Repairer 14.47
05400 - Transmission Repair Specialist 16.55
07000 - Food Preparation And Service Occupations
07010 - Baker 13.72
07041 - Cook I 10.71
07042 - Cook II 12.10
07070 - Dishwasher 9.02
07130 - Food Service Worker 9.61
07210 - Meat Cutter 15.90

07260 - Waiter/Waitress	9.06
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.03
09040 - Furniture Handler	11.85
09080 - Furniture Refinisher	17.03
09090 - Furniture Refinisher Helper	13.66
09110 - Furniture Repairer Minor	15.32
09130 - Upholsterer	17.03
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	9.90
11060 - Elevator Operator	11.25
11090 - Gardener	14.58
11122 - Housekeeping Aide	11.25
11150 - Janitor	11.25
11210 - Laborer Grounds Maintenance	11.58
11240 - Maid or Houseman	9.51
11260 - Pruner	10.69
11270 - Tractor Operator	13.81
11330 - Trail Maintenance Worker	11.58
11360 - Window Cleaner	12.03
12000 - Health Occupations	
12010 - Ambulance Driver	16.78
12011 - Breath Alcohol Technician	18.01
12012 - Certified Occupational Therapist Assistant	30.76
12015 - Certified Physical Therapist Assistant	27.88
12020 - Dental Assistant	18.34
12025 - Dental Hygienist	37.41
12030 - EKG Technician	27.29
12035 - Electroneurodiagnostic Technologist	27.29
12040 - Emergency Medical Technician	16.78
12071 - Licensed Practical Nurse I	16.09
12072 - Licensed Practical Nurse II	18.01
12073 - Licensed Practical Nurse III	20.08
12100 - Medical Assistant	13.78
12130 - Medical Laboratory Technician	20.54
12160 - Medical Record Clerk	16.08
12190 - Medical Record Technician	18.01
12195 - Medical Transcriptionist	13.42
12210 - Nuclear Medicine Technologist	39.57
12221 - Nursing Assistant I	11.13
12222 - Nursing Assistant II	12.52
12223 - Nursing Assistant III	13.66
12224 - Nursing Assistant IV	15.33
12235 - Optical Dispenser	19.50
12236 - Optical Technician	16.09
12250 - Pharmacy Technician	16.23
12280 - Phlebotomist	13.25
12305 - Radiologic Technologist	23.63
12311 - Registered Nurse I	24.41
12312 - Registered Nurse II	29.87

12313 - Registered Nurse II Specialist		29.87
12314 - Registered Nurse III		36.14
12315 - Registered Nurse III Anesthetist		36.14
12316 - Registered Nurse IV		43.31
12317 - Scheduler (Drug and Alcohol Testing)		22.31
12320 - Substance Abuse Treatment Counselor		20.57
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.98
13012 - Exhibits Specialist II		22.27
13013 - Exhibits Specialist III		27.25
13041 - Illustrator I		17.98
13042 - Illustrator II		22.27
13043 - Illustrator III		27.25
13047 - Librarian		24.67
13050 - Library Aide/Clerk		14.31
13054 - Library Information Technology Systems Administrator		22.27
13058 - Library Technician		13.65
13061 - Media Specialist I		16.07
13062 - Media Specialist II		17.98
13063 - Media Specialist III		20.04
13071 - Photographer I		16.07
13072 - Photographer II		17.98
13073 - Photographer III		22.27
13074 - Photographer IV		27.25
13075 - Photographer V		32.96
13090 - Technical Order Library Clerk		17.98
13110 - Video Teleconference Technician		16.55
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.77
14042 - Computer Operator II		17.64
14043 - Computer Operator III		19.67
14044 - Computer Operator IV		21.86
14045 - Computer Operator V		24.20
14071 - Computer Programmer I	(see 1)	22.98
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		15.77
14160 - Personal Computer Support Technician		21.86
14170 - System Support Specialist		26.97
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.52
15020 - Aircrew Training Devices Instructor (Rated)		34.53
15030 - Air Crew Training Devices Instructor (Pilot)		40.38
15050 - Computer Based Training Specialist / Instructor		28.52
15060 - Educational Technologist		31.31

15070 - Flight Instructor (Pilot) 40.38
15080 - Graphic Artist 20.60
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.38
15086 - Maintenance Test Pilot Rotary Wing 40.38
15088 - Non-Maintenance Test/Co-Pilot 40.38
15090 - Technical Instructor 19.44
15095 - Technical Instructor/Course Developer 23.78
15110 - Test Proctor 15.69
15120 - Tutor 15.69
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.82
16030 - Counter Attendant 9.82
16040 - Dry Cleaner 12.13
16070 - Finisher Flatwork Machine 9.82
16090 - Presser Hand 9.82
16110 - Presser Machine Drycleaning 9.82
16130 - Presser Machine Shirts 9.82
16160 - Presser Machine Wearing Apparel Laundry 9.82
16190 - Sewing Machine Operator 12.80
16220 - Tailor 13.63
16250 - Washer Machine 10.62
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.04
19040 - Tool And Die Maker 23.30
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 13.12
21030 - Material Coordinator 19.53
21040 - Material Expediter 19.53
21050 - Material Handling Laborer 12.62
21071 - Order Filler 12.05
21080 - Production Line Worker (Food Processing) 13.12
21110 - Shipping Packer 15.58
21130 - Shipping/Receiving Clerk 15.58
21140 - Store Worker I 12.63
21150 - Stock Clerk 16.81
21210 - Tools And Parts Attendant 13.12
21410 - Warehouse Specialist 13.12
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 21.76
23019 - Aircraft Logs and Records Technician 17.43
23021 - Aircraft Mechanic I 20.73
23022 - Aircraft Mechanic II 21.76
23023 - Aircraft Mechanic III 22.84
23040 - Aircraft Mechanic Helper 15.54
23050 - Aircraft Painter 19.79
23060 - Aircraft Servicer 17.43
23070 - Aircraft Survival Flight Equipment Technician 19.79
23080 - Aircraft Worker 18.43
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 18.43

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 20.73
23110 - Appliance Mechanic 19.24
23120 - Bicycle Repairer 16.15
23125 - Cable Splicer 32.47
23130 - Carpenter Maintenance 17.47
23140 - Carpet Layer 17.61
23160 - Electrician Maintenance 27.68
23181 - Electronics Technician Maintenance I 19.62
23182 - Electronics Technician Maintenance II 20.63
23183 - Electronics Technician Maintenance III 21.72
23260 - Fabric Worker 17.16
23290 - Fire Alarm System Mechanic 20.25
23310 - Fire Extinguisher Repairer 16.15
23311 - Fuel Distribution System Mechanic 21.26
23312 - Fuel Distribution System Operator 17.14
23370 - General Maintenance Worker 16.19
23380 - Ground Support Equipment Mechanic 20.73
23381 - Ground Support Equipment Servicer 17.43
23382 - Ground Support Equipment Worker 18.43
23391 - Gunsmith I 16.15
23392 - Gunsmith II 18.25
23393 - Gunsmith III 20.25
23410 - Heating Ventilation And Air-Conditioning Mechanic 17.84
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 18.67
23430 - Heavy Equipment Mechanic 20.43
23440 - Heavy Equipment Operator 18.14
23460 - Instrument Mechanic 22.57
23465 - Laboratory/Shelter Mechanic 19.24
23470 - Laborer 12.10
23510 - Locksmith 19.24
23530 - Machinery Maintenance Mechanic 19.89
23550 - Machinist Maintenance 19.55
23580 - Maintenance Trades Helper 16.22
23591 - Metrology Technician I 22.57
23592 - Metrology Technician II 23.62
23593 - Metrology Technician III 24.64
23640 - Millwright 23.22
23710 - Office Appliance Repairer 19.66
23760 - Painter Maintenance 17.03
23790 - Pipefitter Maintenance 21.37
23810 - Plumber Maintenance 20.30
23820 - Pneudraulic Systems Mechanic 20.25
23850 - Rigger 20.25
23870 - Scale Mechanic 18.25
23890 - Sheet-Metal Worker Maintenance 19.73
23910 - Small Engine Mechanic 16.18
23931 - Telecommunications Mechanic I 27.87

23932 - Telecommunications Mechanic II 29.36
23950 - Telephone Lineman 24.21
23960 - Welder Combination Maintenance 17.74
23965 - Well Driller 20.25
23970 - Woodcraft Worker 20.25
23980 - Woodworker 16.15
24000 - Personal Needs Occupations
24550 - Case Manager 14.38
24570 - Child Care Attendant 10.07
24580 - Child Care Center Clerk 12.56
24610 - Chore Aide 10.86
24620 - Family Readiness And Support Services Coordinator 14.38
24630 - Homemaker 14.87
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 23.32
25040 - Sewage Plant Operator 19.19
25070 - Stationary Engineer 23.32
25190 - Ventilation Equipment Tender 16.78
25210 - Water Treatment Plant Operator 19.19
27000 - Protective Service Occupations
27004 - Alarm Monitor 14.85
27007 - Baggage Inspector 13.06
27008 - Corrections Officer 15.00
27010 - Court Security Officer 16.52
27030 - Detection Dog Handler 14.61
27040 - Detention Officer 15.00
27070 - Firefighter 17.45
27101 - Guard I 13.06
27102 - Guard II 14.61
27131 - Police Officer I 18.41
27132 - Police Officer II 20.45
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.64
28042 - Carnival Equipment Repairer 13.50
28043 - Carnival Worker 9.77
28210 - Gate Attendant/Gate Tender 16.32
28310 - Lifeguard 12.23
28350 - Park Attendant (Aide) 18.26
28510 - Recreation Aide/Health Facility Attendant 13.33
28515 - Recreation Specialist 22.48
28630 - Sports Official 14.54
28690 - Swimming Pool Operator 16.20
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 18.25
29020 - Hatch Tender 18.25
29030 - Line Handler 18.25
29041 - Stevedore I 17.22
29042 - Stevedore II 19.28
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 17.11
30022 - Archeological Technician II 18.96
30023 - Archeological Technician III 23.48
30030 - Cartographic Technician 23.50
30040 - Civil Engineering Technician 22.23
30051 - Cryogenic Technician I 26.01
30052 - Cryogenic Technician II 28.72
30061 - Drafter/CAD Operator I 16.94
30062 - Drafter/CAD Operator II 18.96
30063 - Drafter/CAD Operator III 21.13
30064 - Drafter/CAD Operator IV 26.04
30081 - Engineering Technician I 15.84
30082 - Engineering Technician II 17.79
30083 - Engineering Technician III 20.11
30084 - Engineering Technician IV 24.92
30085 - Engineering Technician V 30.15
30086 - Engineering Technician VI 36.50
30090 - Environmental Technician 27.69
30095 - Evidence Control Specialist 23.48
30210 - Laboratory Technician 23.16
30221 - Latent Fingerprint Technician I 26.01
30222 - Latent Fingerprint Technician II 28.72
30240 - Mathematical Technician 23.48
30361 - Paralegal/Legal Assistant I 18.39
30362 - Paralegal/Legal Assistant II 22.02
30363 - Paralegal/Legal Assistant III 26.94
30364 - Paralegal/Legal Assistant IV 32.59
30375 - Petroleum Supply Specialist 28.72
30390 - Photo-Optics Technician 23.48
30395 - Radiation Control Technician 28.72
30461 - Technical Writer I 23.48
30462 - Technical Writer II 28.72
30463 - Technical Writer III 34.75
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 26.01
30502 - Weather Forecaster II 31.63
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.13
30621 - Weather Observer Senior (see 2) 23.48
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.98
31030 - Bus Driver 17.66

31043 - Driver Courier	15.57
31260 - Parking and Lot Attendant	12.06
31290 - Shuttle Bus Driver	16.62
31310 - Taxi Driver	15.12
31361 - Truckdriver Light	16.62
31362 - Truckdriver Medium	17.66
31363 - Truckdriver Heavy	18.00
31364 - Truckdriver Tractor-Trailer	18.00
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.89
99050 - Desk Clerk	10.96
99095 - Embalmer	25.37
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.48
99252 - Laboratory Animal Caretaker II	15.45
99260 - Marketing Analyst	26.24
99310 - Mortician	25.37
99410 - Pest Controller	17.52
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	14.64
99711 - Recycling Specialist	17.31
99730 - Refuse Collector	13.25
99810 - Sales Clerk	11.51
99820 - School Crossing Guard	13.78
99830 - Survey Party Chief	19.47
99831 - Surveying Aide	12.90
99832 - Surveying Technician	17.70
99840 - Vending Machine Attendant	18.00
99841 - Vending Machine Repairer	21.37
99842 - Vending Machine Repairer Helper	18.00

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4661
Revision No.: 15
Date Of Last Revision: 04/27/2021

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: Tennessee

Area: Tennessee Counties of Clay De Kalb Jackson Overton Putnam Warren White

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.32
01012 - Accounting Clerk II		16.07
01013 - Accounting Clerk III		17.98
01020 - Administrative Assistant		24.86
01035 - Court Reporter		19.75
01041 - Customer Service Representative I		13.04
01042 - Customer Service Representative II		14.23
01043 - Customer Service Representative III		15.98
01051 - Data Entry Operator I		14.37
01052 - Data Entry Operator II		15.68
01060 - Dispatcher Motor Vehicle		20.21
01070 - Document Preparation Clerk		13.68
01090 - Duplicating Machine Operator		13.68
01111 - General Clerk I		12.65

01112 - General Clerk II	13.80
01113 - General Clerk III	15.50
01120 - Housing Referral Assistant	17.66
01141 - Messenger Courier	13.53
01191 - Order Clerk I	13.30
01192 - Order Clerk II	14.51
01261 - Personnel Assistant (Employment) I	16.62
01262 - Personnel Assistant (Employment) II	18.59
01263 - Personnel Assistant (Employment) III	20.74
01270 - Production Control Clerk	19.53
01290 - Rental Clerk	13.71
01300 - Scheduler Maintenance	14.17
01311 - Secretary I	14.17
01312 - Secretary II	15.92
01313 - Secretary III	17.66
01320 - Service Order Dispatcher	18.07
01410 - Supply Technician	24.86
01420 - Survey Worker	14.27
01460 - Switchboard Operator/Receptionist	12.33
01531 - Travel Clerk I	13.26
01532 - Travel Clerk II	14.19
01533 - Travel Clerk III	15.06
01611 - Word Processor I	12.77
01612 - Word Processor II	15.95
01613 - Word Processor III	16.29
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	21.51
05010 - Automotive Electrician	19.84
05040 - Automotive Glass Installer	18.19
05070 - Automotive Worker	18.79
05110 - Mobile Equipment Servicer	16.48
05130 - Motor Equipment Metal Mechanic	19.25
05160 - Motor Equipment Metal Worker	19.33
05190 - Motor Vehicle Mechanic	19.25
05220 - Motor Vehicle Mechanic Helper	15.33
05250 - Motor Vehicle Upholstery Worker	17.18
05280 - Motor Vehicle Wrecker	18.17
05310 - Painter Automotive	18.42
05340 - Radiator Repair Specialist	18.17
05370 - Tire Repairer	14.50
05400 - Transmission Repair Specialist	19.25
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.11
07041 - Cook I	10.91
07042 - Cook II	12.32
07070 - Dishwasher	9.25
07130 - Food Service Worker	9.21
07210 - Meat Cutter	16.32
07260 - Waiter/Waitress	9.06
09000 - Furniture Maintenance And Repair Occupations	

09010 - Electrostatic Spray Painter 16.06
09040 - Furniture Handler 12.18
09080 - Furniture Refinisher 17.51
09090 - Furniture Refinisher Helper 13.99
09110 - Furniture Repairer Minor 15.63
09130 - Upholsterer 16.89
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 10.48
11060 - Elevator Operator 11.34
11090 - Gardener 14.58
11122 - Housekeeping Aide 11.34
11150 - Janitor 11.34
11210 - Laborer Grounds Maintenance 11.64
11240 - Maid or Houseman 10.29
11260 - Pruner 10.57
11270 - Tractor Operator 13.76
11330 - Trail Maintenance Worker 11.64
11360 - Window Cleaner 12.54
12000 - Health Occupations
12010 - Ambulance Driver 18.01
12011 - Breath Alcohol Technician 18.57
12012 - Certified Occupational Therapist Assistant 31.10
12015 - Certified Physical Therapist Assistant 27.96
12020 - Dental Assistant 19.15
12025 - Dental Hygienist 37.41
12030 - EKG Technician 28.14
12035 - Electroneurodiagnostic Technologist 28.14
12040 - Emergency Medical Technician 18.01
12071 - Licensed Practical Nurse I 16.61
12072 - Licensed Practical Nurse II 18.57
12073 - Licensed Practical Nurse III 20.70
12100 - Medical Assistant 14.01
12130 - Medical Laboratory Technician 22.59
12160 - Medical Record Clerk 16.11
12190 - Medical Record Technician 18.01
12195 - Medical Transcriptionist 16.66
12210 - Nuclear Medicine Technologist 40.81
12221 - Nursing Assistant I 11.88
12222 - Nursing Assistant II 13.35
12223 - Nursing Assistant III 14.57
12224 - Nursing Assistant IV 16.36
12235 - Optical Dispenser 20.00
12236 - Optical Technician 16.61
12250 - Pharmacy Technician 16.70
12280 - Phlebotomist 13.97
12305 - Radiologic Technologist 24.80
12311 - Registered Nurse I 24.57
12312 - Registered Nurse II 30.05
12313 - Registered Nurse II Specialist 30.05
12314 - Registered Nurse III 36.36

12315 - Registered Nurse III Anesthetist		36.36
12316 - Registered Nurse IV		43.58
12317 - Scheduler (Drug and Alcohol Testing)		23.01
12320 - Substance Abuse Treatment Counselor		20.57
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.98
13012 - Exhibits Specialist II		22.27
13013 - Exhibits Specialist III		27.25
13041 - Illustrator I		20.73
13042 - Illustrator II		25.68
13043 - Illustrator III		31.42
13047 - Librarian		24.67
13050 - Library Aide/Clerk		14.31
13054 - Library Information Technology Systems Administrator		22.27
13058 - Library Technician		16.21
13061 - Media Specialist I		16.07
13062 - Media Specialist II		17.98
13063 - Media Specialist III		20.04
13071 - Photographer I		16.07
13072 - Photographer II		17.98
13073 - Photographer III		22.27
13074 - Photographer IV		27.25
13075 - Photographer V		32.96
13090 - Technical Order Library Clerk		17.98
13110 - Video Teleconference Technician		17.90
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.86
14042 - Computer Operator II		16.62
14043 - Computer Operator III		18.52
14044 - Computer Operator IV		20.59
14045 - Computer Operator V		22.80
14071 - Computer Programmer I	(see 1)	22.98
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		14.86
14160 - Personal Computer Support Technician		21.34
14170 - System Support Specialist		26.97
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.75
15020 - Aircrew Training Devices Instructor (Rated)		35.78
15030 - Air Crew Training Devices Instructor (Pilot)		42.00
15050 - Computer Based Training Specialist / Instructor		30.75
15060 - Educational Technologist		30.54
15070 - Flight Instructor (Pilot)		42.00
15080 - Graphic Artist		20.04

15085 - Maintenance Test Pilot Fixed Jet/Prop 40.38
15086 - Maintenance Test Pilot Rotary Wing 40.38
15088 - Non-Maintenance Test/Co-Pilot 40.38
15090 - Technical Instructor 18.77
15095 - Technical Instructor/Course Developer 22.96
15110 - Test Proctor 15.15
15120 - Tutor 15.15
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.10
16030 - Counter Attendant 10.10
16040 - Dry Cleaner 12.48
16070 - Finisher Flatwork Machine 10.10
16090 - Presser Hand 10.10
16110 - Presser Machine Drycleaning 10.10
16130 - Presser Machine Shirts 10.10
16160 - Presser Machine Wearing Apparel Laundry 10.10
16190 - Sewing Machine Operator 13.17
16220 - Tailor 14.02
16250 - Washer Machine 10.93
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.68
19040 - Tool And Die Maker 25.31
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.25
21030 - Material Coordinator 19.53
21040 - Material Expediter 19.53
21050 - Material Handling Laborer 12.92
21071 - Order Filler 12.05
21080 - Production Line Worker (Food Processing) 15.25
21110 - Shipping Packer 16.23
21130 - Shipping/Receiving Clerk 16.23
21140 - Store Worker I 12.63
21150 - Stock Clerk 16.81
21210 - Tools And Parts Attendant 15.25
21410 - Warehouse Specialist 15.25
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.29
23019 - Aircraft Logs and Records Technician 21.64
23021 - Aircraft Mechanic I 23.16
23022 - Aircraft Mechanic II 24.29
23023 - Aircraft Mechanic III 25.33
23040 - Aircraft Mechanic Helper 19.23
23050 - Aircraft Painter 27.35
23060 - Aircraft Servicer 21.64
23070 - Aircraft Survival Flight Equipment Technician 27.35
23080 - Aircraft Worker 22.84
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.84
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.16

23110 - Appliance Mechanic 19.40
23120 - Bicycle Repairer 16.30
23125 - Cable Splicer 34.20
23130 - Carpenter Maintenance 17.47
23140 - Carpet Layer 18.15
23160 - Electrician Maintenance 24.48
23181 - Electronics Technician Maintenance I 21.82
23182 - Electronics Technician Maintenance II 22.95
23183 - Electronics Technician Maintenance III 24.16
23260 - Fabric Worker 17.31
23290 - Fire Alarm System Mechanic 20.43
23310 - Fire Extinguisher Repairer 16.30
23311 - Fuel Distribution System Mechanic 23.77
23312 - Fuel Distribution System Operator 18.98
23370 - General Maintenance Worker 16.86
23380 - Ground Support Equipment Mechanic 23.16
23381 - Ground Support Equipment Servicer 21.64
23382 - Ground Support Equipment Worker 22.84
23391 - Gunsmith I 16.30
23392 - Gunsmith II 18.41
23393 - Gunsmith III 20.43
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.10
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.26
23430 - Heavy Equipment Mechanic 23.93
23440 - Heavy Equipment Operator 18.25
23460 - Instrument Mechanic 20.43
23465 - Laboratory/Shelter Mechanic 19.40
23470 - Laborer 12.92
23510 - Locksmith 19.40
23530 - Machinery Maintenance Mechanic 20.18
23550 - Machinist Maintenance 17.94
23580 - Maintenance Trades Helper 16.22
23591 - Metrology Technician I 20.43
23592 - Metrology Technician II 21.53
23593 - Metrology Technician III 22.63
23640 - Millwright 25.95
23710 - Office Appliance Repairer 19.93
23760 - Painter Maintenance 15.86
23790 - Pipefitter Maintenance 21.37
23810 - Plumber Maintenance 20.30
23820 - Pneudraulic Systems Mechanic 20.43
23850 - Rigger 20.43
23870 - Scale Mechanic 18.41
23890 - Sheet-Metal Worker Maintenance 20.10
23910 - Small Engine Mechanic 18.15
23931 - Telecommunications Mechanic I 28.85
23932 - Telecommunications Mechanic II 30.40
23950 - Telephone Lineman 24.10

23960 - Welder Combination Maintenance		18.61
23965 - Well Driller		20.43
23970 - Woodcraft Worker		20.43
23980 - Woodworker		16.30
24000 - Personal Needs Occupations		
24550 - Case Manager		15.82
24570 - Child Care Attendant		10.07
24580 - Child Care Center Clerk		12.56
24610 - Chore Aide		10.86
24620 - Family Readiness And Support Services Coordinator		15.82
24630 - Homemaker		15.82
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		24.18
25040 - Sewage Plant Operator		19.19
25070 - Stationary Engineer		24.18
25190 - Ventilation Equipment Tender		17.24
25210 - Water Treatment Plant Operator		19.19
27000 - Protective Service Occupations		
27004 - Alarm Monitor		15.64
27007 - Baggage Inspector		13.06
27008 - Corrections Officer		17.45
27010 - Court Security Officer		19.46
27030 - Detection Dog Handler		15.10
27040 - Detention Officer		17.45
27070 - Firefighter		22.20
27101 - Guard I		13.06
27102 - Guard II		15.10
27131 - Police Officer I		19.83
27132 - Police Officer II		20.80
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		14.03
28042 - Carnival Equipment Repairer		14.85
28043 - Carnival Worker		11.07
28210 - Gate Attendant/Gate Tender		16.32
28310 - Lifeguard		12.11
28350 - Park Attendant (Aide)		18.26
28510 - Recreation Aide/Health Facility Attendant		13.33
28515 - Recreation Specialist		22.19
28630 - Sports Official		14.54
28690 - Swimming Pool Operator		19.00
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		18.41
29020 - Hatch Tender		18.41
29030 - Line Handler		18.41
29041 - Stevedore I		17.31
29042 - Stevedore II		19.40
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 17.35
30022 - Archeological Technician II 19.70
30023 - Archeological Technician III 23.94
30030 - Cartographic Technician 24.40
30040 - Civil Engineering Technician 24.58
30051 - Cryogenic Technician I 26.01
30052 - Cryogenic Technician II 28.72
30061 - Drafter/CAD Operator I 17.35
30062 - Drafter/CAD Operator II 19.70
30063 - Drafter/CAD Operator III 21.97
30064 - Drafter/CAD Operator IV 26.34
30081 - Engineering Technician I 15.25
30082 - Engineering Technician II 16.67
30083 - Engineering Technician III 21.48
30084 - Engineering Technician IV 25.20
30085 - Engineering Technician V 30.90
30086 - Engineering Technician VI 37.37
30090 - Environmental Technician 23.05
30095 - Evidence Control Specialist 23.48
30210 - Laboratory Technician 23.09
30221 - Latent Fingerprint Technician I 26.01
30222 - Latent Fingerprint Technician II 28.72
30240 - Mathematical Technician 24.40
30361 - Paralegal/Legal Assistant I 18.75
30362 - Paralegal/Legal Assistant II 23.22
30363 - Paralegal/Legal Assistant III 28.27
30364 - Paralegal/Legal Assistant IV 34.21
30375 - Petroleum Supply Specialist 28.72
30390 - Photo-Optics Technician 24.40
30395 - Radiation Control Technician 28.72
30461 - Technical Writer I 23.48
30462 - Technical Writer II 28.72
30463 - Technical Writer III 34.75
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 26.01
30502 - Weather Forecaster II 31.63
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.97
30621 - Weather Observer Senior (see 2) 23.57
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.98
31020 - Bus Aide 13.23
31030 - Bus Driver 17.66
31043 - Driver Courier 15.54
31260 - Parking and Lot Attendant 12.00

31290 - Shuttle Bus Driver	16.20
31310 - Taxi Driver	13.92
31361 - Truckdriver Light	16.59
31362 - Truckdriver Medium	19.71
31363 - Truckdriver Heavy	18.90
31364 - Truckdriver Tractor-Trailer	18.90
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	10.34
99050 - Desk Clerk	9.46
99095 - Embalmer	21.80
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	12.57
99252 - Laboratory Animal Caretaker II	13.42
99260 - Marketing Analyst	26.24
99310 - Mortician	21.80
99410 - Pest Controller	17.16
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	13.54
99711 - Recycling Specialist	16.01
99730 - Refuse Collector	12.39
99810 - Sales Clerk	11.53
99820 - School Crossing Guard	13.98
99830 - Survey Party Chief	19.73
99831 - Surveying Aide	13.32
99832 - Surveying Technician	17.70
99840 - Vending Machine Attendant	18.12
99841 - Vending Machine Repairer	21.86
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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4662
Revision No.: 14
Date Of Last Revision: 05/03/2020

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: Tennessee

Area: Tennessee Counties of Clay De Kalb Jackson Overton Putnam Warren White

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.32
01012 - Accounting Clerk II		16.07
01013 - Accounting Clerk III		17.98
01020 - Administrative Assistant		24.75
01035 - Court Reporter		19.75
01041 - Customer Service Representative I		12.12
01042 - Customer Service Representative II		13.64
01043 - Customer Service Representative III		14.87
01051 - Data Entry Operator I		13.74
01052 - Data Entry Operator II		14.99
01060 - Dispatcher Motor Vehicle		20.15

01070 - Document Preparation Clerk 12.44
01090 - Duplicating Machine Operator 12.44
01111 - General Clerk I 12.54
01112 - General Clerk II 13.43
01113 - General Clerk III 15.07
01120 - Housing Referral Assistant 17.66
01141 - Messenger Courier 13.53
01191 - Order Clerk I 12.95
01192 - Order Clerk II 14.13
01261 - Personnel Assistant (Employment) I 15.11
01262 - Personnel Assistant (Employment) II 16.90
01263 - Personnel Assistant (Employment) III 18.85
01270 - Production Control Clerk 19.53
01290 - Rental Clerk 13.71
01300 - Scheduler Maintenance 14.16
01311 - Secretary I 14.16
01312 - Secretary II 15.92
01313 - Secretary III 17.66
01320 - Service Order Dispatcher 18.01
01410 - Supply Technician 24.75
01420 - Survey Worker 14.27
01460 - Switchboard Operator/Receptionist 12.33
01531 - Travel Clerk I 12.82
01532 - Travel Clerk II 13.64
01533 - Travel Clerk III 14.52
01611 - Word Processor I 12.77
01612 - Word Processor II 15.95
01613 - Word Processor III 16.29
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.51
05010 - Automotive Electrician 19.84
05040 - Automotive Glass Installer 18.19
05070 - Automotive Worker 18.79
05110 - Mobile Equipment Servicer 16.48
05130 - Motor Equipment Metal Mechanic 18.89
05160 - Motor Equipment Metal Worker 19.33
05190 - Motor Vehicle Mechanic 18.89
05220 - Motor Vehicle Mechanic Helper 15.33
05250 - Motor Vehicle Upholstery Worker 17.18
05280 - Motor Vehicle Wrecker 18.17
05310 - Painter Automotive 18.42
05340 - Radiator Repair Specialist 18.17
05370 - Tire Repairer 14.50
05400 - Transmission Repair Specialist 18.89
07000 - Food Preparation And Service Occupations
07010 - Baker 13.78
07041 - Cook I 10.71
07042 - Cook II 12.10
07070 - Dishwasher 9.25
07130 - Food Service Worker 9.21

07210 - Meat Cutter	15.90
07260 - Waiter/Waitress	9.06
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.06
09040 - Furniture Handler	12.18
09080 - Furniture Refinisher	17.51
09090 - Furniture Refinisher Helper	13.99
09110 - Furniture Repairer Minor	15.63
09130 - Upholsterer	16.89
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.12
11060 - Elevator Operator	11.30
11090 - Gardener	14.58
11122 - Housekeeping Aide	11.30
11150 - Janitor	11.30
11210 - Laborer Grounds Maintenance	11.64
11240 - Maid or Houseman	9.51
11260 - Pruner	10.57
11270 - Tractor Operator	13.76
11330 - Trail Maintenance Worker	11.64
11360 - Window Cleaner	12.54
12000 - Health Occupations	
12010 - Ambulance Driver	18.01
12011 - Breath Alcohol Technician	18.01
12012 - Certified Occupational Therapist Assistant	30.76
12015 - Certified Physical Therapist Assistant	27.88
12020 - Dental Assistant	18.34
12025 - Dental Hygienist	37.41
12030 - EKG Technician	27.29
12035 - Electroneurodiagnostic Technologist	27.29
12040 - Emergency Medical Technician	18.01
12071 - Licensed Practical Nurse I	16.09
12072 - Licensed Practical Nurse II	18.01
12073 - Licensed Practical Nurse III	20.08
12100 - Medical Assistant	13.78
12130 - Medical Laboratory Technician	20.54
12160 - Medical Record Clerk	16.08
12190 - Medical Record Technician	18.01
12195 - Medical Transcriptionist	16.66
12210 - Nuclear Medicine Technologist	39.57
12221 - Nursing Assistant I	11.13
12222 - Nursing Assistant II	12.52
12223 - Nursing Assistant III	13.66
12224 - Nursing Assistant IV	15.33
12235 - Optical Dispenser	20.00
12236 - Optical Technician	16.09
12250 - Pharmacy Technician	15.54
12280 - Phlebotomist	13.97
12305 - Radiologic Technologist	24.80
12311 - Registered Nurse I	24.41

12312 - Registered Nurse II		29.87
12313 - Registered Nurse II Specialist		29.87
12314 - Registered Nurse III		36.14
12315 - Registered Nurse III Anesthetist		36.14
12316 - Registered Nurse IV		43.31
12317 - Scheduler (Drug and Alcohol Testing)		22.31
12320 - Substance Abuse Treatment Counselor		20.57
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.98
13012 - Exhibits Specialist II		22.27
13013 - Exhibits Specialist III		27.25
13041 - Illustrator I		20.73
13042 - Illustrator II		25.68
13043 - Illustrator III		31.42
13047 - Librarian		24.67
13050 - Library Aide/Clerk		14.31
13054 - Library Information Technology Systems Administrator		22.27
13058 - Library Technician		16.21
13061 - Media Specialist I		16.07
13062 - Media Specialist II		17.98
13063 - Media Specialist III		20.04
13071 - Photographer I		16.07
13072 - Photographer II		17.98
13073 - Photographer III		22.27
13074 - Photographer IV		27.25
13075 - Photographer V		32.96
13090 - Technical Order Library Clerk		17.98
13110 - Video Teleconference Technician		17.90
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.14
14042 - Computer Operator II		15.82
14043 - Computer Operator III		17.64
14044 - Computer Operator IV		19.60
14045 - Computer Operator V		21.70
14071 - Computer Programmer I	(see 1)	22.98
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		14.14
14160 - Personal Computer Support Technician		21.34
14170 - System Support Specialist		26.97
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.75
15020 - Aircrew Training Devices Instructor (Rated)		35.78
15030 - Air Crew Training Devices Instructor (Pilot)		42.00
15050 - Computer Based Training Specialist / Instructor		30.75

15060 - Educational Technologist 30.54
15070 - Flight Instructor (Pilot) 42.00
15080 - Graphic Artist 20.04
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.38
15086 - Maintenance Test Pilot Rotary Wing 40.38
15088 - Non-Maintenance Test/Co-Pilot 40.38
15090 - Technical Instructor 18.77
15095 - Technical Instructor/Course Developer 22.96
15110 - Test Proctor 15.15
15120 - Tutor 15.15
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.82
16030 - Counter Attendant 9.82
16040 - Dry Cleaner 12.13
16070 - Finisher Flatwork Machine 9.82
16090 - Presser Hand 9.82
16110 - Presser Machine Drycleaning 9.82
16130 - Presser Machine Shirts 9.82
16160 - Presser Machine Wearing Apparel Laundry 9.82
16190 - Sewing Machine Operator 12.80
16220 - Tailor 13.63
16250 - Washer Machine 10.62
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.04
19040 - Tool And Die Maker 23.30
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.25
21030 - Material Coordinator 19.53
21040 - Material Expediter 19.53
21050 - Material Handling Laborer 12.87
21071 - Order Filler 12.05
21080 - Production Line Worker (Food Processing) 15.25
21110 - Shipping Packer 15.58
21130 - Shipping/Receiving Clerk 15.58
21140 - Store Worker I 12.63
21150 - Stock Clerk 16.81
21210 - Tools And Parts Attendant 15.25
21410 - Warehouse Specialist 15.25
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.29
23019 - Aircraft Logs and Records Technician 21.64
23021 - Aircraft Mechanic I 23.16
23022 - Aircraft Mechanic II 24.29
23023 - Aircraft Mechanic III 25.33
23040 - Aircraft Mechanic Helper 19.23
23050 - Aircraft Painter 27.35
23060 - Aircraft Servicer 21.64
23070 - Aircraft Survival Flight Equipment Technician 27.35
23080 - Aircraft Worker 22.84
23091 - Aircrew Life Support Equipment (ALSE) Mechanic 22.84

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 23.16
II
23110 - Appliance Mechanic 19.24
23120 - Bicycle Repairer 16.15
23125 - Cable Splicer 34.04
23130 - Carpenter Maintenance 17.47
23140 - Carpet Layer 18.15
23160 - Electrician Maintenance 24.48
23181 - Electronics Technician Maintenance I 21.82
23182 - Electronics Technician Maintenance II 22.95
23183 - Electronics Technician Maintenance III 24.16
23260 - Fabric Worker 17.16
23290 - Fire Alarm System Mechanic 20.25
23310 - Fire Extinguisher Repairer 16.15
23311 - Fuel Distribution System Mechanic 23.77
23312 - Fuel Distribution System Operator 18.98
23370 - General Maintenance Worker 16.86
23380 - Ground Support Equipment Mechanic 23.16
23381 - Ground Support Equipment Servicer 21.64
23382 - Ground Support Equipment Worker 22.84
23391 - Gunsmith I 16.15
23392 - Gunsmith II 18.25
23393 - Gunsmith III 20.25
23410 - Heating Ventilation And Air-Conditioning 20.10
Mechanic
23411 - Heating Ventilation And Air Contidioning 21.26
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 22.01
23440 - Heavy Equipment Operator 18.14
23460 - Instrument Mechanic 20.25
23465 - Laboratory/Shelter Mechanic 19.24
23470 - Laborer 11.91
23510 - Locksmith 19.24
23530 - Machinery Maintenance Mechanic 20.18
23550 - Machinist Maintenance 17.94
23580 - Maintenance Trades Helper 16.22
23591 - Metrology Technician I 20.25
23592 - Metrology Technician II 21.32
23593 - Metrology Technician III 22.38
23640 - Millwright 25.95
23710 - Office Appliance Repairer 19.93
23760 - Painter Maintenance 15.86
23790 - Pipefitter Maintenance 21.37
23810 - Plumber Maintenance 20.30
23820 - Pneudraulic Systems Mechanic 20.25
23850 - Rigger 20.25
23870 - Scale Mechanic 18.25
23890 - Sheet-Metal Worker Maintenance 20.10
23910 - Small Engine Mechanic 18.15

23931 - Telecommunications Mechanic I 28.36
23932 - Telecommunications Mechanic II 29.73
23950 - Telephone Lineman 24.10
23960 - Welder Combination Maintenance 18.61
23965 - Well Driller 20.25
23970 - Woodcraft Worker 20.25
23980 - Woodworker 16.15
24000 - Personal Needs Occupations
24550 - Case Manager 14.38
24570 - Child Care Attendant 10.07
24580 - Child Care Center Clerk 12.56
24610 - Chore Aide 10.86
24620 - Family Readiness And Support Services Coordinator 14.38
24630 - Homemaker 14.38
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 24.18
25040 - Sewage Plant Operator 19.19
25070 - Stationary Engineer 24.18
25190 - Ventilation Equipment Tender 17.24
25210 - Water Treatment Plant Operator 19.19
27000 - Protective Service Occupations
27004 - Alarm Monitor 15.64
27007 - Baggage Inspector 13.06
27008 - Corrections Officer 17.45
27010 - Court Security Officer 19.46
27030 - Detection Dog Handler 15.10
27040 - Detention Officer 17.45
27070 - Firefighter 22.20
27101 - Guard I 13.06
27102 - Guard II 15.10
27131 - Police Officer I 19.83
27132 - Police Officer II 20.80
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.75
28042 - Carnival Equipment Repairer 13.50
28043 - Carnival Worker 10.06
28210 - Gate Attendant/Gate Tender 16.32
28310 - Lifeguard 12.11
28350 - Park Attendant (Aide) 18.26
28510 - Recreation Aide/Health Facility Attendant 13.33
28515 - Recreation Specialist 22.19
28630 - Sports Official 14.54
28690 - Swimming Pool Operator 17.27
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 18.25
29020 - Hatch Tender 18.25
29030 - Line Handler 18.25
29041 - Stevedore I 17.16
29042 - Stevedore II 19.24

30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29
30021 - Archeological Technician I		17.35
30022 - Archeological Technician II		19.70
30023 - Archeological Technician III		23.94
30030 - Cartographic Technician		24.40
30040 - Civil Engineering Technician		24.58
30051 - Cryogenic Technician I		26.01
30052 - Cryogenic Technician II		28.72
30061 - Drafter/CAD Operator I		17.35
30062 - Drafter/CAD Operator II		19.70
30063 - Drafter/CAD Operator III		21.97
30064 - Drafter/CAD Operator IV		26.34
30081 - Engineering Technician I		15.25
30082 - Engineering Technician II		16.67
30083 - Engineering Technician III		21.48
30084 - Engineering Technician IV		25.20
30085 - Engineering Technician V		30.90
30086 - Engineering Technician VI		37.37
30090 - Environmental Technician		23.05
30095 - Evidence Control Specialist		23.48
30210 - Laboratory Technician		23.09
30221 - Latent Fingerprint Technician I		26.01
30222 - Latent Fingerprint Technician II		28.72
30240 - Mathematical Technician		24.40
30361 - Paralegal/Legal Assistant I		18.75
30362 - Paralegal/Legal Assistant II		23.22
30363 - Paralegal/Legal Assistant III		28.27
30364 - Paralegal/Legal Assistant IV		34.21
30375 - Petroleum Supply Specialist		28.72
30390 - Photo-Optics Technician		24.40
30395 - Radiation Control Technician		28.72
30461 - Technical Writer I		23.48
30462 - Technical Writer II		28.72
30463 - Technical Writer III		34.75
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		26.01
30502 - Weather Forecaster II		31.63
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.97
30621 - Weather Observer Senior	(see 2)	23.57

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		30.67
31020 - Bus Aide		13.23

31030 - Bus Driver	17.66
31043 - Driver Courier	15.19
31260 - Parking and Lot Attendant	11.85
31290 - Shuttle Bus Driver	16.20
31310 - Taxi Driver	13.92
31361 - Truckdriver Light	16.20
31362 - Truckdriver Medium	19.71
31363 - Truckdriver Heavy	18.90
31364 - Truckdriver Tractor-Trailer	18.90
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.89
99050 - Desk Clerk	9.45
99095 - Embalmer	21.80
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.25
99252 - Laboratory Animal Caretaker II	13.07
99260 - Marketing Analyst	26.24
99310 - Mortician	21.80
99410 - Pest Controller	17.16
99510 - Photofinishing Worker	13.36
99710 - Recycling Laborer	13.54
99711 - Recycling Specialist	16.01
99730 - Refuse Collector	12.39
99810 - Sales Clerk	11.53
99820 - School Crossing Guard	13.78
99830 - Survey Party Chief	19.73
99831 - Surveying Aide	13.32
99832 - Surveying Technician	17.70
99840 - Vending Machine Attendant	17.53
99841 - Vending Machine Repairer	20.90
99842 - Vending Machine Repairer Helper	17.53

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 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.: 2015-4663
Revision No.: 15
Date Of Last Revision: 04/27/2021

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: Tennessee

Area: Tennessee County of Hancock

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.32
01012 - Accounting Clerk II		16.07
01013 - Accounting Clerk III		17.98
01020 - Administrative Assistant		24.86
01035 - Court Reporter		15.85
01041 - Customer Service Representative I		13.04
01042 - Customer Service Representative II		14.23
01043 - Customer Service Representative III		15.98
01051 - Data Entry Operator I		14.37
01052 - Data Entry Operator II		15.68
01060 - Dispatcher Motor Vehicle		20.21
01070 - Document Preparation Clerk		12.84
01090 - Duplicating Machine Operator		12.84
01111 - General Clerk I		12.65
01112 - General Clerk II		13.80

01113 - General Clerk III 15.50
01120 - Housing Referral Assistant 17.66
01141 - Messenger Courier 12.07
01191 - Order Clerk I 13.30
01192 - Order Clerk II 14.51
01261 - Personnel Assistant (Employment) I 16.56
01262 - Personnel Assistant (Employment) II 18.52
01263 - Personnel Assistant (Employment) III 20.65
01270 - Production Control Clerk 19.53
01290 - Rental Clerk 13.22
01300 - Scheduler Maintenance 14.17
01311 - Secretary I 14.17
01312 - Secretary II 15.85
01313 - Secretary III 17.66
01320 - Service Order Dispatcher 17.66
01410 - Supply Technician 24.86
01420 - Survey Worker 13.36
01460 - Switchboard Operator/Receptionist 12.33
01531 - Travel Clerk I 13.26
01532 - Travel Clerk II 14.19
01533 - Travel Clerk III 15.06
01611 - Word Processor I 12.62
01612 - Word Processor II 14.17
01613 - Word Processor III 15.85
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 17.04
05010 - Automotive Electrician 16.56
05040 - Automotive Glass Installer 15.83
05070 - Automotive Worker 15.83
05110 - Mobile Equipment Servicer 14.41
05130 - Motor Equipment Metal Mechanic 17.33
05160 - Motor Equipment Metal Worker 15.83
05190 - Motor Vehicle Mechanic 17.33
05220 - Motor Vehicle Mechanic Helper 13.60
05250 - Motor Vehicle Upholstery Worker 15.03
05280 - Motor Vehicle Wrecker 15.75
05310 - Painter Automotive 16.46
05340 - Radiator Repair Specialist 15.75
05370 - Tire Repairer 14.44
05400 - Transmission Repair Specialist 17.33
07000 - Food Preparation And Service Occupations
07010 - Baker 14.11
07041 - Cook I 10.91
07042 - Cook II 12.32
07070 - Dishwasher 9.22
07130 - Food Service Worker 9.21
07210 - Meat Cutter 16.32
07260 - Waiter/Waitress 9.06
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 16.06

09040 - Furniture Handler 10.71
09080 - Furniture Refinisher 16.06
09090 - Furniture Refinisher Helper 12.63
09110 - Furniture Repairer Minor 14.32
09130 - Upholsterer 16.80
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 10.48
11060 - Elevator Operator 11.34
11090 - Gardener 14.58
11122 - Housekeeping Aide 11.34
11150 - Janitor 11.34
11210 - Laborer Grounds Maintenance 11.57
11240 - Maid or Houseman 10.29
11260 - Pruner 10.55
11270 - Tractor Operator 13.65
11330 - Trail Maintenance Worker 11.57
11360 - Window Cleaner 12.44
12000 - Health Occupations
12010 - Ambulance Driver 16.78
12011 - Breath Alcohol Technician 18.57
12012 - Certified Occupational Therapist Assistant 31.10
12015 - Certified Physical Therapist Assistant 27.96
12020 - Dental Assistant 19.15
12025 - Dental Hygienist 37.41
12030 - EKG Technician 28.14
12035 - Electroneurodiagnostic Technologist 28.14
12040 - Emergency Medical Technician 16.78
12071 - Licensed Practical Nurse I 16.61
12072 - Licensed Practical Nurse II 18.57
12073 - Licensed Practical Nurse III 20.70
12100 - Medical Assistant 14.01
12130 - Medical Laboratory Technician 22.59
12160 - Medical Record Clerk 16.11
12190 - Medical Record Technician 18.01
12195 - Medical Transcriptionist 13.90
12210 - Nuclear Medicine Technologist 40.81
12221 - Nursing Assistant I 11.88
12222 - Nursing Assistant II 13.35
12223 - Nursing Assistant III 14.57
12224 - Nursing Assistant IV 16.36
12235 - Optical Dispenser 19.95
12236 - Optical Technician 16.61
12250 - Pharmacy Technician 16.70
12280 - Phlebotomist 13.41
12305 - Radiologic Technologist 23.17
12311 - Registered Nurse I 24.57
12312 - Registered Nurse II 30.05
12313 - Registered Nurse II Specialist 30.05
12314 - Registered Nurse III 36.36
12315 - Registered Nurse III Anesthetist 36.36

12316 - Registered Nurse IV		43.58
12317 - Scheduler (Drug and Alcohol Testing)		23.01
12320 - Substance Abuse Treatment Counselor		20.57
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.98
13012 - Exhibits Specialist II		22.27
13013 - Exhibits Specialist III		27.25
13041 - Illustrator I		17.98
13042 - Illustrator II		22.27
13043 - Illustrator III		27.25
13047 - Librarian		24.67
13050 - Library Aide/Clerk		14.18
13054 - Library Information Technology Systems Administrator		22.27
13058 - Library Technician		13.56
13061 - Media Specialist I		16.07
13062 - Media Specialist II		17.98
13063 - Media Specialist III		20.04
13071 - Photographer I		16.07
13072 - Photographer II		17.98
13073 - Photographer III		22.27
13074 - Photographer IV		27.25
13075 - Photographer V		32.96
13090 - Technical Order Library Clerk		17.98
13110 - Video Teleconference Technician		16.07
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.86
14042 - Computer Operator II		16.62
14043 - Computer Operator III		18.52
14044 - Computer Operator IV		20.59
14045 - Computer Operator V		22.80
14071 - Computer Programmer I	(see 1)	22.02
14072 - Computer Programmer II	(see 1)	27.28
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.86
14160 - Personal Computer Support Technician		20.59
14170 - System Support Specialist		26.97
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.85
15020 - Aircrew Training Devices Instructor (Rated)		33.69
15030 - Air Crew Training Devices Instructor (Pilot)		40.36
15050 - Computer Based Training Specialist / Instructor		27.85
15060 - Educational Technologist		31.31
15070 - Flight Instructor (Pilot)		40.36
15080 - Graphic Artist		20.24
15085 - Maintenance Test Pilot Fixed Jet/Prop		40.38

15086 - Maintenance Test Pilot Rotary Wing 40.38
15088 - Non-Maintenance Test/Co-Pilot 40.38
15090 - Technical Instructor 17.64
15095 - Technical Instructor/Course Developer 21.13
15110 - Test Proctor 15.10
15120 - Tutor 15.10
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.10
16030 - Counter Attendant 10.10
16040 - Dry Cleaner 12.48
16070 - Finisher Flatwork Machine 10.10
16090 - Presser Hand 10.10
16110 - Presser Machine Drycleaning 10.10
16130 - Presser Machine Shirts 10.10
16160 - Presser Machine Wearing Apparel Laundry 10.10
16190 - Sewing Machine Operator 13.17
16220 - Tailor 14.02
16250 - Washer Machine 10.93
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.68
19040 - Tool And Die Maker 25.31
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 14.72
21030 - Material Coordinator 19.53
21040 - Material Expediter 19.53
21050 - Material Handling Laborer 12.92
21071 - Order Filler 12.05
21080 - Production Line Worker (Food Processing) 14.72
21110 - Shipping Packer 16.23
21130 - Shipping/Receiving Clerk 16.23
21140 - Store Worker I 12.63
21150 - Stock Clerk 16.81
21210 - Tools And Parts Attendant 14.72
21410 - Warehouse Specialist 14.72
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 21.53
23019 - Aircraft Logs and Records Technician 17.31
23021 - Aircraft Mechanic I 20.43
23022 - Aircraft Mechanic II 21.53
23023 - Aircraft Mechanic III 22.63
23040 - Aircraft Mechanic Helper 15.31
23050 - Aircraft Painter 19.40
23060 - Aircraft Servicer 17.31
23070 - Aircraft Survival Flight Equipment Technician 19.40
23080 - Aircraft Worker 18.41
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 18.41
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 20.43
23110 - Appliance Mechanic 19.40

23120 - Bicycle Repairer	16.30
23125 - Cable Splicer	34.20
23130 - Carpenter Maintenance	16.17
23140 - Carpet Layer	17.61
23160 - Electrician Maintenance	25.86
23181 - Electronics Technician Maintenance I	21.56
23182 - Electronics Technician Maintenance II	23.54
23183 - Electronics Technician Maintenance III	24.71
23260 - Fabric Worker	17.31
23290 - Fire Alarm System Mechanic	20.43
23310 - Fire Extinguisher Repairer	16.30
23311 - Fuel Distribution System Mechanic	20.43
23312 - Fuel Distribution System Operator	16.30
23370 - General Maintenance Worker	16.19
23380 - Ground Support Equipment Mechanic	20.43
23381 - Ground Support Equipment Servicer	17.31
23382 - Ground Support Equipment Worker	18.41
23391 - Gunsmith I	16.30
23392 - Gunsmith II	18.41
23393 - Gunsmith III	20.43
23410 - Heating Ventilation And Air-Conditioning Mechanic	17.54
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	18.68
23430 - Heavy Equipment Mechanic	22.07
23440 - Heavy Equipment Operator	18.25
23460 - Instrument Mechanic	20.43
23465 - Laboratory/Shelter Mechanic	19.40
23470 - Laborer	12.92
23510 - Locksmith	19.40
23530 - Machinery Maintenance Mechanic	20.49
23550 - Machinist Maintenance	17.94
23580 - Maintenance Trades Helper	15.97
23591 - Metrology Technician I	20.43
23592 - Metrology Technician II	21.53
23593 - Metrology Technician III	22.63
23640 - Millwright	24.27
23710 - Office Appliance Repairer	19.40
23760 - Painter Maintenance	14.44
23790 - Pipefitter Maintenance	21.37
23810 - Plumber Maintenance	20.30
23820 - Pneudraulic Systems Mechanic	20.43
23850 - Rigger	20.43
23870 - Scale Mechanic	18.41
23890 - Sheet-Metal Worker Maintenance	18.63
23910 - Small Engine Mechanic	14.76
23931 - Telecommunications Mechanic I	28.85
23932 - Telecommunications Mechanic II	30.40
23950 - Telephone Lineman	21.81
23960 - Welder Combination Maintenance	16.88

23965 - Well Driller		20.43
23970 - Woodcraft Worker		20.43
23980 - Woodworker		16.30
24000 - Personal Needs Occupations		
24550 - Case Manager		15.82
24570 - Child Care Attendant		10.07
24580 - Child Care Center Clerk		12.56
24610 - Chore Aide		10.86
24620 - Family Readiness And Support Services Coordinator		15.82
24630 - Homemaker		15.82
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		20.43
25040 - Sewage Plant Operator		19.19
25070 - Stationary Engineer		20.43
25190 - Ventilation Equipment Tender		15.26
25210 - Water Treatment Plant Operator		19.19
27000 - Protective Service Occupations		
27004 - Alarm Monitor		14.43
27007 - Baggage Inspector		13.06
27008 - Corrections Officer		15.65
27010 - Court Security Officer		16.83
27030 - Detection Dog Handler		14.61
27040 - Detention Officer		15.65
27070 - Firefighter		17.44
27101 - Guard I		13.06
27102 - Guard II		14.61
27131 - Police Officer I		18.52
27132 - Police Officer II		20.58
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.90
28042 - Carnival Equipment Repairer		14.85
28043 - Carnival Worker		10.75
28210 - Gate Attendant/Gate Tender		16.32
28310 - Lifeguard		12.06
28350 - Park Attendant (Aide)		18.26
28510 - Recreation Aide/Health Facility Attendant		13.33
28515 - Recreation Specialist		22.48
28630 - Sports Official		14.54
28690 - Swimming Pool Operator		18.15
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		18.41
29020 - Hatch Tender		18.41
29030 - Line Handler		18.41
29041 - Stevedore I		17.31
29042 - Stevedore II		19.40
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		23.36
30051 - Cryogenic Technician I		26.01
30052 - Cryogenic Technician II		28.72
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		15.09
30082 - Engineering Technician II		16.94
30083 - Engineering Technician III		18.96
30084 - Engineering Technician IV		23.48
30085 - Engineering Technician V		28.72
30086 - Engineering Technician VI		34.75
30090 - Environmental Technician		24.65
30095 - Evidence Control Specialist		23.48
30210 - Laboratory Technician		24.48
30221 - Latent Fingerprint Technician I		26.01
30222 - Latent Fingerprint Technician II		28.72
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		28.72
30390 - Photo-Optics Technician		25.42
30395 - Radiation Control Technician		28.72
30461 - Technical Writer I		24.66
30462 - Technical Writer II		30.87
30463 - Technical Writer III		34.75
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		26.01
30502 - Weather Forecaster II		31.63
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		13.16
31030 - Bus Driver		17.42
31043 - Driver Courier		15.54
31260 - Parking and Lot Attendant		12.06
31290 - Shuttle Bus Driver		16.15

31310 - Taxi Driver	15.26
31361 - Truckdriver Light	16.59
31362 - Truckdriver Medium	17.62
31363 - Truckdriver Heavy	18.53
31364 - Truckdriver Tractor-Trailer	18.53
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	10.34
99050 - Desk Clerk	9.63
99095 - Embalmer	21.85
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	12.93
99252 - Laboratory Animal Caretaker II	13.83
99260 - Marketing Analyst	26.24
99310 - Mortician	21.85
99410 - Pest Controller	16.24
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	13.29
99711 - Recycling Specialist	14.89
99730 - Refuse Collector	11.60
99810 - Sales Clerk	11.04
99820 - School Crossing Guard	13.98
99830 - Survey Party Chief	20.97
99831 - Surveying Aide	13.60
99832 - Surveying Technician	18.57
99840 - Vending Machine Attendant	18.12
99841 - Vending Machine Repairer	21.27
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 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.: 2015-4665
Revision No.: 15
Date Of Last Revision: 04/27/2021

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: Tennessee

Area: Tennessee Counties of Bledsoe McMinn Meigs Rhea Van Buren

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.64
01012 - Accounting Clerk II		16.44
01013 - Accounting Clerk III		18.38
01020 - Administrative Assistant		23.35
01035 - Court Reporter		18.11
01041 - Customer Service Representative I		12.83
01042 - Customer Service Representative II		14.42
01043 - Customer Service Representative III		15.73
01051 - Data Entry Operator I		12.48
01052 - Data Entry Operator II		13.61
01060 - Dispatcher Motor Vehicle		18.58
01070 - Document Preparation Clerk		13.60
01090 - Duplicating Machine Operator		13.60
01111 - General Clerk I		12.68
01112 - General Clerk II		13.83

01113 - General Clerk III 15.52
01120 - Housing Referral Assistant 20.19
01141 - Messenger Courier 11.76
01191 - Order Clerk I 13.30
01192 - Order Clerk II 14.51
01261 - Personnel Assistant (Employment) I 16.74
01262 - Personnel Assistant (Employment) II 18.72
01263 - Personnel Assistant (Employment) III 20.86
01270 - Production Control Clerk 20.47
01290 - Rental Clerk 12.57
01300 - Scheduler Maintenance 16.20
01311 - Secretary I 16.20
01312 - Secretary II 18.11
01313 - Secretary III 20.19
01320 - Service Order Dispatcher 15.10
01410 - Supply Technician 23.35
01420 - Survey Worker 16.01
01460 - Switchboard Operator/Receptionist 12.84
01531 - Travel Clerk I 13.26
01532 - Travel Clerk II 14.19
01533 - Travel Clerk III 15.06
01611 - Word Processor I 14.42
01612 - Word Processor II 16.20
01613 - Word Processor III 18.11
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.37
05010 - Automotive Electrician 18.03
05040 - Automotive Glass Installer 17.15
05070 - Automotive Worker 17.15
05110 - Mobile Equipment Servicer 15.38
05130 - Motor Equipment Metal Mechanic 18.87
05160 - Motor Equipment Metal Worker 17.15
05190 - Motor Vehicle Mechanic 17.90
05220 - Motor Vehicle Mechanic Helper 14.45
05250 - Motor Vehicle Upholstery Worker 16.26
05280 - Motor Vehicle Wrecker 17.15
05310 - Painter Automotive 18.03
05340 - Radiator Repair Specialist 17.15
05370 - Tire Repairer 15.41
05400 - Transmission Repair Specialist 17.90
07000 - Food Preparation And Service Occupations
07010 - Baker 12.60
07041 - Cook I 13.32
07042 - Cook II 15.04
07070 - Dishwasher 10.90
07130 - Food Service Worker 9.68
07210 - Meat Cutter 17.94
07260 - Waiter/Waitress 8.84
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 18.61

09040 - Furniture Handler 12.42
09080 - Furniture Refinisher 18.63
09090 - Furniture Refinisher Helper 14.65
09110 - Furniture Repairer Minor 16.62
09130 - Upholsterer 17.99
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.04
11060 - Elevator Operator 11.44
11090 - Gardener 17.01
11122 - Housekeeping Aide 11.44
11150 - Janitor 11.44
11210 - Laborer Grounds Maintenance 13.51
11240 - Maid or Houseman 11.43
11260 - Pruner 12.33
11270 - Tractor Operator 15.93
11330 - Trail Maintenance Worker 13.51
11360 - Window Cleaner 12.55
12000 - Health Occupations
12010 - Ambulance Driver 16.89
12011 - Breath Alcohol Technician 18.35
12012 - Certified Occupational Therapist Assistant 29.03
12015 - Certified Physical Therapist Assistant 30.09
12020 - Dental Assistant 18.30
12025 - Dental Hygienist 37.02
12030 - EKG Technician 27.80
12035 - Electroneurodiagnostic Technologist 27.80
12040 - Emergency Medical Technician 16.89
12071 - Licensed Practical Nurse I 16.40
12072 - Licensed Practical Nurse II 18.35
12073 - Licensed Practical Nurse III 20.46
12100 - Medical Assistant 14.38
12130 - Medical Laboratory Technician 22.95
12160 - Medical Record Clerk 13.78
12190 - Medical Record Technician 16.96
12195 - Medical Transcriptionist 16.40
12210 - Nuclear Medicine Technologist 38.41
12221 - Nursing Assistant I 11.38
12222 - Nursing Assistant II 12.79
12223 - Nursing Assistant III 13.96
12224 - Nursing Assistant IV 15.68
12235 - Optical Dispenser 17.07
12236 - Optical Technician 16.40
12250 - Pharmacy Technician 14.90
12280 - Phlebotomist 14.39
12305 - Radiologic Technologist 24.74
12311 - Registered Nurse I 22.40
12312 - Registered Nurse II 27.40
12313 - Registered Nurse II Specialist 27.40
12314 - Registered Nurse III 33.16
12315 - Registered Nurse III Anesthetist 33.16

12316 - Registered Nurse IV		39.73
12317 - Scheduler (Drug and Alcohol Testing)		22.73
12320 - Substance Abuse Treatment Counselor		17.99
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.33
13012 - Exhibits Specialist II		22.70
13013 - Exhibits Specialist III		27.76
13041 - Illustrator I		18.33
13042 - Illustrator II		22.70
13043 - Illustrator III		27.76
13047 - Librarian		25.14
13050 - Library Aide/Clerk		13.92
13054 - Library Information Technology Systems Administrator		22.70
13058 - Library Technician		14.21
13061 - Media Specialist I		16.38
13062 - Media Specialist II		18.33
13063 - Media Specialist III		20.42
13071 - Photographer I		13.43
13072 - Photographer II		13.71
13073 - Photographer III		16.52
13074 - Photographer IV		20.67
13075 - Photographer V		25.00
13090 - Technical Order Library Clerk		17.04
13110 - Video Teleconference Technician		19.46
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.11
14042 - Computer Operator II		18.05
14043 - Computer Operator III		20.10
14044 - Computer Operator IV		21.52
14045 - Computer Operator V		23.19
14071 - Computer Programmer I	(see 1)	20.37
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.11
14160 - Personal Computer Support Technician		21.52
14170 - System Support Specialist		25.32
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.13
15020 - Aircrew Training Devices Instructor (Rated)		36.92
15030 - Air Crew Training Devices Instructor (Pilot)		44.25
15050 - Computer Based Training Specialist / Instructor		32.13
15060 - Educational Technologist		31.53
15070 - Flight Instructor (Pilot)		44.25
15080 - Graphic Artist		20.15
15085 - Maintenance Test Pilot Fixed Jet/Prop		44.25

15086 - Maintenance Test Pilot Rotary Wing 44.25
15088 - Non-Maintenance Test/Co-Pilot 44.25
15090 - Technical Instructor 25.74
15095 - Technical Instructor/Course Developer 33.12
15110 - Test Proctor 22.24
15120 - Tutor 22.24
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.10
16030 - Counter Attendant 10.10
16040 - Dry Cleaner 12.48
16070 - Finisher Flatwork Machine 10.10
16090 - Presser Hand 10.10
16110 - Presser Machine Drycleaning 10.10
16130 - Presser Machine Shirts 10.10
16160 - Presser Machine Wearing Apparel Laundry 10.10
16190 - Sewing Machine Operator 13.17
16220 - Tailor 14.02
16250 - Washer Machine 10.93
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.10
19040 - Tool And Die Maker 23.38
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.90
21030 - Material Coordinator 20.47
21040 - Material Expediter 20.47
21050 - Material Handling Laborer 14.82
21071 - Order Filler 12.13
21080 - Production Line Worker (Food Processing) 17.90
21110 - Shipping Packer 16.89
21130 - Shipping/Receiving Clerk 16.89
21140 - Store Worker I 12.63
21150 - Stock Clerk 16.81
21210 - Tools And Parts Attendant 17.90
21410 - Warehouse Specialist 17.90
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 22.68
23019 - Aircraft Logs and Records Technician 18.24
23021 - Aircraft Mechanic I 21.53
23022 - Aircraft Mechanic II 22.68
23023 - Aircraft Mechanic III 23.84
23040 - Aircraft Mechanic Helper 16.08
23050 - Aircraft Painter 20.44
23060 - Aircraft Servicer 18.24
23070 - Aircraft Survival Flight Equipment Technician 20.44
23080 - Aircraft Worker 19.39
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 19.39
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 21.53
23110 - Appliance Mechanic 19.89

23120 - Bicycle Repairer 17.17
23125 - Cable Splicer 35.50
23130 - Carpenter Maintenance 17.79
23140 - Carpet Layer 19.39
23160 - Electrician Maintenance 22.24
23181 - Electronics Technician Maintenance I 23.29
23182 - Electronics Technician Maintenance II 24.54
23183 - Electronics Technician Maintenance III 27.10
23260 - Fabric Worker 18.24
23290 - Fire Alarm System Mechanic 21.53
23310 - Fire Extinguisher Repairer 18.29
23311 - Fuel Distribution System Mechanic 21.53
23312 - Fuel Distribution System Operator 17.17
23370 - General Maintenance Worker 17.16
23380 - Ground Support Equipment Mechanic 21.53
23381 - Ground Support Equipment Servicer 18.24
23382 - Ground Support Equipment Worker 19.39
23391 - Gunsmith I 18.29
23392 - Gunsmith II 19.39
23393 - Gunsmith III 21.53
23410 - Heating Ventilation And Air-Conditioning Mechanic 18.58
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 19.58
23430 - Heavy Equipment Mechanic 21.51
23440 - Heavy Equipment Operator 19.69
23460 - Instrument Mechanic 21.53
23465 - Laboratory/Shelter Mechanic 20.44
23470 - Laborer 14.82
23510 - Locksmith 20.44
23530 - Machinery Maintenance Mechanic 23.79
23550 - Machinist Maintenance 20.02
23580 - Maintenance Trades Helper 14.91
23591 - Metrology Technician I 21.53
23592 - Metrology Technician II 22.68
23593 - Metrology Technician III 23.84
23640 - Millwright 23.87
23710 - Office Appliance Repairer 20.44
23760 - Painter Maintenance 14.75
23790 - Pipefitter Maintenance 23.49
23810 - Plumber Maintenance 22.30
23820 - Pneudraulic Systems Mechanic 21.53
23850 - Rigger 21.53
23870 - Scale Mechanic 19.39
23890 - Sheet-Metal Worker Maintenance 19.06
23910 - Small Engine Mechanic 18.95
23931 - Telecommunications Mechanic I 33.10
23932 - Telecommunications Mechanic II 34.87
23950 - Telephone Lineman 23.21
23960 - Welder Combination Maintenance 18.10

23965 - Well Driller		21.53
23970 - Woodcraft Worker		21.53
23980 - Woodworker		17.17
24000 - Personal Needs Occupations		
24550 - Case Manager		16.92
24570 - Child Care Attendant		10.56
24580 - Child Care Center Clerk		13.19
24610 - Chore Aide		11.06
24620 - Family Readiness And Support Services Coordinator		16.92
24630 - Homemaker		16.92
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		22.91
25040 - Sewage Plant Operator		19.56
25070 - Stationary Engineer		22.91
25190 - Ventilation Equipment Tender		16.08
25210 - Water Treatment Plant Operator		19.56
27000 - Protective Service Occupations		
27004 - Alarm Monitor		14.72
27007 - Baggage Inspector		21.84
27008 - Corrections Officer		17.20
27010 - Court Security Officer		18.09
27030 - Detection Dog Handler		24.43
27040 - Detention Officer		17.20
27070 - Firefighter		18.71
27101 - Guard I		21.84
27102 - Guard II		24.43
27131 - Police Officer I		17.68
27132 - Police Officer II		19.64
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		14.31
28042 - Carnival Equipment Repairer		15.29
28043 - Carnival Worker		11.06
28210 - Gate Attendant/Gate Tender		14.55
28310 - Lifeguard		11.34
28350 - Park Attendant (Aide)		16.27
28510 - Recreation Aide/Health Facility Attendant		12.14
28515 - Recreation Specialist		17.96
28630 - Sports Official		12.96
28690 - Swimming Pool Operator		17.81
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		23.72
29020 - Hatch Tender		23.72
29030 - Line Handler		23.72
29041 - Stevedore I		22.29
29042 - Stevedore II		24.99
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		17.45
30022 - Archeological Technician II		19.52
30023 - Archeological Technician III		24.18
30030 - Cartographic Technician		24.18
30040 - Civil Engineering Technician		23.98
30051 - Cryogenic Technician I		26.78
30052 - Cryogenic Technician II		29.57
30061 - Drafter/CAD Operator I		17.45
30062 - Drafter/CAD Operator II		19.52
30063 - Drafter/CAD Operator III		21.76
30064 - Drafter/CAD Operator IV		26.78
30081 - Engineering Technician I		15.54
30082 - Engineering Technician II		17.45
30083 - Engineering Technician III		19.52
30084 - Engineering Technician IV		24.18
30085 - Engineering Technician V		29.57
30086 - Engineering Technician VI		35.78
30090 - Environmental Technician		24.18
30095 - Evidence Control Specialist		24.18
30210 - Laboratory Technician		29.41
30221 - Latent Fingerprint Technician I		26.78
30222 - Latent Fingerprint Technician II		29.57
30240 - Mathematical Technician		24.18
30361 - Paralegal/Legal Assistant I		20.17
30362 - Paralegal/Legal Assistant II		24.99
30363 - Paralegal/Legal Assistant III		30.57
30364 - Paralegal/Legal Assistant IV		36.99
30375 - Petroleum Supply Specialist		29.57
30390 - Photo-Optics Technician		24.18
30395 - Radiation Control Technician		29.57
30461 - Technical Writer I		24.18
30462 - Technical Writer II		29.57
30463 - Technical Writer III		35.78
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		26.78
30502 - Weather Forecaster II		32.57
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.76
30621 - Weather Observer Senior	(see 2)	24.18
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		12.54
31030 - Bus Driver		18.17
31043 - Driver Courier		14.20
31260 - Parking and Lot Attendant		11.65
31290 - Shuttle Bus Driver		14.35

31310 - Taxi Driver	11.65
31361 - Truckdriver Light	15.16
31362 - Truckdriver Medium	16.10
31363 - Truckdriver Heavy	19.32
31364 - Truckdriver Tractor-Trailer	19.32
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	10.32
99050 - Desk Clerk	13.05
99095 - Embalmer	21.68
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	12.04
99252 - Laboratory Animal Caretaker II	12.86
99260 - Marketing Analyst	25.05
99310 - Mortician	21.68
99410 - Pest Controller	19.69
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	14.30
99711 - Recycling Specialist	16.90
99730 - Refuse Collector	13.03
99810 - Sales Clerk	12.50
99820 - School Crossing Guard	14.00
99830 - Survey Party Chief	20.51
99831 - Surveying Aide	13.37
99832 - Surveying Technician	18.40
99840 - Vending Machine Attendant	18.12
99841 - Vending Machine Repairer	21.86
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 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.: 2015-4666
Revision No.: 14
Date Of Last Revision: 05/03/2020

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: Tennessee

Area: Tennessee Counties of Bledsoe McMinn Meigs Rhea Van Buren

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		15.90
01013 - Accounting Clerk III		17.79
01020 - Administrative Assistant		23.35
01035 - Court Reporter		17.10
01041 - Customer Service Representative I		11.66
01042 - Customer Service Representative II		13.11
01043 - Customer Service Representative III		14.30
01051 - Data Entry Operator I		12.48
01052 - Data Entry Operator II		13.61
01060 - Dispatcher Motor Vehicle		18.58
01070 - Document Preparation Clerk		13.60

01090 - Duplicating Machine Operator 13.60
01111 - General Clerk I 12.68
01112 - General Clerk II 13.83
01113 - General Clerk III 15.52
01120 - Housing Referral Assistant 19.06
01141 - Messenger Courier 11.35
01191 - Order Clerk I 13.30
01192 - Order Clerk II 14.51
01261 - Personnel Assistant (Employment) I 15.68
01262 - Personnel Assistant (Employment) II 17.55
01263 - Personnel Assistant (Employment) III 19.56
01270 - Production Control Clerk 20.47
01290 - Rental Clerk 12.57
01300 - Scheduler Maintenance 15.28
01311 - Secretary I 15.28
01312 - Secretary II 17.10
01313 - Secretary III 19.06
01320 - Service Order Dispatcher 15.10
01410 - Supply Technician 23.35
01420 - Survey Worker 14.55
01460 - Switchboard Operator/Receptionist 12.44
01531 - Travel Clerk I 12.82
01532 - Travel Clerk II 13.64
01533 - Travel Clerk III 14.52
01611 - Word Processor I 13.83
01612 - Word Processor II 15.53
01613 - Word Processor III 17.37
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.37
05010 - Automotive Electrician 18.03
05040 - Automotive Glass Installer 17.15
05070 - Automotive Worker 17.15
05110 - Mobile Equipment Servicer 15.38
05130 - Motor Equipment Metal Mechanic 18.87
05160 - Motor Equipment Metal Worker 17.15
05190 - Motor Vehicle Mechanic 17.51
05220 - Motor Vehicle Mechanic Helper 14.45
05250 - Motor Vehicle Upholstery Worker 16.26
05280 - Motor Vehicle Wrecker 17.15
05310 - Painter Automotive 18.03
05340 - Radiator Repair Specialist 17.15
05370 - Tire Repairer 14.01
05400 - Transmission Repair Specialist 17.51
07000 - Food Preparation And Service Occupations
07010 - Baker 11.45
07041 - Cook I 12.81
07042 - Cook II 14.47
07070 - Dishwasher 10.90
07130 - Food Service Worker 9.68
07210 - Meat Cutter 17.20

07260 - Waiter/Waitress	8.81
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.15
09040 - Furniture Handler	11.43
09080 - Furniture Refinisher	17.15
09090 - Furniture Refinisher Helper	13.49
09110 - Furniture Repairer Minor	15.30
09130 - Upholsterer	16.35
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.04
11060 - Elevator Operator	11.19
11090 - Gardener	16.81
11122 - Housekeeping Aide	11.19
11150 - Janitor	11.19
11210 - Laborer Grounds Maintenance	13.51
11240 - Maid or Houseman	10.87
11260 - Pruner	12.33
11270 - Tractor Operator	15.88
11330 - Trail Maintenance Worker	13.51
11360 - Window Cleaner	12.28
12000 - Health Occupations	
12010 - Ambulance Driver	16.89
12011 - Breath Alcohol Technician	18.35
12012 - Certified Occupational Therapist Assistant	26.39
12015 - Certified Physical Therapist Assistant	30.09
12020 - Dental Assistant	18.30
12025 - Dental Hygienist	37.02
12030 - EKG Technician	27.80
12035 - Electroneurodiagnostic Technologist	27.80
12040 - Emergency Medical Technician	16.89
12071 - Licensed Practical Nurse I	16.40
12072 - Licensed Practical Nurse II	18.35
12073 - Licensed Practical Nurse III	20.46
12100 - Medical Assistant	14.23
12130 - Medical Laboratory Technician	22.63
12160 - Medical Record Clerk	13.78
12190 - Medical Record Technician	16.96
12195 - Medical Transcriptionist	16.40
12210 - Nuclear Medicine Technologist	38.41
12221 - Nursing Assistant I	11.38
12222 - Nursing Assistant II	12.79
12223 - Nursing Assistant III	13.96
12224 - Nursing Assistant IV	15.67
12235 - Optical Dispenser	16.99
12236 - Optical Technician	16.40
12250 - Pharmacy Technician	14.06
12280 - Phlebotomist	14.39
12305 - Radiologic Technologist	24.74
12311 - Registered Nurse I	21.73
12312 - Registered Nurse II	26.58

12313 - Registered Nurse II Specialist		26.58
12314 - Registered Nurse III		32.16
12315 - Registered Nurse III Anesthetist		32.16
12316 - Registered Nurse IV		38.54
12317 - Scheduler (Drug and Alcohol Testing)		22.73
12320 - Substance Abuse Treatment Counselor		16.61
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.33
13012 - Exhibits Specialist II		22.70
13013 - Exhibits Specialist III		27.76
13041 - Illustrator I		18.33
13042 - Illustrator II		22.70
13043 - Illustrator III		27.76
13047 - Librarian		25.14
13050 - Library Aide/Clerk		13.92
13054 - Library Information Technology Systems Administrator		22.70
13058 - Library Technician		14.21
13061 - Media Specialist I		16.38
13062 - Media Specialist II		18.33
13063 - Media Specialist III		20.42
13071 - Photographer I		13.43
13072 - Photographer II		13.71
13073 - Photographer III		16.52
13074 - Photographer IV		20.67
13075 - Photographer V		25.00
13090 - Technical Order Library Clerk		17.04
13110 - Video Teleconference Technician		18.21
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.11
14042 - Computer Operator II		18.05
14043 - Computer Operator III		20.10
14044 - Computer Operator IV		21.52
14045 - Computer Operator V		23.19
14071 - Computer Programmer I	(see 1)	20.37
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.11
14160 - Personal Computer Support Technician		21.52
14170 - System Support Specialist		25.32
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.13
15020 - Aircrew Training Devices Instructor (Rated)		36.75
15030 - Air Crew Training Devices Instructor (Pilot)		40.90
15050 - Computer Based Training Specialist / Instructor		32.13
15060 - Educational Technologist		29.99

15070 - Flight Instructor (Pilot) 40.90
15080 - Graphic Artist 20.15
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.90
15086 - Maintenance Test Pilot Rotary Wing 40.90
15088 - Non-Maintenance Test/Co-Pilot 40.90
15090 - Technical Instructor 25.74
15095 - Technical Instructor/Course Developer 33.12
15110 - Test Proctor 22.24
15120 - Tutor 22.24
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.82
16030 - Counter Attendant 9.82
16040 - Dry Cleaner 12.13
16070 - Finisher Flatwork Machine 9.82
16090 - Presser Hand 9.82
16110 - Presser Machine Drycleaning 9.82
16130 - Presser Machine Shirts 9.82
16160 - Presser Machine Wearing Apparel Laundry 9.82
16190 - Sewing Machine Operator 12.80
16220 - Tailor 13.63
16250 - Washer Machine 10.62
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.10
19040 - Tool And Die Maker 23.38
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.45
21030 - Material Coordinator 20.47
21040 - Material Expediter 20.47
21050 - Material Handling Laborer 14.82
21071 - Order Filler 12.13
21080 - Production Line Worker (Food Processing) 17.45
21110 - Shipping Packer 16.83
21130 - Shipping/Receiving Clerk 16.83
21140 - Store Worker I 12.63
21150 - Stock Clerk 16.81
21210 - Tools And Parts Attendant 17.45
21410 - Warehouse Specialist 17.45
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 22.03
23019 - Aircraft Logs and Records Technician 17.71
23021 - Aircraft Mechanic I 20.91
23022 - Aircraft Mechanic II 22.03
23023 - Aircraft Mechanic III 23.15
23040 - Aircraft Mechanic Helper 15.66
23050 - Aircraft Painter 19.85
23060 - Aircraft Servicer 17.71
23070 - Aircraft Survival Flight Equipment Technician 19.85
23080 - Aircraft Worker 18.84
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 18.84

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 20.91
23110 - Appliance Mechanic 19.89
23120 - Bicycle Repairer 16.67
23125 - Cable Splicer 35.50
23130 - Carpenter Maintenance 17.53
23140 - Carpet Layer 18.95
23160 - Electrician Maintenance 21.37
23181 - Electronics Technician Maintenance I 22.72
23182 - Electronics Technician Maintenance II 24.07
23183 - Electronics Technician Maintenance III 27.10
23260 - Fabric Worker 17.95
23290 - Fire Alarm System Mechanic 20.91
23310 - Fire Extinguisher Repairer 18.29
23311 - Fuel Distribution System Mechanic 20.91
23312 - Fuel Distribution System Operator 16.67
23370 - General Maintenance Worker 16.83
23380 - Ground Support Equipment Mechanic 20.91
23381 - Ground Support Equipment Servicer 17.71
23382 - Ground Support Equipment Worker 18.84
23391 - Gunsmith I 18.29
23392 - Gunsmith II 18.95
23393 - Gunsmith III 20.91
23410 - Heating Ventilation And Air-Conditioning Mechanic 18.27
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 19.25
23430 - Heavy Equipment Mechanic 20.39
23440 - Heavy Equipment Operator 17.90
23460 - Instrument Mechanic 20.91
23465 - Laboratory/Shelter Mechanic 19.91
23470 - Laborer 14.82
23510 - Locksmith 19.91
23530 - Machinery Maintenance Mechanic 21.63
23550 - Machinist Maintenance 18.47
23580 - Maintenance Trades Helper 13.55
23591 - Metrology Technician I 20.91
23592 - Metrology Technician II 22.03
23593 - Metrology Technician III 23.15
23640 - Millwright 23.87
23710 - Office Appliance Repairer 19.85
23760 - Painter Maintenance 14.75
23790 - Pipefitter Maintenance 23.49
23810 - Plumber Maintenance 22.30
23820 - Pneudraulic Systems Mechanic 20.91
23850 - Rigger 20.91
23870 - Scale Mechanic 18.95
23890 - Sheet-Metal Worker Maintenance 19.06
23910 - Small Engine Mechanic 18.95
23931 - Telecommunications Mechanic I 32.43

23932 - Telecommunications Mechanic II 34.17
23950 - Telephone Lineman 23.21
23960 - Welder Combination Maintenance 17.72
23965 - Well Driller 20.91
23970 - Woodcraft Worker 20.91
23980 - Woodworker 16.67
24000 - Personal Needs Occupations
24550 - Case Manager 16.20
24570 - Child Care Attendant 10.56
24580 - Child Care Center Clerk 13.19
24610 - Chore Aide 10.66
24620 - Family Readiness And Support Services Coordinator 16.20
24630 - Homemaker 16.40
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 22.91
25040 - Sewage Plant Operator 19.51
25070 - Stationary Engineer 22.91
25190 - Ventilation Equipment Tender 15.88
25210 - Water Treatment Plant Operator 19.51
27000 - Protective Service Occupations
27004 - Alarm Monitor 14.72
27007 - Baggage Inspector 19.85
27008 - Corrections Officer 15.93
27010 - Court Security Officer 18.09
27030 - Detection Dog Handler 22.21
27040 - Detention Officer 15.93
27070 - Firefighter 18.71
27101 - Guard I 19.85
27102 - Guard II 22.21
27131 - Police Officer I 17.68
27132 - Police Officer II 19.64
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.24
28042 - Carnival Equipment Repairer 15.20
28043 - Carnival Worker 11.00
28210 - Gate Attendant/Gate Tender 14.55
28310 - Lifeguard 11.34
28350 - Park Attendant (Aide) 16.27
28510 - Recreation Aide/Health Facility Attendant 12.14
28515 - Recreation Specialist 17.96
28630 - Sports Official 12.96
28690 - Swimming Pool Operator 17.81
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 21.56
29020 - Hatch Tender 21.56
29030 - Line Handler 21.56
29041 - Stevedore I 20.26
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 17.45
30022 - Archeological Technician II 19.52
30023 - Archeological Technician III 24.18
30030 - Cartographic Technician 24.18
30040 - Civil Engineering Technician 23.98
30051 - Cryogenic Technician I 26.78
30052 - Cryogenic Technician II 29.57
30061 - Drafter/CAD Operator I 17.45
30062 - Drafter/CAD Operator II 19.52
30063 - Drafter/CAD Operator III 21.76
30064 - Drafter/CAD Operator IV 26.78
30081 - Engineering Technician I 15.54
30082 - Engineering Technician II 17.45
30083 - Engineering Technician III 19.52
30084 - Engineering Technician IV 24.18
30085 - Engineering Technician V 29.57
30086 - Engineering Technician VI 35.78
30090 - Environmental Technician 24.18
30095 - Evidence Control Specialist 24.18
30210 - Laboratory Technician 26.74
30221 - Latent Fingerprint Technician I 26.78
30222 - Latent Fingerprint Technician II 29.57
30240 - Mathematical Technician 24.18
30361 - Paralegal/Legal Assistant I 19.54
30362 - Paralegal/Legal Assistant II 24.20
30363 - Paralegal/Legal Assistant III 29.60
30364 - Paralegal/Legal Assistant IV 35.82
30375 - Petroleum Supply Specialist 29.57
30390 - Photo-Optics Technician 24.18
30395 - Radiation Control Technician 29.57
30461 - Technical Writer I 24.18
30462 - Technical Writer II 29.57
30463 - Technical Writer III 35.78
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 26.78
30502 - Weather Forecaster II 32.57
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.76
30621 - Weather Observer Senior (see 2) 24.18
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.54
31030 - Bus Driver 16.78

31043 - Driver Courier	13.44
31260 - Parking and Lot Attendant	11.33
31290 - Shuttle Bus Driver	14.35
31310 - Taxi Driver	11.65
31361 - Truckdriver Light	14.35
31362 - Truckdriver Medium	15.24
31363 - Truckdriver Heavy	18.50
31364 - Truckdriver Tractor-Trailer	18.50
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.14
99050 - Desk Clerk	11.91
99095 - Embalmer	21.68
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	10.95
99252 - Laboratory Animal Caretaker II	11.69
99260 - Marketing Analyst	25.05
99310 - Mortician	21.68
99410 - Pest Controller	19.69
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	14.30
99711 - Recycling Specialist	16.90
99730 - Refuse Collector	13.03
99810 - Sales Clerk	12.50
99820 - School Crossing Guard	14.00
99830 - Survey Party Chief	18.65
99831 - Surveying Aide	12.16
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	18.12
99841 - Vending Machine Repairer	21.86
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: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick 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.: 2015-4667
Revision No.: 15
Date Of Last Revision: 04/27/2021

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: Tennessee

Area: Tennessee Counties of Monroe Sevier

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.64
01012 - Accounting Clerk II		16.44
01013 - Accounting Clerk III		18.38
01020 - Administrative Assistant		23.35
01035 - Court Reporter		18.11
01041 - Customer Service Representative I		12.83
01042 - Customer Service Representative II		14.42
01043 - Customer Service Representative III		15.73
01051 - Data Entry Operator I		12.48
01052 - Data Entry Operator II		13.61
01060 - Dispatcher Motor Vehicle		18.58
01070 - Document Preparation Clerk		13.60
01090 - Duplicating Machine Operator		13.60
01111 - General Clerk I		12.68
01112 - General Clerk II		13.83

01113 - General Clerk III 15.52
01120 - Housing Referral Assistant 20.19
01141 - Messenger Courier 11.76
01191 - Order Clerk I 13.30
01192 - Order Clerk II 14.51
01261 - Personnel Assistant (Employment) I 16.74
01262 - Personnel Assistant (Employment) II 18.72
01263 - Personnel Assistant (Employment) III 20.86
01270 - Production Control Clerk 20.47
01290 - Rental Clerk 12.57
01300 - Scheduler Maintenance 16.20
01311 - Secretary I 16.20
01312 - Secretary II 18.11
01313 - Secretary III 20.19
01320 - Service Order Dispatcher 15.10
01410 - Supply Technician 23.35
01420 - Survey Worker 16.01
01460 - Switchboard Operator/Receptionist 12.84
01531 - Travel Clerk I 13.26
01532 - Travel Clerk II 14.19
01533 - Travel Clerk III 15.06
01611 - Word Processor I 14.42
01612 - Word Processor II 16.20
01613 - Word Processor III 18.11
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.37
05010 - Automotive Electrician 18.03
05040 - Automotive Glass Installer 17.15
05070 - Automotive Worker 17.15
05110 - Mobile Equipment Servicer 15.38
05130 - Motor Equipment Metal Mechanic 18.87
05160 - Motor Equipment Metal Worker 17.15
05190 - Motor Vehicle Mechanic 17.90
05220 - Motor Vehicle Mechanic Helper 14.45
05250 - Motor Vehicle Upholstery Worker 16.26
05280 - Motor Vehicle Wrecker 17.15
05310 - Painter Automotive 18.03
05340 - Radiator Repair Specialist 17.15
05370 - Tire Repairer 15.41
05400 - Transmission Repair Specialist 17.90
07000 - Food Preparation And Service Occupations
07010 - Baker 12.60
07041 - Cook I 13.32
07042 - Cook II 15.04
07070 - Dishwasher 10.90
07130 - Food Service Worker 9.68
07210 - Meat Cutter 17.94
07260 - Waiter/Waitress 8.84
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 18.61

09040 - Furniture Handler 12.42
09080 - Furniture Refinisher 18.63
09090 - Furniture Refinisher Helper 14.65
09110 - Furniture Repairer Minor 16.62
09130 - Upholsterer 17.99
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.04
11060 - Elevator Operator 11.44
11090 - Gardener 17.01
11122 - Housekeeping Aide 11.44
11150 - Janitor 11.44
11210 - Laborer Grounds Maintenance 13.51
11240 - Maid or Houseman 11.43
11260 - Pruner 12.33
11270 - Tractor Operator 15.93
11330 - Trail Maintenance Worker 13.51
11360 - Window Cleaner 12.55
12000 - Health Occupations
12010 - Ambulance Driver 16.89
12011 - Breath Alcohol Technician 18.35
12012 - Certified Occupational Therapist Assistant 29.03
12015 - Certified Physical Therapist Assistant 30.09
12020 - Dental Assistant 18.30
12025 - Dental Hygienist 37.02
12030 - EKG Technician 27.80
12035 - Electroneurodiagnostic Technologist 27.80
12040 - Emergency Medical Technician 16.89
12071 - Licensed Practical Nurse I 16.40
12072 - Licensed Practical Nurse II 18.35
12073 - Licensed Practical Nurse III 20.46
12100 - Medical Assistant 14.38
12130 - Medical Laboratory Technician 22.95
12160 - Medical Record Clerk 13.78
12190 - Medical Record Technician 16.96
12195 - Medical Transcriptionist 16.40
12210 - Nuclear Medicine Technologist 38.41
12221 - Nursing Assistant I 11.38
12222 - Nursing Assistant II 12.79
12223 - Nursing Assistant III 13.96
12224 - Nursing Assistant IV 15.68
12235 - Optical Dispenser 17.07
12236 - Optical Technician 16.40
12250 - Pharmacy Technician 14.90
12280 - Phlebotomist 14.39
12305 - Radiologic Technologist 24.74
12311 - Registered Nurse I 22.40
12312 - Registered Nurse II 27.40
12313 - Registered Nurse II Specialist 27.40
12314 - Registered Nurse III 33.16
12315 - Registered Nurse III Anesthetist 33.16

12316 - Registered Nurse IV		39.73
12317 - Scheduler (Drug and Alcohol Testing)		22.73
12320 - Substance Abuse Treatment Counselor		17.99
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.33
13012 - Exhibits Specialist II		22.70
13013 - Exhibits Specialist III		27.76
13041 - Illustrator I		18.33
13042 - Illustrator II		22.70
13043 - Illustrator III		27.76
13047 - Librarian		25.14
13050 - Library Aide/Clerk		13.92
13054 - Library Information Technology Systems Administrator		22.70
13058 - Library Technician		14.21
13061 - Media Specialist I		16.38
13062 - Media Specialist II		18.33
13063 - Media Specialist III		20.42
13071 - Photographer I		13.43
13072 - Photographer II		13.71
13073 - Photographer III		16.52
13074 - Photographer IV		20.67
13075 - Photographer V		25.00
13090 - Technical Order Library Clerk		17.04
13110 - Video Teleconference Technician		19.46
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.11
14042 - Computer Operator II		18.05
14043 - Computer Operator III		20.10
14044 - Computer Operator IV		21.52
14045 - Computer Operator V		23.19
14071 - Computer Programmer I	(see 1)	20.37
14072 - Computer Programmer II	(see 1)	25.40
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		15.11
14160 - Personal Computer Support Technician		21.52
14170 - System Support Specialist		25.32
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.13
15020 - Aircrew Training Devices Instructor (Rated)		36.92
15030 - Air Crew Training Devices Instructor (Pilot)		44.25
15050 - Computer Based Training Specialist / Instructor		32.13
15060 - Educational Technologist		31.53
15070 - Flight Instructor (Pilot)		44.25
15080 - Graphic Artist		20.15
15085 - Maintenance Test Pilot Fixed Jet/Prop		44.25

15086 - Maintenance Test Pilot Rotary Wing 44.25
15088 - Non-Maintenance Test/Co-Pilot 44.25
15090 - Technical Instructor 25.74
15095 - Technical Instructor/Course Developer 33.12
15110 - Test Proctor 22.24
15120 - Tutor 22.24
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.10
16030 - Counter Attendant 10.10
16040 - Dry Cleaner 12.48
16070 - Finisher Flatwork Machine 10.10
16090 - Presser Hand 10.10
16110 - Presser Machine Drycleaning 10.10
16130 - Presser Machine Shirts 10.10
16160 - Presser Machine Wearing Apparel Laundry 10.10
16190 - Sewing Machine Operator 13.17
16220 - Tailor 14.02
16250 - Washer Machine 10.93
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.10
19040 - Tool And Die Maker 23.38
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.90
21030 - Material Coordinator 20.47
21040 - Material Expediter 20.47
21050 - Material Handling Laborer 14.82
21071 - Order Filler 12.13
21080 - Production Line Worker (Food Processing) 17.90
21110 - Shipping Packer 16.89
21130 - Shipping/Receiving Clerk 16.89
21140 - Store Worker I 12.63
21150 - Stock Clerk 16.81
21210 - Tools And Parts Attendant 17.90
21410 - Warehouse Specialist 17.90
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 22.68
23019 - Aircraft Logs and Records Technician 18.24
23021 - Aircraft Mechanic I 21.53
23022 - Aircraft Mechanic II 22.68
23023 - Aircraft Mechanic III 23.84
23040 - Aircraft Mechanic Helper 16.08
23050 - Aircraft Painter 20.44
23060 - Aircraft Servicer 18.24
23070 - Aircraft Survival Flight Equipment Technician 20.44
23080 - Aircraft Worker 19.39
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 19.39
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 21.53
23110 - Appliance Mechanic 19.89

23120 - Bicycle Repairer 17.17
23125 - Cable Splicer 35.50
23130 - Carpenter Maintenance 17.79
23140 - Carpet Layer 19.39
23160 - Electrician Maintenance 22.24
23181 - Electronics Technician Maintenance I 23.29
23182 - Electronics Technician Maintenance II 24.54
23183 - Electronics Technician Maintenance III 27.10
23260 - Fabric Worker 18.24
23290 - Fire Alarm System Mechanic 21.53
23310 - Fire Extinguisher Repairer 18.29
23311 - Fuel Distribution System Mechanic 21.53
23312 - Fuel Distribution System Operator 17.17
23370 - General Maintenance Worker 17.16
23380 - Ground Support Equipment Mechanic 21.53
23381 - Ground Support Equipment Servicer 18.24
23382 - Ground Support Equipment Worker 19.39
23391 - Gunsmith I 18.29
23392 - Gunsmith II 19.39
23393 - Gunsmith III 21.53
23410 - Heating Ventilation And Air-Conditioning Mechanic 18.58
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 19.58
23430 - Heavy Equipment Mechanic 21.51
23440 - Heavy Equipment Operator 19.69
23460 - Instrument Mechanic 21.53
23465 - Laboratory/Shelter Mechanic 20.44
23470 - Laborer 14.82
23510 - Locksmith 20.44
23530 - Machinery Maintenance Mechanic 23.79
23550 - Machinist Maintenance 20.02
23580 - Maintenance Trades Helper 14.91
23591 - Metrology Technician I 21.53
23592 - Metrology Technician II 22.68
23593 - Metrology Technician III 23.84
23640 - Millwright 23.87
23710 - Office Appliance Repairer 20.44
23760 - Painter Maintenance 14.75
23790 - Pipefitter Maintenance 23.49
23810 - Plumber Maintenance 22.30
23820 - Pneudraulic Systems Mechanic 21.53
23850 - Rigger 21.53
23870 - Scale Mechanic 19.39
23890 - Sheet-Metal Worker Maintenance 19.06
23910 - Small Engine Mechanic 18.95
23931 - Telecommunications Mechanic I 33.10
23932 - Telecommunications Mechanic II 34.87
23950 - Telephone Lineman 23.21
23960 - Welder Combination Maintenance 18.10

23965 - Well Driller		21.53
23970 - Woodcraft Worker		21.53
23980 - Woodworker		17.17
24000 - Personal Needs Occupations		
24550 - Case Manager		16.92
24570 - Child Care Attendant		10.56
24580 - Child Care Center Clerk		13.19
24610 - Chore Aide		11.06
24620 - Family Readiness And Support Services Coordinator		16.92
24630 - Homemaker		16.92
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		22.91
25040 - Sewage Plant Operator		19.56
25070 - Stationary Engineer		22.91
25190 - Ventilation Equipment Tender		16.08
25210 - Water Treatment Plant Operator		19.56
27000 - Protective Service Occupations		
27004 - Alarm Monitor		14.72
27007 - Baggage Inspector		21.84
27008 - Corrections Officer		17.20
27010 - Court Security Officer		18.09
27030 - Detection Dog Handler		24.43
27040 - Detention Officer		17.20
27070 - Firefighter		18.71
27101 - Guard I		21.84
27102 - Guard II		24.43
27131 - Police Officer I		17.68
27132 - Police Officer II		19.64
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		14.31
28042 - Carnival Equipment Repairer		15.29
28043 - Carnival Worker		11.06
28210 - Gate Attendant/Gate Tender		14.55
28310 - Lifeguard		11.34
28350 - Park Attendant (Aide)		16.27
28510 - Recreation Aide/Health Facility Attendant		12.14
28515 - Recreation Specialist		17.96
28630 - Sports Official		12.96
28690 - Swimming Pool Operator		17.81
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		23.72
29020 - Hatch Tender		23.72
29030 - Line Handler		23.72
29041 - Stevedore I		22.29
29042 - Stevedore II		24.99
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		17.45
30022 - Archeological Technician II		19.52
30023 - Archeological Technician III		24.18
30030 - Cartographic Technician		24.18
30040 - Civil Engineering Technician		23.98
30051 - Cryogenic Technician I		26.78
30052 - Cryogenic Technician II		29.57
30061 - Drafter/CAD Operator I		17.45
30062 - Drafter/CAD Operator II		19.52
30063 - Drafter/CAD Operator III		21.76
30064 - Drafter/CAD Operator IV		26.78
30081 - Engineering Technician I		15.54
30082 - Engineering Technician II		17.45
30083 - Engineering Technician III		19.52
30084 - Engineering Technician IV		24.18
30085 - Engineering Technician V		29.57
30086 - Engineering Technician VI		35.78
30090 - Environmental Technician		24.18
30095 - Evidence Control Specialist		24.18
30210 - Laboratory Technician		29.41
30221 - Latent Fingerprint Technician I		26.78
30222 - Latent Fingerprint Technician II		29.57
30240 - Mathematical Technician		24.18
30361 - Paralegal/Legal Assistant I		20.17
30362 - Paralegal/Legal Assistant II		24.99
30363 - Paralegal/Legal Assistant III		30.57
30364 - Paralegal/Legal Assistant IV		36.99
30375 - Petroleum Supply Specialist		29.57
30390 - Photo-Optics Technician		24.18
30395 - Radiation Control Technician		29.57
30461 - Technical Writer I		24.18
30462 - Technical Writer II		29.57
30463 - Technical Writer III		35.78
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		26.78
30502 - Weather Forecaster II		32.57
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.76
30621 - Weather Observer Senior	(see 2)	24.18
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		12.54
31030 - Bus Driver		18.17
31043 - Driver Courier		14.20
31260 - Parking and Lot Attendant		11.65
31290 - Shuttle Bus Driver		14.35

31310 - Taxi Driver	11.65
31361 - Truckdriver Light	15.16
31362 - Truckdriver Medium	16.10
31363 - Truckdriver Heavy	19.32
31364 - Truckdriver Tractor-Trailer	19.32
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	10.32
99050 - Desk Clerk	13.05
99095 - Embalmer	21.68
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	12.04
99252 - Laboratory Animal Caretaker II	12.86
99260 - Marketing Analyst	25.05
99310 - Mortician	21.68
99410 - Pest Controller	19.69
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	14.30
99711 - Recycling Specialist	16.90
99730 - Refuse Collector	13.03
99810 - Sales Clerk	12.50
99820 - School Crossing Guard	14.00
99830 - Survey Party Chief	20.51
99831 - Surveying Aide	13.37
99832 - Surveying Technician	18.40
99840 - Vending Machine Attendant	18.12
99841 - Vending Machine Repairer	21.86
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

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4668
Revision No.: 14
Date Of Last Revision: 05/03/2020

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: Tennessee

Area: Tennessee Counties of Monroe Sevier

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		15.90
01013 - Accounting Clerk III		17.79
01020 - Administrative Assistant		23.35
01035 - Court Reporter		17.10
01041 - Customer Service Representative I		11.66
01042 - Customer Service Representative II		13.11
01043 - Customer Service Representative III		14.30
01051 - Data Entry Operator I		12.48
01052 - Data Entry Operator II		13.61
01060 - Dispatcher Motor Vehicle		16.90
01070 - Document Preparation Clerk		13.60

01090 - Duplicating Machine Operator	13.60
01111 - General Clerk I	12.68
01112 - General Clerk II	13.83
01113 - General Clerk III	15.52
01120 - Housing Referral Assistant	19.92
01141 - Messenger Courier	11.54
01191 - Order Clerk I	13.30
01192 - Order Clerk II	14.51
01261 - Personnel Assistant (Employment) I	15.68
01262 - Personnel Assistant (Employment) II	17.55
01263 - Personnel Assistant (Employment) III	19.56
01270 - Production Control Clerk	20.47
01290 - Rental Clerk	13.05
01300 - Scheduler Maintenance	16.31
01311 - Secretary I	16.31
01312 - Secretary II	18.10
01313 - Secretary III	19.92
01320 - Service Order Dispatcher	17.05
01410 - Supply Technician	23.35
01420 - Survey Worker	17.19
01460 - Switchboard Operator/Receptionist	12.44
01531 - Travel Clerk I	12.82
01532 - Travel Clerk II	13.64
01533 - Travel Clerk III	14.58
01611 - Word Processor I	13.61
01612 - Word Processor II	15.28
01613 - Word Processor III	17.10
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	19.72
05010 - Automotive Electrician	16.62
05040 - Automotive Glass Installer	15.77
05070 - Automotive Worker	15.77
05110 - Mobile Equipment Servicer	13.96
05130 - Motor Equipment Metal Mechanic	17.51
05160 - Motor Equipment Metal Worker	15.77
05190 - Motor Vehicle Mechanic	17.51
05220 - Motor Vehicle Mechanic Helper	13.07
05250 - Motor Vehicle Upholstery Worker	14.83
05280 - Motor Vehicle Wrecker	15.77
05310 - Painter Automotive	18.18
05340 - Radiator Repair Specialist	15.77
05370 - Tire Repairer	13.90
05400 - Transmission Repair Specialist	17.51
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.45
07041 - Cook I	12.81
07042 - Cook II	14.47
07070 - Dishwasher	10.90
07130 - Food Service Worker	9.70
07210 - Meat Cutter	17.25

07260 - Waiter/Waitress	8.81
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.15
09040 - Furniture Handler	11.85
09080 - Furniture Refinisher	17.15
09090 - Furniture Refinisher Helper	13.66
09110 - Furniture Repairer Minor	15.32
09130 - Upholsterer	17.15
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.04
11060 - Elevator Operator	11.19
11090 - Gardener	16.96
11122 - Housekeeping Aide	11.25
11150 - Janitor	11.25
11210 - Laborer Grounds Maintenance	13.51
11240 - Maid or Houseman	10.87
11260 - Pruner	12.33
11270 - Tractor Operator	15.88
11330 - Trail Maintenance Worker	13.51
11360 - Window Cleaner	12.28
12000 - Health Occupations	
12010 - Ambulance Driver	16.89
12011 - Breath Alcohol Technician	18.35
12012 - Certified Occupational Therapist Assistant	25.59
12015 - Certified Physical Therapist Assistant	29.78
12020 - Dental Assistant	18.30
12025 - Dental Hygienist	37.39
12030 - EKG Technician	27.80
12035 - Electroneurodiagnostic Technologist	27.80
12040 - Emergency Medical Technician	16.89
12071 - Licensed Practical Nurse I	16.40
12072 - Licensed Practical Nurse II	18.35
12073 - Licensed Practical Nurse III	20.46
12100 - Medical Assistant	14.23
12130 - Medical Laboratory Technician	22.63
12160 - Medical Record Clerk	12.89
12190 - Medical Record Technician	18.02
12195 - Medical Transcriptionist	16.40
12210 - Nuclear Medicine Technologist	33.35
12221 - Nursing Assistant I	11.38
12222 - Nursing Assistant II	12.79
12223 - Nursing Assistant III	13.96
12224 - Nursing Assistant IV	15.67
12235 - Optical Dispenser	16.37
12236 - Optical Technician	16.40
12250 - Pharmacy Technician	16.23
12280 - Phlebotomist	13.24
12305 - Radiologic Technologist	23.80
12311 - Registered Nurse I	22.82
12312 - Registered Nurse II	27.91

12313 - Registered Nurse II Specialist		27.91
12314 - Registered Nurse III		31.51
12315 - Registered Nurse III Anesthetist		31.51
12316 - Registered Nurse IV		38.54
12317 - Scheduler (Drug and Alcohol Testing)		22.73
12320 - Substance Abuse Treatment Counselor		16.61
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.33
13012 - Exhibits Specialist II		22.70
13013 - Exhibits Specialist III		27.76
13041 - Illustrator I		18.33
13042 - Illustrator II		22.70
13043 - Illustrator III		27.76
13047 - Librarian		25.14
13050 - Library Aide/Clerk		13.81
13054 - Library Information Technology Systems Administrator		22.70
13058 - Library Technician		13.65
13061 - Media Specialist I		16.38
13062 - Media Specialist II		18.33
13063 - Media Specialist III		20.42
13071 - Photographer I		15.35
13072 - Photographer II		17.17
13073 - Photographer III		21.27
13074 - Photographer IV		26.03
13075 - Photographer V		31.48
13090 - Technical Order Library Clerk		17.04
13110 - Video Teleconference Technician		18.21
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.77
14042 - Computer Operator II		17.64
14043 - Computer Operator III		19.67
14044 - Computer Operator IV		21.86
14045 - Computer Operator V		24.20
14071 - Computer Programmer I	(see 1)	22.54
14072 - Computer Programmer II	(see 1)	25.40
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		15.77
14160 - Personal Computer Support Technician		21.86
14170 - System Support Specialist		25.32
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.52
15020 - Aircrew Training Devices Instructor (Rated)		34.53
15030 - Air Crew Training Devices Instructor (Pilot)		40.90
15050 - Computer Based Training Specialist / Instructor		28.52
15060 - Educational Technologist		29.99

15070 - Flight Instructor (Pilot) 40.90
15080 - Graphic Artist 20.60
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.90
15086 - Maintenance Test Pilot Rotary Wing 40.90
15088 - Non-Maintenance Test/Co-Pilot 40.90
15090 - Technical Instructor 27.54
15095 - Technical Instructor/Course Developer 33.69
15110 - Test Proctor 22.24
15120 - Tutor 22.24
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.82
16030 - Counter Attendant 9.82
16040 - Dry Cleaner 12.13
16070 - Finisher Flatwork Machine 9.82
16090 - Presser Hand 9.82
16110 - Presser Machine Drycleaning 9.82
16130 - Presser Machine Shirts 9.82
16160 - Presser Machine Wearing Apparel Laundry 9.82
16190 - Sewing Machine Operator 12.80
16220 - Tailor 13.63
16250 - Washer Machine 10.62
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.10
19040 - Tool And Die Maker 23.38
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.45
21030 - Material Coordinator 20.47
21040 - Material Expediter 20.47
21050 - Material Handling Laborer 14.82
21071 - Order Filler 12.44
21080 - Production Line Worker (Food Processing) 17.45
21110 - Shipping Packer 16.83
21130 - Shipping/Receiving Clerk 16.83
21140 - Store Worker I 12.63
21150 - Stock Clerk 16.81
21210 - Tools And Parts Attendant 17.45
21410 - Warehouse Specialist 17.45
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 22.03
23019 - Aircraft Logs and Records Technician 17.71
23021 - Aircraft Mechanic I 20.91
23022 - Aircraft Mechanic II 22.03
23023 - Aircraft Mechanic III 23.15
23040 - Aircraft Mechanic Helper 15.61
23050 - Aircraft Painter 19.85
23060 - Aircraft Servicer 17.71
23070 - Aircraft Survival Flight Equipment Technician 19.85
23080 - Aircraft Worker 18.84
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 18.84

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 20.91
23110 - Appliance Mechanic 19.89
23120 - Bicycle Repairer 16.67
23125 - Cable Splicer 35.50
23130 - Carpenter Maintenance 17.53
23140 - Carpet Layer 18.84
23160 - Electrician Maintenance 21.37
23181 - Electronics Technician Maintenance I 22.58
23182 - Electronics Technician Maintenance II 23.79
23183 - Electronics Technician Maintenance III 25.06
23260 - Fabric Worker 17.71
23290 - Fire Alarm System Mechanic 20.91
23310 - Fire Extinguisher Repairer 16.67
23311 - Fuel Distribution System Mechanic 21.26
23312 - Fuel Distribution System Operator 17.14
23370 - General Maintenance Worker 16.83
23380 - Ground Support Equipment Mechanic 20.91
23381 - Ground Support Equipment Servicer 17.71
23382 - Ground Support Equipment Worker 18.84
23391 - Gunsmith I 16.67
23392 - Gunsmith II 18.84
23393 - Gunsmith III 20.91
23410 - Heating Ventilation And Air-Conditioning Mechanic 18.27
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 19.25
23430 - Heavy Equipment Mechanic 20.39
23440 - Heavy Equipment Operator 17.90
23460 - Instrument Mechanic 22.57
23465 - Laboratory/Shelter Mechanic 19.85
23470 - Laborer 14.82
23510 - Locksmith 19.85
23530 - Machinery Maintenance Mechanic 21.88
23550 - Machinist Maintenance 19.55
23580 - Maintenance Trades Helper 13.86
23591 - Metrology Technician I 22.57
23592 - Metrology Technician II 23.62
23593 - Metrology Technician III 24.64
23640 - Millwright 22.89
23710 - Office Appliance Repairer 19.85
23760 - Painter Maintenance 17.03
23790 - Pipefitter Maintenance 22.55
23810 - Plumber Maintenance 21.52
23820 - Pneudraulic Systems Mechanic 20.91
23850 - Rigger 20.91
23870 - Scale Mechanic 18.84
23890 - Sheet-Metal Worker Maintenance 20.81
23910 - Small Engine Mechanic 18.74
23931 - Telecommunications Mechanic I 32.70

23932 - Telecommunications Mechanic II	34.42
23950 - Telephone Lineman	23.21
23960 - Welder Combination Maintenance	17.74
23965 - Well Driller	20.91
23970 - Woodcraft Worker	20.91
23980 - Woodworker	16.67
24000 - Personal Needs Occupations	
24550 - Case Manager	16.20
24570 - Child Care Attendant	9.61
24580 - Child Care Center Clerk	11.97
24610 - Chore Aide	10.86
24620 - Family Readiness And Support Services Coordinator	16.20
24630 - Homemaker	16.20
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.32
25040 - Sewage Plant Operator	19.51
25070 - Stationary Engineer	23.32
25190 - Ventilation Equipment Tender	16.78
25210 - Water Treatment Plant Operator	19.51
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.85
27007 - Baggage Inspector	17.68
27008 - Corrections Officer	15.93
27010 - Court Security Officer	17.72
27030 - Detection Dog Handler	20.39
27040 - Detention Officer	15.93
27070 - Firefighter	19.06
27101 - Guard I	17.68
27102 - Guard II	20.39
27131 - Police Officer I	17.68
27132 - Police Officer II	19.64
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.24
28042 - Carnival Equipment Repairer	15.20
28043 - Carnival Worker	11.00
28210 - Gate Attendant/Gate Tender	13.05
28310 - Lifeguard	11.12
28350 - Park Attendant (Aide)	14.60
28510 - Recreation Aide/Health Facility Attendant	10.66
28515 - Recreation Specialist	17.96
28630 - Sports Official	11.63
28690 - Swimming Pool Operator	17.18
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	19.98
29020 - Hatch Tender	19.98
29030 - Line Handler	19.98
29041 - Stevedore I	18.94
29042 - Stevedore II	21.21
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.45
30022 - Archeological Technician II 19.52
30023 - Archeological Technician III 24.18
30030 - Cartographic Technician 24.18
30040 - Civil Engineering Technician 24.00
30051 - Cryogenic Technician I 26.78
30052 - Cryogenic Technician II 29.57
30061 - Drafter/CAD Operator I 17.45
30062 - Drafter/CAD Operator II 19.52
30063 - Drafter/CAD Operator III 21.76
30064 - Drafter/CAD Operator IV 26.78
30081 - Engineering Technician I 15.84
30082 - Engineering Technician II 17.79
30083 - Engineering Technician III 20.11
30084 - Engineering Technician IV 24.92
30085 - Engineering Technician V 30.15
30086 - Engineering Technician VI 36.50
30090 - Environmental Technician 27.69
30095 - Evidence Control Specialist 24.18
30210 - Laboratory Technician 28.00
30221 - Latent Fingerprint Technician I 26.78
30222 - Latent Fingerprint Technician II 29.57
30240 - Mathematical Technician 24.18
30361 - Paralegal/Legal Assistant I 19.54
30362 - Paralegal/Legal Assistant II 24.20
30363 - Paralegal/Legal Assistant III 29.60
30364 - Paralegal/Legal Assistant IV 35.82
30375 - Petroleum Supply Specialist 29.57
30390 - Photo-Optics Technician 24.18
30395 - Radiation Control Technician 29.57
30461 - Technical Writer I 24.18
30462 - Technical Writer II 29.57
30463 - Technical Writer III 35.78
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 26.78
30502 - Weather Forecaster II 32.57
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.76
30621 - Weather Observer Senior (see 2) 24.18
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.54
31030 - Bus Driver 16.78

31043 - Driver Courier	14.65
31260 - Parking and Lot Attendant	11.33
31290 - Shuttle Bus Driver	15.63
31310 - Taxi Driver	12.25
31361 - Truckdriver Light	15.63
31362 - Truckdriver Medium	16.51
31363 - Truckdriver Heavy	18.00
31364 - Truckdriver Tractor-Trailer	18.00
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.14
99050 - Desk Clerk	11.91
99095 - Embalmer	25.37
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	11.14
99252 - Laboratory Animal Caretaker II	13.06
99260 - Marketing Analyst	25.05
99310 - Mortician	25.37
99410 - Pest Controller	19.69
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	14.64
99711 - Recycling Specialist	17.31
99730 - Refuse Collector	13.25
99810 - Sales Clerk	11.51
99820 - School Crossing Guard	14.00
99830 - Survey Party Chief	20.14
99831 - Surveying Aide	13.34
99832 - Surveying Technician	18.31
99840 - Vending Machine Attendant	18.12
99841 - Vending Machine Repairer	21.86
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: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4669
Revision No.: 15
Date Of Last Revision: 04/27/2021

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: Tennessee

Area: Tennessee Counties of Cocke Greene Johnson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.64
01012 - Accounting Clerk II		16.44
01013 - Accounting Clerk III		18.38
01020 - Administrative Assistant		23.35
01035 - Court Reporter		18.11
01041 - Customer Service Representative I		12.83
01042 - Customer Service Representative II		14.42
01043 - Customer Service Representative III		15.73
01051 - Data Entry Operator I		12.35
01052 - Data Entry Operator II		13.48
01060 - Dispatcher Motor Vehicle		16.90
01070 - Document Preparation Clerk		13.60
01090 - Duplicating Machine Operator		13.60
01111 - General Clerk I		12.68
01112 - General Clerk II		13.83

01113 - General Clerk III 15.52
01120 - Housing Referral Assistant 20.19
01141 - Messenger Courier 11.76
01191 - Order Clerk I 13.30
01192 - Order Clerk II 14.51
01261 - Personnel Assistant (Employment) I 16.74
01262 - Personnel Assistant (Employment) II 18.72
01263 - Personnel Assistant (Employment) III 20.86
01270 - Production Control Clerk 20.47
01290 - Rental Clerk 12.57
01300 - Scheduler Maintenance 16.20
01311 - Secretary I 16.20
01312 - Secretary II 18.11
01313 - Secretary III 20.19
01320 - Service Order Dispatcher 14.83
01410 - Supply Technician 23.35
01420 - Survey Worker 13.54
01460 - Switchboard Operator/Receptionist 12.84
01531 - Travel Clerk I 13.26
01532 - Travel Clerk II 14.19
01533 - Travel Clerk III 15.06
01611 - Word Processor I 14.42
01612 - Word Processor II 16.20
01613 - Word Processor III 18.11
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 18.63
05010 - Automotive Electrician 17.00
05040 - Automotive Glass Installer 16.13
05070 - Automotive Worker 16.13
05110 - Mobile Equipment Servicer 14.28
05130 - Motor Equipment Metal Mechanic 17.90
05160 - Motor Equipment Metal Worker 16.13
05190 - Motor Vehicle Mechanic 17.90
05220 - Motor Vehicle Mechanic Helper 13.37
05250 - Motor Vehicle Upholstery Worker 15.16
05280 - Motor Vehicle Wrecker 16.13
05310 - Painter Automotive 17.00
05340 - Radiator Repair Specialist 16.13
05370 - Tire Repairer 15.29
05400 - Transmission Repair Specialist 17.90
07000 - Food Preparation And Service Occupations
07010 - Baker 12.60
07041 - Cook I 13.32
07042 - Cook II 15.04
07070 - Dishwasher 10.90
07130 - Food Service Worker 9.68
07210 - Meat Cutter 17.94
07260 - Waiter/Waitress 8.84
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 18.61

09040 - Furniture Handler 12.42
09080 - Furniture Refinisher 18.63
09090 - Furniture Refinisher Helper 14.65
09110 - Furniture Repairer Minor 16.62
09130 - Upholsterer 17.89
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.04
11060 - Elevator Operator 11.44
11090 - Gardener 17.01
11122 - Housekeeping Aide 11.44
11150 - Janitor 11.44
11210 - Laborer Grounds Maintenance 13.51
11240 - Maid or Houseman 11.43
11260 - Pruner 12.33
11270 - Tractor Operator 15.93
11330 - Trail Maintenance Worker 13.51
11360 - Window Cleaner 12.55
12000 - Health Occupations
12010 - Ambulance Driver 16.89
12011 - Breath Alcohol Technician 18.35
12012 - Certified Occupational Therapist Assistant 29.50
12015 - Certified Physical Therapist Assistant 30.09
12020 - Dental Assistant 17.55
12025 - Dental Hygienist 37.02
12030 - EKG Technician 27.80
12035 - Electroneurodiagnostic Technologist 27.80
12040 - Emergency Medical Technician 16.89
12071 - Licensed Practical Nurse I 16.40
12072 - Licensed Practical Nurse II 18.35
12073 - Licensed Practical Nurse III 20.46
12100 - Medical Assistant 14.38
12130 - Medical Laboratory Technician 22.95
12160 - Medical Record Clerk 14.31
12190 - Medical Record Technician 18.17
12195 - Medical Transcriptionist 16.40
12210 - Nuclear Medicine Technologist 38.41
12221 - Nursing Assistant I 11.38
12222 - Nursing Assistant II 12.79
12223 - Nursing Assistant III 13.96
12224 - Nursing Assistant IV 15.68
12235 - Optical Dispenser 17.07
12236 - Optical Technician 16.40
12250 - Pharmacy Technician 14.90
12280 - Phlebotomist 13.47
12305 - Radiologic Technologist 24.16
12311 - Registered Nurse I 22.40
12312 - Registered Nurse II 27.40
12313 - Registered Nurse II Specialist 27.40
12314 - Registered Nurse III 33.16
12315 - Registered Nurse III Anesthetist 33.16

12316 - Registered Nurse IV		39.73
12317 - Scheduler (Drug and Alcohol Testing)		22.73
12320 - Substance Abuse Treatment Counselor		17.99
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.33
13012 - Exhibits Specialist II		22.70
13013 - Exhibits Specialist III		27.76
13041 - Illustrator I		18.33
13042 - Illustrator II		22.70
13043 - Illustrator III		27.76
13047 - Librarian		25.14
13050 - Library Aide/Clerk		12.89
13054 - Library Information Technology Systems Administrator		22.70
13058 - Library Technician		13.56
13061 - Media Specialist I		16.38
13062 - Media Specialist II		18.33
13063 - Media Specialist III		20.42
13071 - Photographer I		14.27
13072 - Photographer II		16.28
13073 - Photographer III		19.79
13074 - Photographer IV		24.19
13075 - Photographer V		29.28
13090 - Technical Order Library Clerk		17.04
13110 - Video Teleconference Technician		19.46
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)	19.41
14072 - Computer Programmer II	(see 1)	24.03
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - 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		25.32
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.51
15020 - Aircrew Training Devices Instructor (Rated)		36.92
15030 - Air Crew Training Devices Instructor (Pilot)		44.18
15050 - Computer Based Training Specialist / Instructor		30.51
15060 - Educational Technologist		31.53
15070 - Flight Instructor (Pilot)		44.18
15080 - Graphic Artist		20.24
15085 - Maintenance Test Pilot Fixed Jet/Prop		44.25

15086 - Maintenance Test Pilot Rotary Wing 44.25
15088 - Non-Maintenance Test/Co-Pilot 44.25
15090 - Technical Instructor 25.82
15095 - Technical Instructor/Course Developer 31.30
15110 - Test Proctor 22.11
15120 - Tutor 22.11
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.10
16030 - Counter Attendant 10.10
16040 - Dry Cleaner 12.48
16070 - Finisher Flatwork Machine 10.10
16090 - Presser Hand 10.10
16110 - Presser Machine Drycleaning 10.10
16130 - Presser Machine Shirts 10.10
16160 - Presser Machine Wearing Apparel Laundry 10.10
16190 - Sewing Machine Operator 13.17
16220 - Tailor 14.02
16250 - Washer Machine 10.93
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.10
19040 - Tool And Die Maker 23.38
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.90
21030 - Material Coordinator 20.47
21040 - Material Expediter 20.47
21050 - Material Handling Laborer 14.82
21071 - Order Filler 12.53
21080 - Production Line Worker (Food Processing) 17.90
21110 - Shipping Packer 16.89
21130 - Shipping/Receiving Clerk 16.89
21140 - Store Worker I 12.63
21150 - Stock Clerk 16.81
21210 - Tools And Parts Attendant 17.90
21410 - Warehouse Specialist 17.90
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 22.68
23019 - Aircraft Logs and Records Technician 18.24
23021 - Aircraft Mechanic I 21.53
23022 - Aircraft Mechanic II 22.68
23023 - Aircraft Mechanic III 23.84
23040 - Aircraft Mechanic Helper 16.08
23050 - Aircraft Painter 20.44
23060 - Aircraft Servicer 18.24
23070 - Aircraft Survival Flight Equipment Technician 20.44
23080 - Aircraft Worker 19.39
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 19.39
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 21.53
23110 - Appliance Mechanic 19.89

23120 - Bicycle Repairer 17.17
23125 - Cable Splicer 35.50
23130 - Carpenter Maintenance 17.79
23140 - Carpet Layer 19.39
23160 - Electrician Maintenance 22.24
23181 - Electronics Technician Maintenance I 23.29
23182 - Electronics Technician Maintenance II 24.54
23183 - Electronics Technician Maintenance III 25.85
23260 - Fabric Worker 18.24
23290 - Fire Alarm System Mechanic 21.53
23310 - Fire Extinguisher Repairer 17.17
23311 - Fuel Distribution System Mechanic 21.53
23312 - Fuel Distribution System Operator 17.17
23370 - General Maintenance Worker 17.16
23380 - Ground Support Equipment Mechanic 21.53
23381 - Ground Support Equipment Servicer 18.24
23382 - Ground Support Equipment Worker 19.39
23391 - Gunsmith I 17.17
23392 - Gunsmith II 19.39
23393 - Gunsmith III 21.53
23410 - Heating Ventilation And Air-Conditioning Mechanic 18.58
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 19.58
23430 - Heavy Equipment Mechanic 21.51
23440 - Heavy Equipment Operator 19.69
23460 - Instrument Mechanic 21.53
23465 - Laboratory/Shelter Mechanic 20.44
23470 - Laborer 14.76
23510 - Locksmith 20.44
23530 - Machinery Maintenance Mechanic 24.79
23550 - Machinist Maintenance 20.02
23580 - Maintenance Trades Helper 14.91
23591 - Metrology Technician I 21.53
23592 - Metrology Technician II 22.68
23593 - Metrology Technician III 23.84
23640 - Millwright 25.06
23710 - Office Appliance Repairer 20.44
23760 - Painter Maintenance 13.96
23790 - Pipefitter Maintenance 22.13
23810 - Plumber Maintenance 21.01
23820 - Pneudraulic Systems Mechanic 21.53
23850 - Rigger 21.53
23870 - Scale Mechanic 19.39
23890 - Sheet-Metal Worker Maintenance 18.12
23910 - Small Engine Mechanic 18.74
23931 - Telecommunications Mechanic I 33.10
23932 - Telecommunications Mechanic II 34.87
23950 - Telephone Lineman 23.21
23960 - Welder Combination Maintenance 18.10

23965 - Well Driller	21.53
23970 - Woodcraft Worker	21.53
23980 - Woodworker	17.17
24000 - Personal Needs Occupations	
24550 - Case Manager	16.92
24570 - Child Care Attendant	9.57
24580 - Child Care Center Clerk	11.94
24610 - Chore Aide	11.06
24620 - Family Readiness And Support Services Coordinator	16.92
24630 - Homemaker	16.92
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.53
25040 - Sewage Plant Operator	19.56
25070 - Stationary Engineer	21.53
25190 - Ventilation Equipment Tender	16.08
25210 - Water Treatment Plant Operator	19.56
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.72
27007 - Baggage Inspector	19.80
27008 - Corrections Officer	17.20
27010 - Court Security Officer	17.70
27030 - Detection Dog Handler	22.12
27040 - Detention Officer	17.20
27070 - Firefighter	18.33
27101 - Guard I	19.80
27102 - Guard II	22.12
27131 - Police Officer I	17.68
27132 - Police Officer II	19.64
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.31
28042 - Carnival Equipment Repairer	15.29
28043 - Carnival Worker	11.06
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	17.96
28630 - Sports Official	12.31
28690 - Swimming Pool Operator	17.27
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.80
29020 - Hatch Tender	20.80
29030 - Line Handler	20.80
29041 - Stevedore I	19.57
29042 - Stevedore II	21.92
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		18.48
30022 - Archeological Technician II		21.10
30023 - Archeological Technician III		25.64
30030 - Cartographic Technician		25.42
30040 - Civil Engineering Technician		24.18
30051 - Cryogenic Technician I		26.78
30052 - Cryogenic Technician II		29.57
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		15.54
30082 - Engineering Technician II		17.45
30083 - Engineering Technician III		19.52
30084 - Engineering Technician IV		24.18
30085 - Engineering Technician V		29.57
30086 - Engineering Technician VI		35.78
30090 - Environmental Technician		24.65
30095 - Evidence Control Specialist		24.18
30210 - Laboratory Technician		30.80
30221 - Latent Fingerprint Technician I		26.78
30222 - Latent Fingerprint Technician II		29.57
30240 - Mathematical Technician		25.42
30361 - Paralegal/Legal Assistant I		20.17
30362 - Paralegal/Legal Assistant II		24.99
30363 - Paralegal/Legal Assistant III		30.57
30364 - Paralegal/Legal Assistant IV		36.99
30375 - Petroleum Supply Specialist		29.57
30390 - Photo-Optics Technician		25.42
30395 - Radiation Control Technician		29.57
30461 - Technical Writer I		24.66
30462 - Technical Writer II		30.87
30463 - Technical Writer III		35.78
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		26.78
30502 - Weather Forecaster II		32.57
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		12.54
31030 - Bus Driver		18.17
31043 - Driver Courier		14.20
31260 - Parking and Lot Attendant		11.65
31290 - Shuttle Bus Driver		14.35

31310 - Taxi Driver	13.40
31361 - Truckdriver Light	15.16
31362 - Truckdriver Medium	16.10
31363 - Truckdriver Heavy	19.32
31364 - Truckdriver Tractor-Trailer	19.32
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	10.32
99050 - Desk Clerk	13.05
99095 - Embalmer	21.85
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	12.04
99252 - Laboratory Animal Caretaker II	12.86
99260 - Marketing Analyst	25.05
99310 - Mortician	21.85
99410 - Pest Controller	19.69
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	14.30
99711 - Recycling Specialist	16.86
99730 - Refuse Collector	13.03
99810 - Sales Clerk	12.08
99820 - School Crossing Guard	14.00
99830 - Survey Party Chief	20.97
99831 - Surveying Aide	13.60
99832 - Surveying Technician	18.57
99840 - Vending Machine Attendant	18.12
99841 - Vending Machine Repairer	21.86
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 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.: 2015-4670
Revision No.: 14
Date Of Last Revision: 05/03/2020

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: Tennessee

Area: Tennessee Counties of Cocke Greene Johnson

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		15.90
01013 - Accounting Clerk III		17.79
01020 - Administrative Assistant		23.35
01035 - Court Reporter		17.10
01041 - Customer Service Representative I		11.66
01042 - Customer Service Representative II		13.11
01043 - Customer Service Representative III		14.30
01051 - Data Entry Operator I		12.29
01052 - Data Entry Operator II		13.41
01060 - Dispatcher Motor Vehicle		16.90
01070 - Document Preparation Clerk		13.60

01090 - Duplicating Machine Operator 13.60
01111 - General Clerk I 12.68
01112 - General Clerk II 13.83
01113 - General Clerk III 15.52
01120 - Housing Referral Assistant 19.06
01141 - Messenger Courier 11.35
01191 - Order Clerk I 13.30
01192 - Order Clerk II 14.51
01261 - Personnel Assistant (Employment) I 15.68
01262 - Personnel Assistant (Employment) II 17.55
01263 - Personnel Assistant (Employment) III 19.56
01270 - Production Control Clerk 20.47
01290 - Rental Clerk 12.57
01300 - Scheduler Maintenance 15.28
01311 - Secretary I 15.28
01312 - Secretary II 17.10
01313 - Secretary III 19.06
01320 - Service Order Dispatcher 14.83
01410 - Supply Technician 23.35
01420 - Survey Worker 12.31
01460 - Switchboard Operator/Receptionist 12.44
01531 - Travel Clerk I 12.82
01532 - Travel Clerk II 13.64
01533 - Travel Clerk III 14.52
01611 - Word Processor I 13.61
01612 - Word Processor II 15.28
01613 - Word Processor III 17.10
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 18.63
05010 - Automotive Electrician 16.62
05040 - Automotive Glass Installer 15.77
05070 - Automotive Worker 15.77
05110 - Mobile Equipment Servicer 13.96
05130 - Motor Equipment Metal Mechanic 17.51
05160 - Motor Equipment Metal Worker 15.77
05190 - Motor Vehicle Mechanic 17.51
05220 - Motor Vehicle Mechanic Helper 13.07
05250 - Motor Vehicle Upholstery Worker 14.83
05280 - Motor Vehicle Wrecker 15.77
05310 - Painter Automotive 16.62
05340 - Radiator Repair Specialist 15.77
05370 - Tire Repairer 13.90
05400 - Transmission Repair Specialist 17.51
07000 - Food Preparation And Service Occupations
07010 - Baker 11.45
07041 - Cook I 12.81
07042 - Cook II 14.47
07070 - Dishwasher 10.90
07130 - Food Service Worker 9.68
07210 - Meat Cutter 16.90

07260 - Waiter/Waitress	8.81
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.15
09040 - Furniture Handler	11.43
09080 - Furniture Refinisher	17.15
09090 - Furniture Refinisher Helper	13.49
09110 - Furniture Repairer Minor	15.30
09130 - Upholsterer	16.26
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.04
11060 - Elevator Operator	11.19
11090 - Gardener	16.81
11122 - Housekeeping Aide	11.19
11150 - Janitor	11.19
11210 - Laborer Grounds Maintenance	13.51
11240 - Maid or Houseman	10.87
11260 - Pruner	12.33
11270 - Tractor Operator	15.88
11330 - Trail Maintenance Worker	13.51
11360 - Window Cleaner	12.28
12000 - Health Occupations	
12010 - Ambulance Driver	16.89
12011 - Breath Alcohol Technician	18.35
12012 - Certified Occupational Therapist Assistant	26.82
12015 - Certified Physical Therapist Assistant	30.09
12020 - Dental Assistant	17.55
12025 - Dental Hygienist	37.02
12030 - EKG Technician	27.80
12035 - Electroneurodiagnostic Technologist	27.80
12040 - Emergency Medical Technician	16.89
12071 - Licensed Practical Nurse I	16.40
12072 - Licensed Practical Nurse II	18.35
12073 - Licensed Practical Nurse III	20.46
12100 - Medical Assistant	14.23
12130 - Medical Laboratory Technician	22.51
12160 - Medical Record Clerk	14.31
12190 - Medical Record Technician	18.17
12195 - Medical Transcriptionist	16.40
12210 - Nuclear Medicine Technologist	38.41
12221 - Nursing Assistant I	11.38
12222 - Nursing Assistant II	12.79
12223 - Nursing Assistant III	13.96
12224 - Nursing Assistant IV	15.67
12235 - Optical Dispenser	16.61
12236 - Optical Technician	16.40
12250 - Pharmacy Technician	14.06
12280 - Phlebotomist	13.41
12305 - Radiologic Technologist	23.80
12311 - Registered Nurse I	21.73
12312 - Registered Nurse II	26.58

12313 - Registered Nurse II Specialist		26.58
12314 - Registered Nurse III		32.16
12315 - Registered Nurse III Anesthetist		32.16
12316 - Registered Nurse IV		38.54
12317 - Scheduler (Drug and Alcohol Testing)		22.73
12320 - Substance Abuse Treatment Counselor		16.61
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.33
13012 - Exhibits Specialist II		22.70
13013 - Exhibits Specialist III		27.76
13041 - Illustrator I		18.33
13042 - Illustrator II		22.70
13043 - Illustrator III		27.76
13047 - Librarian		25.14
13050 - Library Aide/Clerk		12.89
13054 - Library Information Technology Systems Administrator		22.70
13058 - Library Technician		13.56
13061 - Media Specialist I		16.38
13062 - Media Specialist II		18.33
13063 - Media Specialist III		20.42
13071 - Photographer I		14.27
13072 - Photographer II		16.28
13073 - Photographer III		19.79
13074 - Photographer IV		24.19
13075 - Photographer V		29.28
13090 - Technical Order Library Clerk		17.04
13110 - Video Teleconference Technician		17.83
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)	19.41
14072 - Computer Programmer II	(see 1)	24.03
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - 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		25.32
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)		40.16
15050 - Computer Based Training Specialist / Instructor		28.21
15060 - Educational Technologist		29.99

15070 - Flight Instructor (Pilot) 40.16
15080 - Graphic Artist 20.24
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.90
15086 - Maintenance Test Pilot Rotary Wing 40.90
15088 - Non-Maintenance Test/Co-Pilot 40.90
15090 - Technical Instructor 25.82
15095 - Technical Instructor/Course Developer 31.30
15110 - Test Proctor 22.11
15120 - Tutor 22.11
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.82
16030 - Counter Attendant 9.82
16040 - Dry Cleaner 12.13
16070 - Finisher Flatwork Machine 9.82
16090 - Presser Hand 9.82
16110 - Presser Machine Drycleaning 9.82
16130 - Presser Machine Shirts 9.82
16160 - Presser Machine Wearing Apparel Laundry 9.82
16190 - Sewing Machine Operator 12.80
16220 - Tailor 13.63
16250 - Washer Machine 10.62
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.10
19040 - Tool And Die Maker 23.38
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.45
21030 - Material Coordinator 20.47
21040 - Material Expediter 20.47
21050 - Material Handling Laborer 14.82
21071 - Order Filler 12.53
21080 - Production Line Worker (Food Processing) 17.45
21110 - Shipping Packer 16.83
21130 - Shipping/Receiving Clerk 16.83
21140 - Store Worker I 12.63
21150 - Stock Clerk 16.81
21210 - Tools And Parts Attendant 17.45
21410 - Warehouse Specialist 17.45
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 22.03
23019 - Aircraft Logs and Records Technician 17.71
23021 - Aircraft Mechanic I 20.91
23022 - Aircraft Mechanic II 22.03
23023 - Aircraft Mechanic III 23.15
23040 - Aircraft Mechanic Helper 15.61
23050 - Aircraft Painter 19.85
23060 - Aircraft Servicer 17.71
23070 - Aircraft Survival Flight Equipment Technician 19.85
23080 - Aircraft Worker 18.84
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 18.84

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 20.91
23110 - Appliance Mechanic 19.89
23120 - Bicycle Repairer 16.67
23125 - Cable Splicer 35.50
23130 - Carpenter Maintenance 17.12
23140 - Carpet Layer 18.84
23160 - Electrician Maintenance 21.37
23181 - Electronics Technician Maintenance I 22.72
23182 - Electronics Technician Maintenance II 23.94
23183 - Electronics Technician Maintenance III 25.22
23260 - Fabric Worker 17.71
23290 - Fire Alarm System Mechanic 20.91
23310 - Fire Extinguisher Repairer 16.67
23311 - Fuel Distribution System Mechanic 20.91
23312 - Fuel Distribution System Operator 16.67
23370 - General Maintenance Worker 16.83
23380 - Ground Support Equipment Mechanic 20.91
23381 - Ground Support Equipment Servicer 17.71
23382 - Ground Support Equipment Worker 18.84
23391 - Gunsmith I 16.67
23392 - Gunsmith II 18.84
23393 - Gunsmith III 20.91
23410 - Heating Ventilation And Air-Conditioning Mechanic 18.27
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 19.25
23430 - Heavy Equipment Mechanic 20.39
23440 - Heavy Equipment Operator 17.90
23460 - Instrument Mechanic 20.91
23465 - Laboratory/Shelter Mechanic 19.85
23470 - Laborer 14.76
23510 - Locksmith 19.85
23530 - Machinery Maintenance Mechanic 22.54
23550 - Machinist Maintenance 18.47
23580 - Maintenance Trades Helper 13.55
23591 - Metrology Technician I 20.91
23592 - Metrology Technician II 22.03
23593 - Metrology Technician III 23.15
23640 - Millwright 25.06
23710 - Office Appliance Repairer 19.85
23760 - Painter Maintenance 13.96
23790 - Pipefitter Maintenance 22.13
23810 - Plumber Maintenance 21.01
23820 - Pneudraulic Systems Mechanic 20.91
23850 - Rigger 20.91
23870 - Scale Mechanic 18.84
23890 - Sheet-Metal Worker Maintenance 18.12
23910 - Small Engine Mechanic 18.74
23931 - Telecommunications Mechanic I 32.43

23932 - Telecommunications Mechanic II 34.17
23950 - Telephone Lineman 23.21
23960 - Welder Combination Maintenance 17.72
23965 - Well Driller 20.91
23970 - Woodcraft Worker 20.91
23980 - Woodworker 16.67
24000 - Personal Needs Occupations
24550 - Case Manager 16.20
24570 - Child Care Attendant 9.57
24580 - Child Care Center Clerk 11.94
24610 - Chore Aide 10.66
24620 - Family Readiness And Support Services Coordinator 16.20
24630 - Homemaker 16.20
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 20.91
25040 - Sewage Plant Operator 19.51
25070 - Stationary Engineer 20.91
25190 - Ventilation Equipment Tender 15.61
25210 - Water Treatment Plant Operator 19.51
27000 - Protective Service Occupations
27004 - Alarm Monitor 14.72
27007 - Baggage Inspector 18.00
27008 - Corrections Officer 15.93
27010 - Court Security Officer 17.70
27030 - Detection Dog Handler 20.11
27040 - Detention Officer 15.93
27070 - Firefighter 17.99
27101 - Guard I 18.00
27102 - Guard II 20.11
27131 - Police Officer I 17.68
27132 - Police Officer II 19.64
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.24
28042 - Carnival Equipment Repairer 15.20
28043 - Carnival Worker 11.00
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 17.96
28630 - Sports Official 12.31
28690 - Swimming Pool Operator 17.18
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 18.91
29020 - Hatch Tender 18.91
29030 - Line Handler 18.91
29041 - Stevedore I 17.79
29042 - Stevedore II 19.93
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 18.48
30022 - Archeological Technician II 21.10
30023 - Archeological Technician III 25.64
30030 - Cartographic Technician 25.42
30040 - Civil Engineering Technician 24.18
30051 - Cryogenic Technician I 26.78
30052 - Cryogenic Technician II 29.57
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 15.54
30082 - Engineering Technician II 17.45
30083 - Engineering Technician III 19.52
30084 - Engineering Technician IV 24.18
30085 - Engineering Technician V 29.57
30086 - Engineering Technician VI 35.78
30090 - Environmental Technician 24.65
30095 - Evidence Control Specialist 24.18
30210 - Laboratory Technician 28.00
30221 - Latent Fingerprint Technician I 26.78
30222 - Latent Fingerprint Technician II 29.57
30240 - Mathematical Technician 25.42
30361 - Paralegal/Legal Assistant I 19.64
30362 - Paralegal/Legal Assistant II 24.33
30363 - Paralegal/Legal Assistant III 29.77
30364 - Paralegal/Legal Assistant IV 36.01
30375 - Petroleum Supply Specialist 29.57
30390 - Photo-Optics Technician 25.42
30395 - Radiation Control Technician 29.57
30461 - Technical Writer I 24.66
30462 - Technical Writer II 30.87
30463 - Technical Writer III 35.78
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 26.78
30502 - Weather Forecaster II 32.57
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 12.54
31030 - Bus Driver 16.78

31043 - Driver Courier	13.60
31260 - Parking and Lot Attendant	11.33
31290 - Shuttle Bus Driver	14.35
31310 - Taxi Driver	13.40
31361 - Truckdriver Light	14.35
31362 - Truckdriver Medium	15.24
31363 - Truckdriver Heavy	18.01
31364 - Truckdriver Tractor-Trailer	18.01
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.14
99050 - Desk Clerk	11.91
99095 - Embalmer	21.85
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	10.95
99252 - Laboratory Animal Caretaker II	11.69
99260 - Marketing Analyst	25.05
99310 - Mortician	21.85
99410 - Pest Controller	19.69
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	14.30
99711 - Recycling Specialist	16.86
99730 - Refuse Collector	13.03
99810 - Sales Clerk	11.42
99820 - School Crossing Guard	14.00
99830 - Survey Party Chief	20.97
99831 - Surveying Aide	13.60
99832 - Surveying Technician	18.57
99840 - Vending Machine Attendant	18.12
99841 - Vending Machine Repairer	21.86
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: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years and 4 after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4671
Revision No.: 14
Date Of Last Revision: 04/28/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Mississippi

Area: Mississippi Counties of Tate Tunica

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.94
01012 - Accounting Clerk II		17.90
01013 - Accounting Clerk III		20.02
01020 - Administrative Assistant		27.37
01035 - Court Reporter		17.68
01041 - Customer Service Representative I		13.80
01042 - Customer Service Representative II		15.05
01043 - Customer Service Representative III		16.91
01051 - Data Entry Operator I		14.25
01052 - Data Entry Operator II		15.54
01060 - Dispatcher Motor Vehicle		20.55
01070 - Document Preparation Clerk		14.89
01090 - Duplicating Machine Operator		14.89
01111 - General Clerk I		13.44
01112 - General Clerk II		14.52

01113 - General Clerk III 16.42
01120 - Housing Referral Assistant 19.86
01141 - Messenger Courier 12.32
01191 - Order Clerk I 13.77
01192 - Order Clerk II 16.09
01261 - Personnel Assistant (Employment) I 16.61
01262 - Personnel Assistant (Employment) II 18.57
01263 - Personnel Assistant (Employment) III 20.70
01270 - Production Control Clerk 21.91
01290 - Rental Clerk 11.94
01300 - Scheduler Maintenance 15.94
01311 - Secretary I 15.94
01312 - Secretary II 17.82
01313 - Secretary III 19.86
01320 - Service Order Dispatcher 18.36
01410 - Supply Technician 27.37
01420 - Survey Worker 16.06
01460 - Switchboard Operator/Receptionist 14.06
01531 - Travel Clerk I 16.67
01532 - Travel Clerk II 17.75
01533 - Travel Clerk III 19.11
01611 - Word Processor I 14.95
01612 - Word Processor II 16.79
01613 - Word Processor III 18.77
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.44
05010 - Automotive Electrician 20.80
05040 - Automotive Glass Installer 19.43
05070 - Automotive Worker 19.43
05110 - Mobile Equipment Servicer 16.56
05130 - Motor Equipment Metal Mechanic 22.15
05160 - Motor Equipment Metal Worker 19.43
05190 - Motor Vehicle Mechanic 22.15
05220 - Motor Vehicle Mechanic Helper 15.16
05250 - Motor Vehicle Upholstery Worker 18.01
05280 - Motor Vehicle Wrecker 19.43
05310 - Painter Automotive 20.80
05340 - Radiator Repair Specialist 19.43
05370 - Tire Repairer 14.55
05400 - Transmission Repair Specialist 22.15
07000 - Food Preparation And Service Occupations
07010 - Baker 16.56
07041 - Cook I 11.93
07042 - Cook II 14.00
07070 - Dishwasher 10.35
07130 - Food Service Worker 9.66
07210 - Meat Cutter 15.56
07260 - Waiter/Waitress 9.07
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 17.31

09040 - Furniture Handler 10.91
09080 - Furniture Refinisher 16.70
09090 - Furniture Refinisher Helper 12.27
09110 - Furniture Repairer Minor 14.47
09130 - Upholsterer 14.95
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.70
11060 - Elevator Operator 12.70
11090 - Gardener 18.48
11122 - Housekeeping Aide 11.32
11150 - Janitor 11.32
11210 - Laborer Grounds Maintenance 13.82
11240 - Maid or Houseman 10.89
11260 - Pruner 12.30
11270 - Tractor Operator 16.93
11330 - Trail Maintenance Worker 13.82
11360 - Window Cleaner 12.72
12000 - Health Occupations
12010 - Ambulance Driver 19.36
12011 - Breath Alcohol Technician 19.58
12012 - Certified Occupational Therapist Assistant 29.72
12015 - Certified Physical Therapist Assistant 28.36
12020 - Dental Assistant 17.52
12025 - Dental Hygienist 33.15
12030 - EKG Technician 24.08
12035 - Electroneurodiagnostic Technologist 24.08
12040 - Emergency Medical Technician 19.36
12071 - Licensed Practical Nurse I 17.51
12072 - Licensed Practical Nurse II 19.58
12073 - Licensed Practical Nurse III 21.82
12100 - Medical Assistant 16.20
12130 - Medical Laboratory Technician 26.61
12160 - Medical Record Clerk 17.78
12190 - Medical Record Technician 21.19
12195 - Medical Transcriptionist 17.61
12210 - Nuclear Medicine Technologist 35.73
12221 - Nursing Assistant I 11.29
12222 - Nursing Assistant II 12.69
12223 - Nursing Assistant III 13.85
12224 - Nursing Assistant IV 15.56
12235 - Optical Dispenser 17.11
12236 - Optical Technician 16.24
12250 - Pharmacy Technician 17.26
12280 - Phlebotomist 15.53
12305 - Radiologic Technologist 28.22
12311 - Registered Nurse I 22.46
12312 - Registered Nurse II 27.47
12313 - Registered Nurse II Specialist 27.47
12314 - Registered Nurse III 33.23
12315 - Registered Nurse III Anesthetist 33.23

12316 - Registered Nurse IV		39.83
12317 - Scheduler (Drug and Alcohol Testing)		24.25
12320 - Substance Abuse Treatment Counselor		22.22
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.97
13012 - Exhibits Specialist II		25.87
13013 - Exhibits Specialist III		31.65
13041 - Illustrator I		20.90
13042 - Illustrator II		25.87
13043 - Illustrator III		31.65
13047 - Librarian		28.64
13050 - Library Aide/Clerk		15.03
13054 - Library Information Technology Systems Administrator		25.85
13058 - Library Technician		13.53
13061 - Media Specialist I		18.67
13062 - Media Specialist II		20.97
13063 - Media Specialist III		23.28
13071 - Photographer I		15.74
13072 - Photographer II		17.60
13073 - Photographer III		21.80
13074 - Photographer IV		26.67
13075 - Photographer V		32.28
13090 - Technical Order Library Clerk		19.49
13110 - Video Teleconference Technician		18.99
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.86
14042 - Computer Operator II		18.86
14043 - Computer Operator III		21.02
14044 - Computer Operator IV		23.36
14045 - Computer Operator V		24.96
14071 - Computer Programmer I	(see 1)	20.84
14072 - Computer Programmer II	(see 1)	25.81
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.86
14160 - Personal Computer Support Technician		23.36
14170 - System Support Specialist		27.78
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.75
15020 - Aircrew Training Devices Instructor (Rated)		33.57
15030 - Air Crew Training Devices Instructor (Pilot)		40.23
15050 - Computer Based Training Specialist / Instructor		27.75
15060 - Educational Technologist		33.21
15070 - Flight Instructor (Pilot)		40.23
15080 - Graphic Artist		24.02
15085 - Maintenance Test Pilot Fixed Jet/Prop		40.35

15086 - Maintenance Test Pilot Rotary Wing 40.35
15088 - Non-Maintenance Test/Co-Pilot 40.35
15090 - Technical Instructor 23.43
15095 - Technical Instructor/Course Developer 28.66
15110 - Test Proctor 18.91
15120 - Tutor 18.91
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 11.27
16030 - Counter Attendant 11.27
16040 - Dry Cleaner 13.53
16070 - Finisher Flatwork Machine 11.27
16090 - Presser Hand 11.27
16110 - Presser Machine Drycleaning 11.27
16130 - Presser Machine Shirts 11.27
16160 - Presser Machine Wearing Apparel Laundry 11.27
16190 - Sewing Machine Operator 14.48
16220 - Tailor 15.43
16250 - Washer Machine 11.81
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 18.56
19040 - Tool And Die Maker 23.37
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.48
21030 - Material Coordinator 21.91
21040 - Material Expediter 21.91
21050 - Material Handling Laborer 14.24
21071 - Order Filler 13.57
21080 - Production Line Worker (Food Processing) 15.48
21110 - Shipping Packer 15.09
21130 - Shipping/Receiving Clerk 15.09
21140 - Store Worker I 11.67
21150 - Stock Clerk 16.54
21210 - Tools And Parts Attendant 15.48
21410 - Warehouse Specialist 15.48
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 33.25
23019 - Aircraft Logs and Records Technician 25.51
23021 - Aircraft Mechanic I 31.37
23022 - Aircraft Mechanic II 33.25
23023 - Aircraft Mechanic III 35.27
23040 - Aircraft Mechanic Helper 21.47
23050 - Aircraft Painter 29.45
23060 - Aircraft Servicer 25.51
23070 - Aircraft Survival Flight Equipment Technician 29.45
23080 - Aircraft Worker 27.52
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 27.52
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 31.37
23110 - Appliance Mechanic 22.32

23120 - Bicycle Repairer	18.12
23125 - Cable Splicer	31.98
23130 - Carpenter Maintenance	21.31
23140 - Carpet Layer	19.03
23160 - Electrician Maintenance	25.67
23181 - Electronics Technician Maintenance I	24.55
23182 - Electronics Technician Maintenance II	26.27
23183 - Electronics Technician Maintenance III	27.98
23260 - Fabric Worker	19.71
23290 - Fire Alarm System Mechanic	22.85
23310 - Fire Extinguisher Repairer	18.12
23311 - Fuel Distribution System Mechanic	28.77
23312 - Fuel Distribution System Operator	21.50
23370 - General Maintenance Worker	18.56
23380 - Ground Support Equipment Mechanic	31.37
23381 - Ground Support Equipment Servicer	25.51
23382 - Ground Support Equipment Worker	27.52
23391 - Gunsmith I	18.12
23392 - Gunsmith II	21.27
23393 - Gunsmith III	24.24
23410 - Heating Ventilation And Air-Conditioning Mechanic	23.13
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	24.52
23430 - Heavy Equipment Mechanic	25.18
23440 - Heavy Equipment Operator	19.47
23460 - Instrument Mechanic	22.36
23465 - Laboratory/Shelter Mechanic	22.76
23470 - Laborer	14.24
23510 - Locksmith	22.81
23530 - Machinery Maintenance Mechanic	25.13
23550 - Machinist Maintenance	23.72
23580 - Maintenance Trades Helper	18.92
23591 - Metrology Technician I	22.36
23592 - Metrology Technician II	23.71
23593 - Metrology Technician III	25.14
23640 - Millwright	25.85
23710 - Office Appliance Repairer	20.77
23760 - Painter Maintenance	17.75
23790 - Pipefitter Maintenance	27.65
23810 - Plumber Maintenance	26.33
23820 - Pneudraulic Systems Mechanic	24.24
23850 - Rigger	24.24
23870 - Scale Mechanic	21.27
23890 - Sheet-Metal Worker Maintenance	21.85
23910 - Small Engine Mechanic	19.54
23931 - Telecommunications Mechanic I	27.98
23932 - Telecommunications Mechanic II	29.66
23950 - Telephone Lineman	21.99
23960 - Welder Combination Maintenance	22.93

23965 - Well Driller	26.66
23970 - Woodcraft Worker	24.24
23980 - Woodworker	18.12
24000 - Personal Needs Occupations	
24550 - Case Manager	15.92
24570 - Child Care Attendant	9.98
24580 - Child Care Center Clerk	12.91
24610 - Chore Aide	10.61
24620 - Family Readiness And Support Services Coordinator	15.92
24630 - Homemaker	15.92
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	30.17
25040 - Sewage Plant Operator	21.18
25070 - Stationary Engineer	30.17
25190 - Ventilation Equipment Tender	20.65
25210 - Water Treatment Plant Operator	21.18
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.54
27007 - Baggage Inspector	11.58
27008 - Corrections Officer	23.09
27010 - Court Security Officer	25.30
27030 - Detection Dog Handler	13.10
27040 - Detention Officer	23.09
27070 - Firefighter	21.93
27101 - Guard I	11.58
27102 - Guard II	13.10
27131 - Police Officer I	23.73
27132 - Police Officer II	26.38
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.07
28042 - Carnival Equipment Repairer	14.87
28043 - Carnival Worker	10.84
28210 - Gate Attendant/Gate Tender	16.99
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	19.00
28510 - Recreation Aide/Health Facility Attendant	13.86
28515 - Recreation Specialist	23.53
28630 - Sports Official	15.12
28690 - Swimming Pool Operator	18.77
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.58
29020 - Hatch Tender	21.39
29030 - Line Handler	21.39
29041 - Stevedore I	20.31
29042 - Stevedore II	22.89
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		15.93
30022 - Archeological Technician II		17.81
30023 - Archeological Technician III		22.07
30030 - Cartographic Technician		22.07
30040 - Civil Engineering Technician		19.57
30051 - Cryogenic Technician I		26.33
30052 - Cryogenic Technician II		29.09
30061 - Drafter/CAD Operator I		15.93
30062 - Drafter/CAD Operator II		17.81
30063 - Drafter/CAD Operator III		19.87
30064 - Drafter/CAD Operator IV		24.44
30081 - Engineering Technician I		15.74
30082 - Engineering Technician II		17.68
30083 - Engineering Technician III		19.77
30084 - Engineering Technician IV		24.49
30085 - Engineering Technician V		29.96
30086 - Engineering Technician VI		36.26
30090 - Environmental Technician		21.64
30095 - Evidence Control Specialist		23.77
30210 - Laboratory Technician		23.26
30221 - Latent Fingerprint Technician I		26.33
30222 - Latent Fingerprint Technician II		29.09
30240 - Mathematical Technician		24.28
30361 - Paralegal/Legal Assistant I		20.55
30362 - Paralegal/Legal Assistant II		25.46
30363 - Paralegal/Legal Assistant III		31.14
30364 - Paralegal/Legal Assistant IV		37.69
30375 - Petroleum Supply Specialist		29.09
30390 - Photo-Optics Technician		21.63
30395 - Radiation Control Technician		29.09
30461 - Technical Writer I		23.66
30462 - Technical Writer II		28.94
30463 - Technical Writer III		35.02
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		26.33
30502 - Weather Forecaster II		32.02
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	19.87
30621 - Weather Observer Senior	(see 2)	22.07
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		13.74
31030 - Bus Driver		19.69
31043 - Driver Courier		15.95
31260 - Parking and Lot Attendant		11.93
31290 - Shuttle Bus Driver		17.07

31310 - Taxi Driver	12.06
31361 - Truckdriver Light	17.42
31362 - Truckdriver Medium	18.95
31363 - Truckdriver Heavy	22.36
31364 - Truckdriver Tractor-Trailer	22.36
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	10.06
99050 - Desk Clerk	10.41
99095 - Embalmer	20.79
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	13.86
99252 - Laboratory Animal Caretaker II	15.08
99260 - Marketing Analyst	27.91
99310 - Mortician	20.79
99410 - Pest Controller	17.47
99510 - Photofinishing Worker	15.84
99710 - Recycling Laborer	20.16
99711 - Recycling Specialist	23.90
99730 - Refuse Collector	17.94
99810 - Sales Clerk	11.97
99820 - School Crossing Guard	15.27
99830 - Survey Party Chief	24.48
99831 - Surveying Aide	16.48
99832 - Surveying Technician	22.58
99840 - Vending Machine Attendant	13.67
99841 - Vending Machine Repairer	17.45
99842 - Vending Machine Repairer Helper	13.67

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 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.: 2015-4672
Revision No.: 13
Date Of Last Revision: 05/05/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Mississippi

Area: Mississippi Counties of Tate Tunica

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.73
01012 - Accounting Clerk II		17.66
01013 - Accounting Clerk III		19.76
01020 - Administrative Assistant		25.74
01035 - Court Reporter		17.68
01041 - Customer Service Representative I		13.11
01042 - Customer Service Representative II		14.74
01043 - Customer Service Representative III		16.08
01051 - Data Entry Operator I		12.95
01052 - Data Entry Operator II		14.13
01060 - Dispatcher Motor Vehicle		20.55
01070 - Document Preparation Clerk		14.57

01090 - Duplicating Machine Operator	14.57
01111 - General Clerk I	13.44
01112 - General Clerk II	14.52
01113 - General Clerk III	16.42
01120 - Housing Referral Assistant	19.71
01141 - Messenger Courier	12.32
01191 - Order Clerk I	13.77
01192 - Order Clerk II	16.09
01261 - Personnel Assistant (Employment) I	15.94
01262 - Personnel Assistant (Employment) II	17.84
01263 - Personnel Assistant (Employment) III	19.88
01270 - Production Control Clerk	21.91
01290 - Rental Clerk	11.72
01300 - Scheduler Maintenance	15.80
01311 - Secretary I	15.80
01312 - Secretary II	17.68
01313 - Secretary III	19.71
01320 - Service Order Dispatcher	18.36
01410 - Supply Technician	25.74
01420 - Survey Worker	15.60
01460 - Switchboard Operator/Receptionist	13.58
01531 - Travel Clerk I	15.15
01532 - Travel Clerk II	16.14
01533 - Travel Clerk III	17.37
01611 - Word Processor I	14.42
01612 - Word Processor II	16.18
01613 - Word Processor III	18.11
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	18.41
05010 - Automotive Electrician	20.10
05040 - Automotive Glass Installer	18.78
05070 - Automotive Worker	18.78
05110 - Mobile Equipment Servicer	16.00
05130 - Motor Equipment Metal Mechanic	21.41
05160 - Motor Equipment Metal Worker	18.78
05190 - Motor Vehicle Mechanic	21.41
05220 - Motor Vehicle Mechanic Helper	14.65
05250 - Motor Vehicle Upholstery Worker	17.41
05280 - Motor Vehicle Wrecker	18.78
05310 - Painter Automotive	20.10
05340 - Radiator Repair Specialist	18.78
05370 - Tire Repairer	14.45
05400 - Transmission Repair Specialist	21.41
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.19
07041 - Cook I	11.93
07042 - Cook II	14.00
07070 - Dishwasher	9.86
07130 - Food Service Worker	9.66
07210 - Meat Cutter	14.80

07260 - Waiter/Waitress	9.07
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.74
09040 - Furniture Handler	10.91
09080 - Furniture Refinisher	16.70
09090 - Furniture Refinisher Helper	12.27
09110 - Furniture Repairer Minor	14.47
09130 - Upholsterer	14.95
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.28
11060 - Elevator Operator	12.28
11090 - Gardener	16.80
11122 - Housekeeping Aide	11.32
11150 - Janitor	11.32
11210 - Laborer Grounds Maintenance	12.56
11240 - Maid or Houseman	10.68
11260 - Pruner	11.18
11270 - Tractor Operator	15.39
11330 - Trail Maintenance Worker	12.56
11360 - Window Cleaner	12.72
12000 - Health Occupations	
12010 - Ambulance Driver	19.36
12011 - Breath Alcohol Technician	19.36
12012 - Certified Occupational Therapist Assistant	29.61
12015 - Certified Physical Therapist Assistant	28.36
12020 - Dental Assistant	16.97
12025 - Dental Hygienist	33.15
12030 - EKG Technician	23.14
12035 - Electroneurodiagnostic Technologist	23.14
12040 - Emergency Medical Technician	19.36
12071 - Licensed Practical Nurse I	17.30
12072 - Licensed Practical Nurse II	19.36
12073 - Licensed Practical Nurse III	21.58
12100 - Medical Assistant	15.96
12130 - Medical Laboratory Technician	24.19
12160 - Medical Record Clerk	16.16
12190 - Medical Record Technician	20.81
12195 - Medical Transcriptionist	17.47
12210 - Nuclear Medicine Technologist	34.86
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	16.85
12236 - Optical Technician	16.24
12250 - Pharmacy Technician	16.86
12280 - Phlebotomist	14.88
12305 - Radiologic Technologist	27.50
12311 - Registered Nurse I	22.46
12312 - Registered Nurse II	27.47

12313 - Registered Nurse II Specialist		27.47
12314 - Registered Nurse III		33.23
12315 - Registered Nurse III Anesthetist		33.23
12316 - Registered Nurse IV		39.83
12317 - Scheduler (Drug and Alcohol Testing)		23.98
12320 - Substance Abuse Treatment Counselor		22.22
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.97
13012 - Exhibits Specialist II		25.87
13013 - Exhibits Specialist III		31.65
13041 - Illustrator I		20.90
13042 - Illustrator II		25.87
13043 - Illustrator III		31.65
13047 - Librarian		28.64
13050 - Library Aide/Clerk		13.66
13054 - Library Information Technology Systems Administrator		25.85
13058 - Library Technician		13.53
13061 - Media Specialist I		18.67
13062 - Media Specialist II		20.97
13063 - Media Specialist III		23.28
13071 - Photographer I		15.39
13072 - Photographer II		16.17
13073 - Photographer III		20.03
13074 - Photographer IV		26.10
13075 - Photographer V		31.57
13090 - Technical Order Library Clerk		17.72
13110 - Video Teleconference Technician		18.99
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.33
14042 - Computer Operator II		17.15
14043 - Computer Operator III		19.11
14044 - Computer Operator IV		21.24
14045 - Computer Operator V		22.69
14071 - Computer Programmer I	(see 1)	19.97
14072 - Computer Programmer II	(see 1)	24.73
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.33
14160 - Personal Computer Support Technician		21.24
14170 - System Support Specialist		26.77
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.75
15020 - Aircrew Training Devices Instructor (Rated)		33.57
15030 - Air Crew Training Devices Instructor (Pilot)		40.23
15050 - Computer Based Training Specialist / Instructor		27.75
15060 - Educational Technologist		33.21

15070 - Flight Instructor (Pilot) 40.23
15080 - Graphic Artist 22.62
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.35
15086 - Maintenance Test Pilot Rotary Wing 40.35
15088 - Non-Maintenance Test/Co-Pilot 40.35
15090 - Technical Instructor 22.62
15095 - Technical Instructor/Course Developer 27.67
15110 - Test Proctor 18.26
15120 - Tutor 18.26
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.66
16030 - Counter Attendant 10.66
16040 - Dry Cleaner 13.53
16070 - Finisher Flatwork Machine 10.66
16090 - Presser Hand 10.66
16110 - Presser Machine Drycleaning 10.66
16130 - Presser Machine Shirts 10.66
16160 - Presser Machine Wearing Apparel Laundry 10.66
16190 - Sewing Machine Operator 14.48
16220 - Tailor 15.43
16250 - Washer Machine 11.62
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 18.56
19040 - Tool And Die Maker 22.83
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 14.93
21030 - Material Coordinator 21.91
21040 - Material Expediter 21.91
21050 - Material Handling Laborer 13.68
21071 - Order Filler 13.17
21080 - Production Line Worker (Food Processing) 14.93
21110 - Shipping Packer 14.34
21130 - Shipping/Receiving Clerk 14.34
21140 - Store Worker I 11.67
21150 - Stock Clerk 16.54
21210 - Tools And Parts Attendant 14.93
21410 - Warehouse Specialist 14.93
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 33.25
23019 - Aircraft Logs and Records Technician 25.51
23021 - Aircraft Mechanic I 31.37
23022 - Aircraft Mechanic II 33.25
23023 - Aircraft Mechanic III 35.27
23040 - Aircraft Mechanic Helper 21.47
23050 - Aircraft Painter 29.45
23060 - Aircraft Servicer 25.51
23070 - Aircraft Survival Flight Equipment Technician 29.45
23080 - Aircraft Worker 27.52
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 27.52

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 31.37
23110 - Appliance Mechanic 20.42
23120 - Bicycle Repairer 18.12
23125 - Cable Splicer 31.69
23130 - Carpenter Maintenance 19.37
23140 - Carpet Layer 19.03
23160 - Electrician Maintenance 23.80
23181 - Electronics Technician Maintenance I 23.70
23182 - Electronics Technician Maintenance II 25.27
23183 - Electronics Technician Maintenance III 26.65
23260 - Fabric Worker 19.71
23290 - Fire Alarm System Mechanic 22.85
23310 - Fire Extinguisher Repairer 18.12
23311 - Fuel Distribution System Mechanic 28.77
23312 - Fuel Distribution System Operator 21.50
23370 - General Maintenance Worker 18.08
23380 - Ground Support Equipment Mechanic 31.37
23381 - Ground Support Equipment Servicer 25.51
23382 - Ground Support Equipment Worker 27.52
23391 - Gunsmith I 18.12
23392 - Gunsmith II 21.27
23393 - Gunsmith III 24.24
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.63
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.93
23430 - Heavy Equipment Mechanic 22.89
23440 - Heavy Equipment Operator 19.35
23460 - Instrument Mechanic 22.36
23465 - Laboratory/Shelter Mechanic 22.76
23470 - Laborer 13.68
23510 - Locksmith 21.76
23530 - Machinery Maintenance Mechanic 24.71
23550 - Machinist Maintenance 23.72
23580 - Maintenance Trades Helper 17.99
23591 - Metrology Technician I 22.36
23592 - Metrology Technician II 23.71
23593 - Metrology Technician III 25.14
23640 - Millwright 25.85
23710 - Office Appliance Repairer 19.30
23760 - Painter Maintenance 17.75
23790 - Pipefitter Maintenance 25.14
23810 - Plumber Maintenance 24.09
23820 - Pneudraulic Systems Mechanic 24.24
23850 - Rigger 24.24
23870 - Scale Mechanic 21.27
23890 - Sheet-Metal Worker Maintenance 21.85
23910 - Small Engine Mechanic 18.81
23931 - Telecommunications Mechanic I 27.98

23932 - Telecommunications Mechanic II 29.66
23950 - Telephone Lineman 19.99
23960 - Welder Combination Maintenance 21.43
23965 - Well Driller 24.24
23970 - Woodcraft Worker 24.24
23980 - Woodworker 18.12
24000 - Personal Needs Occupations
24550 - Case Manager 15.57
24570 - Child Care Attendant 9.55
24580 - Child Care Center Clerk 12.91
24610 - Chore Aide 10.33
24620 - Family Readiness And Support Services Coordinator 15.57
24630 - Homemaker 15.57
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 27.56
25040 - Sewage Plant Operator 21.18
25070 - Stationary Engineer 27.56
25190 - Ventilation Equipment Tender 18.86
25210 - Water Treatment Plant Operator 21.18
27000 - Protective Service Occupations
27004 - Alarm Monitor 18.67
27007 - Baggage Inspector 11.47
27008 - Corrections Officer 22.41
27010 - Court Security Officer 23.14
27030 - Detection Dog Handler 13.10
27040 - Detention Officer 22.41
27070 - Firefighter 19.94
27101 - Guard I 11.47
27102 - Guard II 13.10
27131 - Police Officer I 22.87
27132 - Police Officer II 25.41
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.07
28042 - Carnival Equipment Repairer 14.87
28043 - Carnival Worker 10.84
28210 - Gate Attendant/Gate Tender 16.33
28310 - Lifeguard 11.34
28350 - Park Attendant (Aide) 18.28
28510 - Recreation Aide/Health Facility Attendant 13.34
28515 - Recreation Specialist 22.64
28630 - Sports Official 14.55
28690 - Swimming Pool Operator 18.77
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 22.58
29020 - Hatch Tender 21.39
29030 - Line Handler 21.39
29041 - Stevedore I 20.31
29042 - Stevedore II 22.89
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 15.93
30022 - Archeological Technician II 17.81
30023 - Archeological Technician III 22.07
30030 - Cartographic Technician 22.07
30040 - Civil Engineering Technician 19.57
30051 - Cryogenic Technician I 26.33
30052 - Cryogenic Technician II 29.09
30061 - Drafter/CAD Operator I 15.93
30062 - Drafter/CAD Operator II 17.81
30063 - Drafter/CAD Operator III 19.87
30064 - Drafter/CAD Operator IV 24.44
30081 - Engineering Technician I 15.73
30082 - Engineering Technician II 17.66
30083 - Engineering Technician III 19.76
30084 - Engineering Technician IV 24.47
30085 - Engineering Technician V 29.93
30086 - Engineering Technician VI 36.21
30090 - Environmental Technician 21.48
30095 - Evidence Control Specialist 23.77
30210 - Laboratory Technician 23.26
30221 - Latent Fingerprint Technician I 26.33
30222 - Latent Fingerprint Technician II 29.09
30240 - Mathematical Technician 22.07
30361 - Paralegal/Legal Assistant I 19.78
30362 - Paralegal/Legal Assistant II 24.50
30363 - Paralegal/Legal Assistant III 29.97
30364 - Paralegal/Legal Assistant IV 36.25
30375 - Petroleum Supply Specialist 29.09
30390 - Photo-Optics Technician 21.63
30395 - Radiation Control Technician 29.09
30461 - Technical Writer I 23.01
30462 - Technical Writer II 28.15
30463 - Technical Writer III 34.06
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 26.33
30502 - Weather Forecaster II 32.02
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 19.87
30621 - Weather Observer Senior (see 2) 22.07
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 13.74
31030 - Bus Driver 19.26

31043 - Driver Courier	15.63
31260 - Parking and Lot Attendant	10.88
31290 - Shuttle Bus Driver	17.07
31310 - Taxi Driver	12.06
31361 - Truckdriver Light	17.07
31362 - Truckdriver Medium	18.57
31363 - Truckdriver Heavy	21.42
31364 - Truckdriver Tractor-Trailer	21.42
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.75
99050 - Desk Clerk	10.41
99095 - Embalmer	20.02
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.60
99252 - Laboratory Animal Caretaker II	13.71
99260 - Marketing Analyst	27.91
99310 - Mortician	20.02
99410 - Pest Controller	17.01
99510 - Photofinishing Worker	15.84
99710 - Recycling Laborer	19.13
99711 - Recycling Specialist	21.73
99730 - Refuse Collector	17.11
99810 - Sales Clerk	11.31
99820 - School Crossing Guard	15.27
99830 - Survey Party Chief	24.48
99831 - Surveying Aide	16.48
99832 - Surveying Technician	22.58
99840 - Vending Machine Attendant	13.67
99841 - Vending Machine Repairer	17.45
99842 - Vending Machine Repairer Helper	13.67

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; 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.: 2015-4673
Revision No.: 14
Date Of Last Revision: 04/28/2021

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: Arkansas Mississippi Tennessee

Area: Arkansas County of Crittenden

Mississippi Counties of Benton De Soto Marshall

Tennessee Counties of Fayette Shelby Tipton

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.94
01012 - Accounting Clerk II		17.90
01013 - Accounting Clerk III		20.02
01020 - Administrative Assistant		27.37
01035 - Court Reporter		20.57
01041 - Customer Service Representative I		13.80
01042 - Customer Service Representative II		15.05
01043 - Customer Service Representative III		16.91
01051 - Data Entry Operator I		14.25
01052 - Data Entry Operator II		15.54
01060 - Dispatcher Motor Vehicle		22.42

01070 - Document Preparation Clerk 14.89
01090 - Duplicating Machine Operator 14.89
01111 - General Clerk I 13.61
01112 - General Clerk II 14.85
01113 - General Clerk III 16.67
01120 - Housing Referral Assistant 20.25
01141 - Messenger Courier 15.46
01191 - Order Clerk I 14.74
01192 - Order Clerk II 16.09
01261 - Personnel Assistant (Employment) I 16.61
01262 - Personnel Assistant (Employment) II 18.57
01263 - Personnel Assistant (Employment) III 20.70
01270 - Production Control Clerk 21.91
01290 - Rental Clerk 15.13
01300 - Scheduler Maintenance 15.94
01311 - Secretary I 15.94
01312 - Secretary II 17.82
01313 - Secretary III 19.86
01320 - Service Order Dispatcher 20.04
01410 - Supply Technician 27.37
01420 - Survey Worker 17.19
01460 - Switchboard Operator/Receptionist 14.06
01531 - Travel Clerk I 16.67
01532 - Travel Clerk II 17.75
01533 - Travel Clerk III 19.11
01611 - Word Processor I 14.95
01612 - Word Processor II 16.79
01613 - Word Processor III 18.77
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.85
05010 - Automotive Electrician 20.80
05040 - Automotive Glass Installer 19.43
05070 - Automotive Worker 19.43
05110 - Mobile Equipment Servicer 16.56
05130 - Motor Equipment Metal Mechanic 22.15
05160 - Motor Equipment Metal Worker 19.43
05190 - Motor Vehicle Mechanic 22.15
05220 - Motor Vehicle Mechanic Helper 15.16
05250 - Motor Vehicle Upholstery Worker 18.01
05280 - Motor Vehicle Wrecker 19.43
05310 - Painter Automotive 20.80
05340 - Radiator Repair Specialist 19.43
05370 - Tire Repairer 14.55
05400 - Transmission Repair Specialist 22.15
07000 - Food Preparation And Service Occupations
07010 - Baker 16.56
07041 - Cook I 11.93
07042 - Cook II 14.00
07070 - Dishwasher 10.35
07130 - Food Service Worker 9.66

07210 - Meat Cutter	15.56
07260 - Waiter/Waitress	9.07
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.53
09040 - Furniture Handler	10.74
09080 - Furniture Refinisher	16.70
09090 - Furniture Refinisher Helper	12.97
09110 - Furniture Repairer Minor	15.27
09130 - Upholsterer	17.53
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.70
11060 - Elevator Operator	12.70
11090 - Gardener	18.48
11122 - Housekeeping Aide	11.32
11150 - Janitor	11.32
11210 - Laborer Grounds Maintenance	13.82
11240 - Maid or Houseman	10.89
11260 - Pruner	12.30
11270 - Tractor Operator	16.93
11330 - Trail Maintenance Worker	13.82
11360 - Window Cleaner	12.72
12000 - Health Occupations	
12010 - Ambulance Driver	19.36
12011 - Breath Alcohol Technician	19.58
12012 - Certified Occupational Therapist Assistant	29.72
12015 - Certified Physical Therapist Assistant	27.09
12020 - Dental Assistant	19.29
12025 - Dental Hygienist	34.20
12030 - EKG Technician	24.08
12035 - Electroneurodiagnostic Technologist	24.08
12040 - Emergency Medical Technician	19.36
12071 - Licensed Practical Nurse I	17.51
12072 - Licensed Practical Nurse II	19.58
12073 - Licensed Practical Nurse III	21.82
12100 - Medical Assistant	16.20
12130 - Medical Laboratory Technician	27.26
12160 - Medical Record Clerk	18.95
12190 - Medical Record Technician	21.19
12195 - Medical Transcriptionist	17.61
12210 - Nuclear Medicine Technologist	35.73
12221 - Nursing Assistant I	11.29
12222 - Nursing Assistant II	12.69
12223 - Nursing Assistant III	13.85
12224 - Nursing Assistant IV	15.56
12235 - Optical Dispenser	17.25
12236 - Optical Technician	16.24
12250 - Pharmacy Technician	17.26
12280 - Phlebotomist	15.53
12305 - Radiologic Technologist	28.22
12311 - Registered Nurse I	25.41

12312 - Registered Nurse II		30.43
12313 - Registered Nurse II Specialist		30.43
12314 - Registered Nurse III		36.80
12315 - Registered Nurse III Anesthetist		36.80
12316 - Registered Nurse IV		44.11
12317 - Scheduler (Drug and Alcohol Testing)		24.25
12320 - Substance Abuse Treatment Counselor		22.22
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.52
13012 - Exhibits Specialist II		26.65
13013 - Exhibits Specialist III		32.60
13041 - Illustrator I		22.04
13042 - Illustrator II		27.29
13043 - Illustrator III		33.39
13047 - Librarian		29.52
13050 - Library Aide/Clerk		14.37
13054 - Library Information Technology Systems Administrator		26.65
13058 - Library Technician		13.53
13061 - Media Specialist I		19.23
13062 - Media Specialist II		21.52
13063 - Media Specialist III		23.98
13071 - Photographer I		15.74
13072 - Photographer II		17.85
13073 - Photographer III		21.80
13074 - Photographer IV		26.67
13075 - Photographer V		32.28
13090 - Technical Order Library Clerk		19.49
13110 - Video Teleconference Technician		18.99
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.11
14042 - Computer Operator II		20.25
14043 - Computer Operator III		22.57
14044 - Computer Operator IV		25.08
14045 - Computer Operator V		27.78
14071 - Computer Programmer I	(see 1)	21.66
14072 - Computer Programmer II	(see 1)	26.85
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.11
14160 - Personal Computer Support Technician		25.08
14170 - System Support Specialist		27.78
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.88
15020 - Aircrew Training Devices Instructor (Rated)		36.76
15030 - Air Crew Training Devices Instructor (Pilot)		40.44
15050 - Computer Based Training Specialist / Instructor		27.88

15060 - Educational Technologist 33.21
15070 - Flight Instructor (Pilot) 40.44
15080 - Graphic Artist 24.02
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.35
15086 - Maintenance Test Pilot Rotary Wing 40.35
15088 - Non-Maintenance Test/Co-Pilot 40.35
15090 - Technical Instructor 23.43
15095 - Technical Instructor/Course Developer 28.66
15110 - Test Proctor 18.91
15120 - Tutor 18.91
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 11.27
16030 - Counter Attendant 11.27
16040 - Dry Cleaner 13.53
16070 - Finisher Flatwork Machine 11.27
16090 - Presser Hand 11.27
16110 - Presser Machine Drycleaning 11.27
16130 - Presser Machine Shirts 11.27
16160 - Presser Machine Wearing Apparel Laundry 11.27
16190 - Sewing Machine Operator 14.48
16220 - Tailor 15.43
16250 - Washer Machine 11.81
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 18.56
19040 - Tool And Die Maker 23.42
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.48
21030 - Material Coordinator 21.91
21040 - Material Expediter 21.91
21050 - Material Handling Laborer 14.24
21071 - Order Filler 13.57
21080 - Production Line Worker (Food Processing) 15.48
21110 - Shipping Packer 15.09
21130 - Shipping/Receiving Clerk 15.09
21140 - Store Worker I 11.67
21150 - Stock Clerk 16.54
21210 - Tools And Parts Attendant 15.48
21410 - Warehouse Specialist 15.48
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 33.25
23019 - Aircraft Logs and Records Technician 25.51
23021 - Aircraft Mechanic I 31.37
23022 - Aircraft Mechanic II 33.25
23023 - Aircraft Mechanic III 35.27
23040 - Aircraft Mechanic Helper 21.47
23050 - Aircraft Painter 29.45
23060 - Aircraft Servicer 25.51
23070 - Aircraft Survival Flight Equipment Technician 29.45
23080 - Aircraft Worker 27.52
23091 - Aircrew Life Support Equipment (ALSE) Mechanic 27.52

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 31.37
II
23110 - Appliance Mechanic 22.32
23120 - Bicycle Repairer 18.12
23125 - Cable Splicer 32.41
23130 - Carpenter Maintenance 21.31
23140 - Carpet Layer 21.81
23160 - Electrician Maintenance 25.67
23181 - Electronics Technician Maintenance I 24.55
23182 - Electronics Technician Maintenance II 26.27
23183 - Electronics Technician Maintenance III 27.98
23260 - Fabric Worker 19.71
23290 - Fire Alarm System Mechanic 24.55
23310 - Fire Extinguisher Repairer 18.12
23311 - Fuel Distribution System Mechanic 28.77
23312 - Fuel Distribution System Operator 21.50
23370 - General Maintenance Worker 18.56
23380 - Ground Support Equipment Mechanic 31.37
23381 - Ground Support Equipment Servicer 24.10
23382 - Ground Support Equipment Worker 26.00
23391 - Gunsmith I 18.12
23392 - Gunsmith II 21.27
23393 - Gunsmith III 24.24
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.13
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.52
23430 - Heavy Equipment Mechanic 25.18
23440 - Heavy Equipment Operator 19.47
23460 - Instrument Mechanic 22.43
23465 - Laboratory/Shelter Mechanic 22.76
23470 - Laborer 14.24
23510 - Locksmith 22.81
23530 - Machinery Maintenance Mechanic 25.13
23550 - Machinist Maintenance 23.72
23580 - Maintenance Trades Helper 18.92
23591 - Metrology Technician I 22.43
23592 - Metrology Technician II 23.78
23593 - Metrology Technician III 25.22
23640 - Millwright 25.85
23710 - Office Appliance Repairer 20.77
23760 - Painter Maintenance 17.75
23790 - Pipefitter Maintenance 28.05
23810 - Plumber Maintenance 26.33
23820 - Pneudraulic Systems Mechanic 24.24
23850 - Rigger 24.24
23870 - Scale Mechanic 21.27
23890 - Sheet-Metal Worker Maintenance 21.85
23910 - Small Engine Mechanic 19.54

23931 - Telecommunications Mechanic I	27.98
23932 - Telecommunications Mechanic II	29.66
23950 - Telephone Lineman	22.01
23960 - Welder Combination Maintenance	22.93
23965 - Well Driller	26.66
23970 - Woodcraft Worker	24.24
23980 - Woodworker	18.12
24000 - Personal Needs Occupations	
24550 - Case Manager	15.92
24570 - Child Care Attendant	11.22
24580 - Child Care Center Clerk	14.11
24610 - Chore Aide	10.61
24620 - Family Readiness And Support Services Coordinator	15.92
24630 - Homemaker	16.62
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	30.17
25040 - Sewage Plant Operator	21.18
25070 - Stationary Engineer	30.17
25190 - Ventilation Equipment Tender	20.65
25210 - Water Treatment Plant Operator	21.18
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.82
27007 - Baggage Inspector	11.58
27008 - Corrections Officer	23.09
27010 - Court Security Officer	25.30
27030 - Detection Dog Handler	12.95
27040 - Detention Officer	23.09
27070 - Firefighter	27.34
27101 - Guard I	11.58
27102 - Guard II	12.95
27131 - Police Officer I	23.73
27132 - Police Officer II	26.38
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.90
28042 - Carnival Equipment Repairer	14.09
28043 - Carnival Worker	9.37
28210 - Gate Attendant/Gate Tender	16.99
28310 - Lifeguard	10.82
28350 - Park Attendant (Aide)	19.00
28510 - Recreation Aide/Health Facility Attendant	13.86
28515 - Recreation Specialist	22.50
28630 - Sports Official	15.12
28690 - Swimming Pool Operator	16.53
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.68
29020 - Hatch Tender	21.68
29030 - Line Handler	21.68
29041 - Stevedore I	21.20
29042 - Stevedore II	23.95

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		17.20
30022 - Archeological Technician II		19.25
30023 - Archeological Technician III		23.84
30030 - Cartographic Technician		23.84
30040 - Civil Engineering Technician		22.40
30051 - Cryogenic Technician I		26.40
30052 - Cryogenic Technician II		29.15
30061 - Drafter/CAD Operator I		17.20
30062 - Drafter/CAD Operator II		19.25
30063 - Drafter/CAD Operator III		21.45
30064 - Drafter/CAD Operator IV		26.40
30081 - Engineering Technician I		17.14
30082 - Engineering Technician II		18.54
30083 - Engineering Technician III		21.52
30084 - Engineering Technician IV		25.66
30085 - Engineering Technician V		30.95
30086 - Engineering Technician VI		37.45
30090 - Environmental Technician		23.34
30095 - Evidence Control Specialist		23.84
30210 - Laboratory Technician		23.26
30221 - Latent Fingerprint Technician I		26.40
30222 - Latent Fingerprint Technician II		29.15
30240 - Mathematical Technician		26.22
30361 - Paralegal/Legal Assistant I		20.55
30362 - Paralegal/Legal Assistant II		25.46
30363 - Paralegal/Legal Assistant III		31.14
30364 - Paralegal/Legal Assistant IV		37.69
30375 - Petroleum Supply Specialist		29.15
30390 - Photo-Optics Technician		23.84
30395 - Radiation Control Technician		29.15
30461 - Technical Writer I		23.84
30462 - Technical Writer II		29.15
30463 - Technical Writer III		35.28
30491 - Unexploded Ordnance (UXO) Technician I		25.60
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		26.40
30502 - Weather Forecaster II		32.11
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.45
30621 - Weather Observer Senior	(see 2)	23.84

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		30.98
31020 - Bus Aide		14.20

31030 - Bus Driver	20.57
31043 - Driver Courier	15.95
31260 - Parking and Lot Attendant	11.93
31290 - Shuttle Bus Driver	17.07
31310 - Taxi Driver	12.06
31361 - Truckdriver Light	17.42
31362 - Truckdriver Medium	18.95
31363 - Truckdriver Heavy	22.36
31364 - Truckdriver Tractor-Trailer	22.36
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	10.06
99050 - Desk Clerk	10.41
99095 - Embalmer	24.26
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	13.86
99252 - Laboratory Animal Caretaker II	15.13
99260 - Marketing Analyst	27.91
99310 - Mortician	24.26
99410 - Pest Controller	17.47
99510 - Photofinishing Worker	12.25
99710 - Recycling Laborer	20.16
99711 - Recycling Specialist	24.70
99730 - Refuse Collector	17.94
99810 - Sales Clerk	11.97
99820 - School Crossing Guard	15.87
99830 - Survey Party Chief	25.94
99831 - Surveying Aide	17.01
99832 - Surveying Technician	23.28
99840 - Vending Machine Attendant	13.94
99841 - Vending Machine Repairer	17.45
99842 - Vending Machine Repairer Helper	13.79

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.: 2015-4674
Revision No.: 13
Date Of Last Revision: 05/05/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

States: Arkansas Mississippi Tennessee

Area: Arkansas County of Crittenden

Mississippi Counties of Benton De Soto Marshall

Tennessee Counties of Fayette Shelby Tipton

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.73
01012 - Accounting Clerk II		17.66
01013 - Accounting Clerk III		19.76
01020 - Administrative Assistant		26.92
01035 - Court Reporter		20.57
01041 - Customer Service Representative I		13.11
01042 - Customer Service Representative II		14.74
01043 - Customer Service Representative III		16.08

01051 - Data Entry Operator I 12.95
01052 - Data Entry Operator II 14.13
01060 - Dispatcher Motor Vehicle 22.42
01070 - Document Preparation Clerk 14.57
01090 - Duplicating Machine Operator 14.57
01111 - General Clerk I 13.61
01112 - General Clerk II 14.85
01113 - General Clerk III 16.67
01120 - Housing Referral Assistant 20.25
01141 - Messenger Courier 15.46
01191 - Order Clerk I 14.74
01192 - Order Clerk II 16.09
01261 - Personnel Assistant (Employment) I 15.94
01262 - Personnel Assistant (Employment) II 17.84
01263 - Personnel Assistant (Employment) III 19.88
01270 - Production Control Clerk 21.91
01290 - Rental Clerk 15.13
01300 - Scheduler Maintenance 15.80
01311 - Secretary I 15.80
01312 - Secretary II 17.68
01313 - Secretary III 19.71
01320 - Service Order Dispatcher 20.04
01410 - Supply Technician 26.92
01420 - Survey Worker 17.19
01460 - Switchboard Operator/Receptionist 13.58
01531 - Travel Clerk I 15.15
01532 - Travel Clerk II 16.14
01533 - Travel Clerk III 17.37
01611 - Word Processor I 14.42
01612 - Word Processor II 16.18
01613 - Word Processor III 18.11
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.85
05010 - Automotive Electrician 20.10
05040 - Automotive Glass Installer 18.78
05070 - Automotive Worker 18.78
05110 - Mobile Equipment Servicer 16.00
05130 - Motor Equipment Metal Mechanic 21.41
05160 - Motor Equipment Metal Worker 18.78
05190 - Motor Vehicle Mechanic 21.41
05220 - Motor Vehicle Mechanic Helper 14.65
05250 - Motor Vehicle Upholstery Worker 17.41
05280 - Motor Vehicle Wrecker 18.78
05310 - Painter Automotive 20.10
05340 - Radiator Repair Specialist 18.78
05370 - Tire Repairer 14.45
05400 - Transmission Repair Specialist 21.41
07000 - Food Preparation And Service Occupations
07010 - Baker 15.84
07041 - Cook I 11.93

07042 - Cook II	14.00
07070 - Dishwasher	9.86
07130 - Food Service Worker	9.66
07210 - Meat Cutter	14.80
07260 - Waiter/Waitress	9.07
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.21
09040 - Furniture Handler	10.74
09080 - Furniture Refinisher	16.70
09090 - Furniture Refinisher Helper	12.97
09110 - Furniture Repairer Minor	15.27
09130 - Upholsterer	17.53
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.28
11060 - Elevator Operator	12.28
11090 - Gardener	16.80
11122 - Housekeeping Aide	11.32
11150 - Janitor	11.32
11210 - Laborer Grounds Maintenance	12.56
11240 - Maid or Houseman	10.68
11260 - Pruner	11.18
11270 - Tractor Operator	15.39
11330 - Trail Maintenance Worker	12.56
11360 - Window Cleaner	12.72
12000 - Health Occupations	
12010 - Ambulance Driver	19.36
12011 - Breath Alcohol Technician	19.36
12012 - Certified Occupational Therapist Assistant	29.61
12015 - Certified Physical Therapist Assistant	26.83
12020 - Dental Assistant	19.29
12025 - Dental Hygienist	34.20
12030 - EKG Technician	23.14
12035 - Electroneurodiagnostic Technologist	23.14
12040 - Emergency Medical Technician	19.36
12071 - Licensed Practical Nurse I	17.30
12072 - Licensed Practical Nurse II	19.36
12073 - Licensed Practical Nurse III	21.58
12100 - Medical Assistant	15.96
12130 - Medical Laboratory Technician	25.86
12160 - Medical Record Clerk	18.62
12190 - Medical Record Technician	20.83
12195 - Medical Transcriptionist	17.47
12210 - Nuclear Medicine Technologist	34.86
12221 - Nursing Assistant I	10.90
12222 - Nursing Assistant II	12.26
12223 - Nursing Assistant III	13.38
12224 - Nursing Assistant IV	15.03
12235 - Optical Dispenser	17.25
12236 - Optical Technician	16.24
12250 - Pharmacy Technician	16.86

12280 - Phlebotomist		14.88
12305 - Radiologic Technologist		27.50
12311 - Registered Nurse I		25.41
12312 - Registered Nurse II		30.43
12313 - Registered Nurse II Specialist		30.43
12314 - Registered Nurse III		36.80
12315 - Registered Nurse III Anesthetist		36.80
12316 - Registered Nurse IV		44.11
12317 - Scheduler (Drug and Alcohol Testing)		23.98
12320 - Substance Abuse Treatment Counselor		22.22
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.52
13012 - Exhibits Specialist II		26.65
13013 - Exhibits Specialist III		32.60
13041 - Illustrator I		22.04
13042 - Illustrator II		27.29
13043 - Illustrator III		33.39
13047 - Librarian		29.52
13050 - Library Aide/Clerk		13.06
13054 - Library Information Technology Systems Administrator		26.65
13058 - Library Technician		13.53
13061 - Media Specialist I		19.23
13062 - Media Specialist II		21.52
13063 - Media Specialist III		23.98
13071 - Photographer I		15.39
13072 - Photographer II		17.85
13073 - Photographer III		21.33
13074 - Photographer IV		25.54
13075 - Photographer V		30.91
13090 - Technical Order Library Clerk		17.72
13110 - Video Teleconference Technician		18.99
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.64
14042 - Computer Operator II		18.67
14043 - Computer Operator III		20.82
14044 - Computer Operator IV		23.14
14045 - Computer Operator V		25.61
14071 - Computer Programmer I	(see 1)	21.66
14072 - Computer Programmer II	(see 1)	26.85
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.64
14160 - Personal Computer Support Technician		23.14
14170 - System Support Specialist		26.77
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.88

15020 - Aircrew Training Devices Instructor (Rated) 36.76
15030 - Air Crew Training Devices Instructor (Pilot) 40.44
15050 - Computer Based Training Specialist / Instructor 27.88
15060 - Educational Technologist 33.21
15070 - Flight Instructor (Pilot) 40.44
15080 - Graphic Artist 23.07
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.35
15086 - Maintenance Test Pilot Rotary Wing 40.35
15088 - Non-Maintenance Test/Co-Pilot 40.35
15090 - Technical Instructor 22.62
15095 - Technical Instructor/Course Developer 27.67
15110 - Test Proctor 18.26
15120 - Tutor 18.26
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.66
16030 - Counter Attendant 10.66
16040 - Dry Cleaner 13.53
16070 - Finisher Flatwork Machine 10.66
16090 - Presser Hand 10.66
16110 - Presser Machine Drycleaning 10.66
16130 - Presser Machine Shirts 10.66
16160 - Presser Machine Wearing Apparel Laundry 10.66
16190 - Sewing Machine Operator 14.48
16220 - Tailor 15.43
16250 - Washer Machine 11.62
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 18.56
19040 - Tool And Die Maker 23.42
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 14.93
21030 - Material Coordinator 21.91
21040 - Material Expediter 21.91
21050 - Material Handling Laborer 13.68
21071 - Order Filler 13.17
21080 - Production Line Worker (Food Processing) 14.93
21110 - Shipping Packer 14.59
21130 - Shipping/Receiving Clerk 14.59
21140 - Store Worker I 11.67
21150 - Stock Clerk 16.54
21210 - Tools And Parts Attendant 14.93
21410 - Warehouse Specialist 14.93
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 33.25
23019 - Aircraft Logs and Records Technician 25.51
23021 - Aircraft Mechanic I 31.37
23022 - Aircraft Mechanic II 33.25
23023 - Aircraft Mechanic III 35.27
23040 - Aircraft Mechanic Helper 21.47
23050 - Aircraft Painter 29.45
23060 - Aircraft Servicer 25.51

23070 - Aircraft Survival Flight Equipment Technician 29.45
23080 - Aircraft Worker 27.52
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 27.52
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 31.37
23110 - Appliance Mechanic 20.94
23120 - Bicycle Repairer 18.12
23125 - Cable Splicer 32.41
23130 - Carpenter Maintenance 19.37
23140 - Carpet Layer 21.81
23160 - Electrician Maintenance 23.82
23181 - Electronics Technician Maintenance I 23.70
23182 - Electronics Technician Maintenance II 25.37
23183 - Electronics Technician Maintenance III 27.01
23260 - Fabric Worker 19.71
23290 - Fire Alarm System Mechanic 24.55
23310 - Fire Extinguisher Repairer 18.12
23311 - Fuel Distribution System Mechanic 28.77
23312 - Fuel Distribution System Operator 21.50
23370 - General Maintenance Worker 18.08
23380 - Ground Support Equipment Mechanic 31.37
23381 - Ground Support Equipment Servicer 23.93
23382 - Ground Support Equipment Worker 25.48
23391 - Gunsmith I 18.12
23392 - Gunsmith II 21.27
23393 - Gunsmith III 24.24
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.42
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.77
23430 - Heavy Equipment Mechanic 22.89
23440 - Heavy Equipment Operator 19.35
23460 - Instrument Mechanic 22.43
23465 - Laboratory/Shelter Mechanic 22.76
23470 - Laborer 13.68
23510 - Locksmith 21.76
23530 - Machinery Maintenance Mechanic 24.71
23550 - Machinist Maintenance 23.72
23580 - Maintenance Trades Helper 17.99
23591 - Metrology Technician I 22.43
23592 - Metrology Technician II 23.78
23593 - Metrology Technician III 25.22
23640 - Millwright 25.85
23710 - Office Appliance Repairer 19.30
23760 - Painter Maintenance 17.75
23790 - Pipefitter Maintenance 26.30
23810 - Plumber Maintenance 24.69
23820 - Pneudraulic Systems Mechanic 24.24
23850 - Rigger 24.24

23870 - Scale Mechanic 21.27
23890 - Sheet-Metal Worker Maintenance 21.85
23910 - Small Engine Mechanic 18.81
23931 - Telecommunications Mechanic I 27.98
23932 - Telecommunications Mechanic II 29.66
23950 - Telephone Lineman 20.01
23960 - Welder Combination Maintenance 21.68
23965 - Well Driller 24.24
23970 - Woodcraft Worker 24.24
23980 - Woodworker 18.12
24000 - Personal Needs Occupations
24550 - Case Manager 15.57
24570 - Child Care Attendant 11.22
24580 - Child Care Center Clerk 14.11
24610 - Chore Aide 10.33
24620 - Family Readiness And Support Services Coordinator 15.57
24630 - Homemaker 16.62
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 27.84
25040 - Sewage Plant Operator 21.18
25070 - Stationary Engineer 27.84
25190 - Ventilation Equipment Tender 19.13
25210 - Water Treatment Plant Operator 21.18
27000 - Protective Service Occupations
27004 - Alarm Monitor 20.85
27007 - Baggage Inspector 11.47
27008 - Corrections Officer 23.05
27010 - Court Security Officer 24.55
27030 - Detection Dog Handler 12.84
27040 - Detention Officer 23.05
27070 - Firefighter 24.85
27101 - Guard I 11.47
27102 - Guard II 12.84
27131 - Police Officer I 23.33
27132 - Police Officer II 25.92
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.58
28042 - Carnival Equipment Repairer 13.68
28043 - Carnival Worker 9.24
28210 - Gate Attendant/Gate Tender 16.33
28310 - Lifeguard 10.82
28350 - Park Attendant (Aide) 18.28
28510 - Recreation Aide/Health Facility Attendant 13.34
28515 - Recreation Specialist 20.45
28630 - Sports Official 14.55
28690 - Swimming Pool Operator 16.06
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 21.68
29020 - Hatch Tender 21.68

29030 - Line Handler		21.68
29041 - Stevedore I		21.20
29042 - Stevedore II		23.95
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29
30021 - Archeological Technician I		17.20
30022 - Archeological Technician II		19.25
30023 - Archeological Technician III		23.84
30030 - Cartographic Technician		23.84
30040 - Civil Engineering Technician		22.40
30051 - Cryogenic Technician I		26.40
30052 - Cryogenic Technician II		29.15
30061 - Drafter/CAD Operator I		17.20
30062 - Drafter/CAD Operator II		19.25
30063 - Drafter/CAD Operator III		21.45
30064 - Drafter/CAD Operator IV		26.40
30081 - Engineering Technician I		17.14
30082 - Engineering Technician II		18.54
30083 - Engineering Technician III		21.52
30084 - Engineering Technician IV		25.66
30085 - Engineering Technician V		30.95
30086 - Engineering Technician VI		37.45
30090 - Environmental Technician		23.34
30095 - Evidence Control Specialist		23.84
30210 - Laboratory Technician		23.26
30221 - Latent Fingerprint Technician I		26.40
30222 - Latent Fingerprint Technician II		29.15
30240 - Mathematical Technician		23.84
30361 - Paralegal/Legal Assistant I		19.78
30362 - Paralegal/Legal Assistant II		24.50
30363 - Paralegal/Legal Assistant III		29.97
30364 - Paralegal/Legal Assistant IV		36.25
30375 - Petroleum Supply Specialist		29.15
30390 - Photo-Optics Technician		23.84
30395 - Radiation Control Technician		29.15
30461 - Technical Writer I		23.84
30462 - Technical Writer II		29.15
30463 - Technical Writer III		35.28
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		26.40
30502 - Weather Forecaster II		32.11
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.45
30621 - Weather Observer Senior	(see 2)	23.84

31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.67
31020 - Bus Aide	14.20
31030 - Bus Driver	20.57
31043 - Driver Courier	15.63
31260 - Parking and Lot Attendant	10.88
31290 - Shuttle Bus Driver	17.07
31310 - Taxi Driver	12.06
31361 - Truckdriver Light	17.07
31362 - Truckdriver Medium	18.57
31363 - Truckdriver Heavy	21.42
31364 - Truckdriver Tractor-Trailer	21.42
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.75
99050 - Desk Clerk	10.41
99095 - Embalmer	24.26
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.60
99252 - Laboratory Animal Caretaker II	13.75
99260 - Marketing Analyst	27.91
99310 - Mortician	24.26
99410 - Pest Controller	17.01
99510 - Photofinishing Worker	12.19
99710 - Recycling Laborer	19.33
99711 - Recycling Specialist	23.50
99730 - Refuse Collector	17.20
99810 - Sales Clerk	11.81
99820 - School Crossing Guard	15.87
99830 - Survey Party Chief	25.94
99831 - Surveying Aide	17.01
99832 - Surveying Technician	23.28
99840 - Vending Machine Attendant	13.94
99841 - Vending Machine Repairer	17.45
99842 - Vending Machine Repairer Helper	13.79

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.: 2015-4675
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: Kentucky Tennessee

Area: Kentucky Counties of Christian Trigg

Tennessee County of Montgomery

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.47
01012 - Accounting Clerk II		16.24
01013 - Accounting Clerk III		18.17
01020 - Administrative Assistant		21.40
01035 - Court Reporter		16.95
01041 - Customer Service Representative I		11.42
01042 - Customer Service Representative II		12.84
01043 - Customer Service Representative III		14.00
01051 - Data Entry Operator I		12.73
01052 - Data Entry Operator II		13.89
01060 - Dispatcher Motor Vehicle		16.79
01070 - Document Preparation Clerk		13.50
01090 - Duplicating Machine Operator		13.50

01111 - General Clerk I	13.09
01112 - General Clerk II	14.29
01113 - General Clerk III	16.04
01120 - Housing Referral Assistant	18.90
01141 - Messenger Courier	11.89
01191 - Order Clerk I	14.19
01192 - Order Clerk II	15.48
01261 - Personnel Assistant (Employment) I	16.47
01262 - Personnel Assistant (Employment) II	18.43
01263 - Personnel Assistant (Employment) III	20.55
01270 - Production Control Clerk	24.40
01290 - Rental Clerk	11.85
01300 - Scheduler Maintenance	15.15
01311 - Secretary I	15.15
01312 - Secretary II	16.95
01313 - Secretary III	18.90
01320 - Service Order Dispatcher	15.00
01410 - Supply Technician	21.40
01420 - Survey Worker	15.62
01460 - Switchboard Operator/Receptionist	11.74
01531 - Travel Clerk I	12.44
01532 - Travel Clerk II	13.21
01533 - Travel Clerk III	13.92
01611 - Word Processor I	13.50
01612 - Word Processor II	15.15
01613 - Word Processor III	16.95
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	23.84
05010 - Automotive Electrician	19.42
05040 - Automotive Glass Installer	18.46
05070 - Automotive Worker	18.46
05110 - Mobile Equipment Servicer	16.34
05130 - Motor Equipment Metal Mechanic	20.46
05160 - Motor Equipment Metal Worker	18.46
05190 - Motor Vehicle Mechanic	20.46
05220 - Motor Vehicle Mechanic Helper	15.32
05250 - Motor Vehicle Upholstery Worker	17.33
05280 - Motor Vehicle Wrecker	18.46
05310 - Painter Automotive	19.42
05340 - Radiator Repair Specialist	18.46
05370 - Tire Repairer	14.41
05400 - Transmission Repair Specialist	20.46
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.79
07041 - Cook I	11.51
07042 - Cook II	13.01
07070 - Dishwasher	10.56
07130 - Food Service Worker	9.06
07210 - Meat Cutter	15.18
07260 - Waiter/Waitress	9.05

09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.65
09040 - Furniture Handler	11.82
09080 - Furniture Refinisher	17.65
09090 - Furniture Refinisher Helper	13.93
09110 - Furniture Repairer Minor	15.76
09130 - Upholsterer	17.65
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.06
11060 - Elevator Operator	11.45
11090 - Gardener	17.38
11122 - Housekeeping Aide	11.45
11150 - Janitor	11.45
11210 - Laborer Grounds Maintenance	13.77
11240 - Maid or Houseman	10.81
11260 - Pruner	12.49
11270 - Tractor Operator	16.29
11330 - Trail Maintenance Worker	13.77
11360 - Window Cleaner	12.62
12000 - Health Occupations	
12010 - Ambulance Driver	14.81
12011 - Breath Alcohol Technician	18.43
12012 - Certified Occupational Therapist Assistant	26.32
12015 - Certified Physical Therapist Assistant	26.48
12020 - Dental Assistant	18.20
12025 - Dental Hygienist	33.29
12030 - EKG Technician	27.92
12035 - Electroneurodiagnostic Technologist	27.92
12040 - Emergency Medical Technician	14.81
12071 - Licensed Practical Nurse I	16.47
12072 - Licensed Practical Nurse II	18.43
12073 - Licensed Practical Nurse III	20.54
12100 - Medical Assistant	14.56
12130 - Medical Laboratory Technician	24.28
12160 - Medical Record Clerk	15.25
12190 - Medical Record Technician	17.07
12195 - Medical Transcriptionist	16.78
12210 - Nuclear Medicine Technologist	40.49
12221 - Nursing Assistant I	11.38
12222 - Nursing Assistant II	12.80
12223 - Nursing Assistant III	13.97
12224 - Nursing Assistant IV	15.68
12235 - Optical Dispenser	18.59
12236 - Optical Technician	16.47
12250 - Pharmacy Technician	16.11
12280 - Phlebotomist	14.39
12305 - Radiologic Technologist	24.00
12311 - Registered Nurse I	24.07
12312 - Registered Nurse II	29.44
12313 - Registered Nurse II Specialist	29.44

12314 - Registered Nurse III		35.61
12315 - Registered Nurse III Anesthetist		35.61
12316 - Registered Nurse IV		42.69
12317 - Scheduler (Drug and Alcohol Testing)		22.82
12320 - Substance Abuse Treatment Counselor		21.45
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		25.35
13012 - Exhibits Specialist II		31.40
13013 - Exhibits Specialist III		38.42
13041 - Illustrator I		25.35
13042 - Illustrator II		31.40
13043 - Illustrator III		38.42
13047 - Librarian		34.78
13050 - Library Aide/Clerk		13.75
13054 - Library Information Technology Systems Administrator		31.40
13058 - Library Technician		16.19
13061 - Media Specialist I		22.66
13062 - Media Specialist II		25.35
13063 - Media Specialist III		28.26
13071 - Photographer I		21.41
13072 - Photographer II		23.96
13073 - Photographer III		29.67
13074 - Photographer IV		33.96
13075 - Photographer V		36.85
13090 - Technical Order Library Clerk		17.41
13110 - Video Teleconference Technician		16.60
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.13
14042 - Computer Operator II		16.01
14043 - Computer Operator III		17.85
14044 - Computer Operator IV		19.84
14045 - Computer Operator V		21.98
14071 - Computer Programmer I	(see 1)	20.94
14072 - Computer Programmer II	(see 1)	25.96
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.13
14160 - Personal Computer Support Technician		21.98
14170 - System Support Specialist		29.87
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.95
15020 - Aircrew Training Devices Instructor (Rated)		36.23
15030 - Air Crew Training Devices Instructor (Pilot)		40.60
15050 - Computer Based Training Specialist / Instructor		29.95
15060 - Educational Technologist		36.18
15070 - Flight Instructor (Pilot)		40.60

15080 - Graphic Artist 20.93
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.60
15086 - Maintenance Test Pilot Rotary Wing 40.60
15088 - Non-Maintenance Test/Co-Pilot 40.60
15090 - Technical Instructor 19.62
15095 - Technical Instructor/Course Developer 24.00
15110 - Test Proctor 15.84
15120 - Tutor 15.84
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.52
16030 - Counter Attendant 9.52
16040 - Dry Cleaner 11.54
16070 - Finisher Flatwork Machine 9.52
16090 - Presser Hand 9.52
16110 - Presser Machine Drycleaning 9.52
16130 - Presser Machine Shirts 9.52
16160 - Presser Machine Wearing Apparel Laundry 9.52
16190 - Sewing Machine Operator 12.28
16220 - Tailor 12.96
16250 - Washer Machine 10.31
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.68
19040 - Tool And Die Maker 27.63
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.44
21030 - Material Coordinator 24.40
21040 - Material Expediter 24.40
21050 - Material Handling Laborer 14.09
21071 - Order Filler 11.70
21080 - Production Line Worker (Food Processing) 18.44
21110 - Shipping Packer 17.21
21130 - Shipping/Receiving Clerk 17.21
21140 - Store Worker I 13.23
21150 - Stock Clerk 17.91
21210 - Tools And Parts Attendant 18.44
21410 - Warehouse Specialist 18.44
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.46
23019 - Aircraft Logs and Records Technician 22.09
23021 - Aircraft Mechanic I 26.08
23022 - Aircraft Mechanic II 27.46
23023 - Aircraft Mechanic III 28.74
23040 - Aircraft Mechanic Helper 19.51
23050 - Aircraft Painter 24.75
23060 - Aircraft Servicer 22.09
23070 - Aircraft Survival Flight Equipment Technician 24.75
23080 - Aircraft Worker 23.52
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.52
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 26.08

II
23110 - Appliance Mechanic 21.28
23120 - Bicycle Repairer 17.92
23125 - Cable Splicer 34.48
23130 - Carpenter Maintenance 19.26
23140 - Carpet Layer 20.24
23160 - Electrician Maintenance 23.65
23181 - Electronics Technician Maintenance I 24.79
23182 - Electronics Technician Maintenance II 26.07
23183 - Electronics Technician Maintenance III 27.47
23260 - Fabric Worker 19.00
23290 - Fire Alarm System Mechanic 21.83
23310 - Fire Extinguisher Repairer 17.92
23311 - Fuel Distribution System Mechanic 22.43
23312 - Fuel Distribution System Operator 19.33
23370 - General Maintenance Worker 20.51
23380 - Ground Support Equipment Mechanic 26.08
23381 - Ground Support Equipment Servicer 22.09
23382 - Ground Support Equipment Worker 23.52
23391 - Gunsmith I 17.92
23392 - Gunsmith II 20.24
23393 - Gunsmith III 22.43
23410 - Heating Ventilation And Air-Conditioning Mechanic 19.27
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 20.32
23430 - Heavy Equipment Mechanic 21.29
23440 - Heavy Equipment Operator 19.81
23460 - Instrument Mechanic 22.75
23465 - Laboratory/Shelter Mechanic 21.28
23470 - Laborer 14.09
23510 - Locksmith 21.28
23530 - Machinery Maintenance Mechanic 24.97
23550 - Machinist Maintenance 21.15
23580 - Maintenance Trades Helper 16.80
23591 - Metrology Technician I 22.75
23592 - Metrology Technician II 23.79
23593 - Metrology Technician III 24.89
23640 - Millwright 23.03
23710 - Office Appliance Repairer 21.28
23760 - Painter Maintenance 16.43
23790 - Pipefitter Maintenance 24.96
23810 - Plumber Maintenance 23.68
23820 - Pneudraulic Systems Mechanic 22.43
23850 - Rigger 22.43
23870 - Scale Mechanic 20.24
23890 - Sheet-Metal Worker Maintenance 22.43
23910 - Small Engine Mechanic 19.77
23931 - Telecommunications Mechanic I 23.85
23932 - Telecommunications Mechanic II 25.02

23950 - Telephone Lineman	23.22
23960 - Welder Combination Maintenance	22.43
23965 - Well Driller	22.43
23970 - Woodcraft Worker	22.43
23980 - Woodworker	17.92
24000 - Personal Needs Occupations	
24550 - Case Manager	16.44
24570 - Child Care Attendant	9.22
24580 - Child Care Center Clerk	12.43
24610 - Chore Aide	10.08
24620 - Family Readiness And Support Services Coordinator	16.44
24630 - Homemaker	16.44
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.43
25040 - Sewage Plant Operator	18.03
25070 - Stationary Engineer	22.43
25190 - Ventilation Equipment Tender	16.80
25210 - Water Treatment Plant Operator	18.03
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.56
27007 - Baggage Inspector	15.30
27008 - Corrections Officer	18.88
27010 - Court Security Officer	20.19
27030 - Detection Dog Handler	17.33
27040 - Detention Officer	18.88
27070 - Firefighter	20.25
27101 - Guard I	15.30
27102 - Guard II	17.33
27131 - Police Officer I	19.45
27132 - Police Officer II	21.61
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.33
28042 - Carnival Equipment Repairer	14.17
28043 - Carnival Worker	9.87
28210 - Gate Attendant/Gate Tender	13.60
28310 - Lifeguard	12.91
28350 - Park Attendant (Aide)	15.66
28510 - Recreation Aide/Health Facility Attendant	11.10
28515 - Recreation Specialist	15.51
28630 - Sports Official	12.47
28690 - Swimming Pool Operator	16.81
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.24
29020 - Hatch Tender	20.24
29030 - Line Handler	20.24
29041 - Stevedore I	19.00
29042 - Stevedore II	21.28
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 17.66
30022 - Archeological Technician II 19.75
30023 - Archeological Technician III 24.48
30030 - Cartographic Technician 24.48
30040 - Civil Engineering Technician 24.86
30051 - Cryogenic Technician I 26.26
30052 - Cryogenic Technician II 29.01
30061 - Drafter/CAD Operator I 17.66
30062 - Drafter/CAD Operator II 19.75
30063 - Drafter/CAD Operator III 22.03
30064 - Drafter/CAD Operator IV 27.10
30081 - Engineering Technician I 15.52
30082 - Engineering Technician II 17.41
30083 - Engineering Technician III 19.48
30084 - Engineering Technician IV 24.14
30085 - Engineering Technician V 29.66
30086 - Engineering Technician VI 35.90
30090 - Environmental Technician 23.35
30095 - Evidence Control Specialist 23.71
30210 - Laboratory Technician 21.43
30221 - Latent Fingerprint Technician I 26.26
30222 - Latent Fingerprint Technician II 29.01
30240 - Mathematical Technician 24.48
30361 - Paralegal/Legal Assistant I 18.15
30362 - Paralegal/Legal Assistant II 22.47
30363 - Paralegal/Legal Assistant III 27.50
30364 - Paralegal/Legal Assistant IV 33.27
30375 - Petroleum Supply Specialist 29.01
30390 - Photo-Optics Technician 24.48
30395 - Radiation Control Technician 29.01
30461 - Technical Writer I 24.48
30462 - Technical Writer II 29.45
30463 - Technical Writer III 35.10
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 26.26
30502 - Weather Forecaster II 31.95
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.03
30621 - Weather Observer Senior (see 2) 24.48
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.95
31030 - Bus Driver 17.34
31043 - Driver Courier 12.36

31260 - Parking and Lot Attendant	11.78
31290 - Shuttle Bus Driver	13.21
31310 - Taxi Driver	12.82
31361 - Truckdriver Light	13.21
31362 - Truckdriver Medium	14.07
31363 - Truckdriver Heavy	18.51
31364 - Truckdriver Tractor-Trailer	18.51
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.84
99050 - Desk Clerk	10.18
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	11.47
99252 - Laboratory Animal Caretaker II	12.23
99260 - Marketing Analyst	24.65
99310 - Mortician	25.35
99410 - Pest Controller	19.60
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	15.05
99711 - Recycling Specialist	17.80
99730 - Refuse Collector	13.65
99810 - Sales Clerk	10.75
99820 - School Crossing Guard	14.82
99830 - Survey Party Chief	18.69
99831 - Surveying Aide	11.10
99832 - Surveying Technician	16.99
99840 - Vending Machine Attendant	17.41
99841 - Vending Machine Repairer	20.65
99842 - Vending Machine Repairer Helper	17.41

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family

to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 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.: 2015-4676
Revision No.: 12
Date Of Last Revision: 06/18/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage 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: Kentucky Tennessee

Area: Kentucky Counties of Christian Trigg

Tennessee County of Montgomery

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.47
01012 - Accounting Clerk II		16.24
01013 - Accounting Clerk III		18.17
01020 - Administrative Assistant		21.40
01035 - Court Reporter		16.95
01041 - Customer Service Representative I		11.42
01042 - Customer Service Representative II		12.84
01043 - Customer Service Representative III		14.00
01051 - Data Entry Operator I		12.73
01052 - Data Entry Operator II		13.89

01060 - Dispatcher Motor Vehicle 16.79
01070 - Document Preparation Clerk 13.50
01090 - Duplicating Machine Operator 13.50
01111 - General Clerk I 13.09
01112 - General Clerk II 14.29
01113 - General Clerk III 16.04
01120 - Housing Referral Assistant 18.90
01141 - Messenger Courier 11.89
01191 - Order Clerk I 14.19
01192 - Order Clerk II 15.48
01261 - Personnel Assistant (Employment) I 16.47
01262 - Personnel Assistant (Employment) II 18.43
01263 - Personnel Assistant (Employment) III 20.55
01270 - Production Control Clerk 24.40
01290 - Rental Clerk 11.85
01300 - Scheduler Maintenance 15.15
01311 - Secretary I 15.15
01312 - Secretary II 16.95
01313 - Secretary III 18.90
01320 - Service Order Dispatcher 15.00
01410 - Supply Technician 21.40
01420 - Survey Worker 15.62
01460 - Switchboard Operator/Receptionist 11.74
01531 - Travel Clerk I 12.44
01532 - Travel Clerk II 13.21
01533 - Travel Clerk III 13.92
01611 - Word Processor I 13.50
01612 - Word Processor II 15.15
01613 - Word Processor III 16.95
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 23.84
05010 - Automotive Electrician 19.42
05040 - Automotive Glass Installer 18.46
05070 - Automotive Worker 18.46
05110 - Mobile Equipment Servicer 16.34
05130 - Motor Equipment Metal Mechanic 20.46
05160 - Motor Equipment Metal Worker 18.46
05190 - Motor Vehicle Mechanic 20.46
05220 - Motor Vehicle Mechanic Helper 15.32
05250 - Motor Vehicle Upholstery Worker 17.33
05280 - Motor Vehicle Wrecker 18.46
05310 - Painter Automotive 19.42
05340 - Radiator Repair Specialist 18.46
05370 - Tire Repairer 14.41
05400 - Transmission Repair Specialist 20.46
07000 - Food Preparation And Service Occupations
07010 - Baker 13.79
07041 - Cook I 11.51
07042 - Cook II 13.01
07070 - Dishwasher 10.56

07130 - Food Service Worker	9.06
07210 - Meat Cutter	15.18
07260 - Waiter/Waitress	9.05
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.65
09040 - Furniture Handler	11.82
09080 - Furniture Refinisher	17.65
09090 - Furniture Refinisher Helper	13.93
09110 - Furniture Repairer Minor	15.76
09130 - Upholsterer	17.65
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.06
11060 - Elevator Operator	11.45
11090 - Gardener	17.38
11122 - Housekeeping Aide	11.45
11150 - Janitor	11.45
11210 - Laborer Grounds Maintenance	13.77
11240 - Maid or Houseman	10.81
11260 - Pruner	12.49
11270 - Tractor Operator	16.29
11330 - Trail Maintenance Worker	13.77
11360 - Window Cleaner	12.62
12000 - Health Occupations	
12010 - Ambulance Driver	14.81
12011 - Breath Alcohol Technician	18.43
12012 - Certified Occupational Therapist Assistant	26.32
12015 - Certified Physical Therapist Assistant	26.48
12020 - Dental Assistant	18.20
12025 - Dental Hygienist	33.29
12030 - EKG Technician	27.92
12035 - Electroneurodiagnostic Technologist	27.92
12040 - Emergency Medical Technician	14.81
12071 - Licensed Practical Nurse I	16.47
12072 - Licensed Practical Nurse II	18.43
12073 - Licensed Practical Nurse III	20.54
12100 - Medical Assistant	14.56
12130 - Medical Laboratory Technician	24.28
12160 - Medical Record Clerk	15.25
12190 - Medical Record Technician	17.07
12195 - Medical Transcriptionist	16.78
12210 - Nuclear Medicine Technologist	40.49
12221 - Nursing Assistant I	11.38
12222 - Nursing Assistant II	12.80
12223 - Nursing Assistant III	13.97
12224 - Nursing Assistant IV	15.68
12235 - Optical Dispenser	18.59
12236 - Optical Technician	16.47
12250 - Pharmacy Technician	16.11
12280 - Phlebotomist	14.39
12305 - Radiologic Technologist	24.00

12311 - Registered Nurse I		24.07
12312 - Registered Nurse II		29.44
12313 - Registered Nurse II Specialist		29.44
12314 - Registered Nurse III		35.61
12315 - Registered Nurse III Anesthetist		35.61
12316 - Registered Nurse IV		42.69
12317 - Scheduler (Drug and Alcohol Testing)		22.82
12320 - Substance Abuse Treatment Counselor		21.45
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		25.35
13012 - Exhibits Specialist II		31.40
13013 - Exhibits Specialist III		38.42
13041 - Illustrator I		25.35
13042 - Illustrator II		31.40
13043 - Illustrator III		38.42
13047 - Librarian		34.78
13050 - Library Aide/Clerk		13.75
13054 - Library Information Technology Systems Administrator		31.40
13058 - Library Technician		16.19
13061 - Media Specialist I		22.66
13062 - Media Specialist II		25.35
13063 - Media Specialist III		28.26
13071 - Photographer I		21.41
13072 - Photographer II		23.96
13073 - Photographer III		29.67
13074 - Photographer IV		33.96
13075 - Photographer V		36.85
13090 - Technical Order Library Clerk		17.41
13110 - Video Teleconference Technician		16.60
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.13
14042 - Computer Operator II		16.01
14043 - Computer Operator III		17.85
14044 - Computer Operator IV		19.84
14045 - Computer Operator V		21.98
14071 - Computer Programmer I	(see 1)	20.94
14072 - Computer Programmer II	(see 1)	25.96
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.13
14160 - Personal Computer Support Technician		21.98
14170 - System Support Specialist		29.87
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.95
15020 - Aircrew Training Devices Instructor (Rated)		36.23
15030 - Air Crew Training Devices Instructor (Pilot)		40.60

15050 - Computer Based Training Specialist / Instructor	29.95
15060 - Educational Technologist	36.18
15070 - Flight Instructor (Pilot)	40.60
15080 - Graphic Artist	20.93
15085 - Maintenance Test Pilot Fixed Jet/Prop	40.60
15086 - Maintenance Test Pilot Rotary Wing	40.60
15088 - Non-Maintenance Test/Co-Pilot	40.60
15090 - Technical Instructor	19.62
15095 - Technical Instructor/Course Developer	24.00
15110 - Test Proctor	15.84
15120 - Tutor	15.84
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	9.52
16030 - Counter Attendant	9.52
16040 - Dry Cleaner	11.54
16070 - Finisher Flatwork Machine	9.52
16090 - Presser Hand	9.52
16110 - Presser Machine Drycleaning	9.52
16130 - Presser Machine Shirts	9.52
16160 - Presser Machine Wearing Apparel Laundry	9.52
16190 - Sewing Machine Operator	12.28
16220 - Tailor	12.96
16250 - Washer Machine	10.31
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	22.68
19040 - Tool And Die Maker	27.63
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.44
21030 - Material Coordinator	24.40
21040 - Material Expediter	24.40
21050 - Material Handling Laborer	14.09
21071 - Order Filler	11.70
21080 - Production Line Worker (Food Processing)	18.44
21110 - Shipping Packer	17.21
21130 - Shipping/Receiving Clerk	17.21
21140 - Store Worker I	13.23
21150 - Stock Clerk	17.91
21210 - Tools And Parts Attendant	18.44
21410 - Warehouse Specialist	18.44
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	27.46
23019 - Aircraft Logs and Records Technician	22.09
23021 - Aircraft Mechanic I	26.08
23022 - Aircraft Mechanic II	27.46
23023 - Aircraft Mechanic III	28.74
23040 - Aircraft Mechanic Helper	19.51
23050 - Aircraft Painter	24.75
23060 - Aircraft Servicer	22.09
23070 - Aircraft Survival Flight Equipment Technician	24.75
23080 - Aircraft Worker	23.52

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.52
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.08
23110 - Appliance Mechanic 21.28
23120 - Bicycle Repairer 17.92
23125 - Cable Splicer 34.48
23130 - Carpenter Maintenance 19.26
23140 - Carpet Layer 20.24
23160 - Electrician Maintenance 23.65
23181 - Electronics Technician Maintenance I 24.79
23182 - Electronics Technician Maintenance II 26.07
23183 - Electronics Technician Maintenance III 27.47
23260 - Fabric Worker 19.00
23290 - Fire Alarm System Mechanic 21.83
23310 - Fire Extinguisher Repairer 17.92
23311 - Fuel Distribution System Mechanic 22.43
23312 - Fuel Distribution System Operator 19.33
23370 - General Maintenance Worker 20.51
23380 - Ground Support Equipment Mechanic 26.08
23381 - Ground Support Equipment Servicer 22.09
23382 - Ground Support Equipment Worker 23.52
23391 - Gunsmith I 17.92
23392 - Gunsmith II 20.24
23393 - Gunsmith III 22.43
23410 - Heating Ventilation And Air-Conditioning Mechanic 19.27
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 20.32
23430 - Heavy Equipment Mechanic 21.29
23440 - Heavy Equipment Operator 19.81
23460 - Instrument Mechanic 22.75
23465 - Laboratory/Shelter Mechanic 21.28
23470 - Laborer 14.09
23510 - Locksmith 21.28
23530 - Machinery Maintenance Mechanic 24.97
23550 - Machinist Maintenance 21.15
23580 - Maintenance Trades Helper 16.80
23591 - Metrology Technician I 22.75
23592 - Metrology Technician II 23.79
23593 - Metrology Technician III 24.89
23640 - Millwright 23.03
23710 - Office Appliance Repairer 21.28
23760 - Painter Maintenance 16.43
23790 - Pipefitter Maintenance 24.96
23810 - Plumber Maintenance 23.68
23820 - Pneudraulic Systems Mechanic 22.43
23850 - Rigger 22.43
23870 - Scale Mechanic 20.24
23890 - Sheet-Metal Worker Maintenance 22.43

23910 - Small Engine Mechanic	19.77
23931 - Telecommunications Mechanic I	23.85
23932 - Telecommunications Mechanic II	25.02
23950 - Telephone Lineman	23.22
23960 - Welder Combination Maintenance	22.43
23965 - Well Driller	22.43
23970 - Woodcraft Worker	22.43
23980 - Woodworker	17.92
24000 - Personal Needs Occupations	
24550 - Case Manager	16.44
24570 - Child Care Attendant	9.22
24580 - Child Care Center Clerk	12.43
24610 - Chore Aide	10.08
24620 - Family Readiness And Support Services Coordinator	16.44
24630 - Homemaker	16.44
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.43
25040 - Sewage Plant Operator	18.03
25070 - Stationary Engineer	22.43
25190 - Ventilation Equipment Tender	16.80
25210 - Water Treatment Plant Operator	18.03
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.56
27007 - Baggage Inspector	15.30
27008 - Corrections Officer	18.88
27010 - Court Security Officer	20.19
27030 - Detection Dog Handler	17.33
27040 - Detention Officer	18.88
27070 - Firefighter	20.25
27101 - Guard I	15.30
27102 - Guard II	17.33
27131 - Police Officer I	19.45
27132 - Police Officer II	21.61
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.33
28042 - Carnival Equipment Repairer	14.17
28043 - Carnival Worker	9.87
28210 - Gate Attendant/Gate Tender	13.60
28310 - Lifeguard	12.91
28350 - Park Attendant (Aide)	15.66
28510 - Recreation Aide/Health Facility Attendant	11.10
28515 - Recreation Specialist	15.51
28630 - Sports Official	12.47
28690 - Swimming Pool Operator	16.81
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.24
29020 - Hatch Tender	20.24
29030 - Line Handler	20.24
29041 - Stevedore I	19.00

29042 - Stevedore II		21.28
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		17.66
30022 - Archeological Technician II		19.75
30023 - Archeological Technician III		24.48
30030 - Cartographic Technician		24.48
30040 - Civil Engineering Technician		24.86
30051 - Cryogenic Technician I		26.26
30052 - Cryogenic Technician II		29.01
30061 - Drafter/CAD Operator I		17.66
30062 - Drafter/CAD Operator II		19.75
30063 - Drafter/CAD Operator III		22.03
30064 - Drafter/CAD Operator IV		27.10
30081 - Engineering Technician I		15.52
30082 - Engineering Technician II		17.41
30083 - Engineering Technician III		19.48
30084 - Engineering Technician IV		24.14
30085 - Engineering Technician V		29.66
30086 - Engineering Technician VI		35.90
30090 - Environmental Technician		23.35
30095 - Evidence Control Specialist		23.71
30210 - Laboratory Technician		21.43
30221 - Latent Fingerprint Technician I		26.26
30222 - Latent Fingerprint Technician II		29.01
30240 - Mathematical Technician		24.48
30361 - Paralegal/Legal Assistant I		18.15
30362 - Paralegal/Legal Assistant II		22.47
30363 - Paralegal/Legal Assistant III		27.50
30364 - Paralegal/Legal Assistant IV		33.27
30375 - Petroleum Supply Specialist		29.01
30390 - Photo-Optics Technician		24.48
30395 - Radiation Control Technician		29.01
30461 - Technical Writer I		24.48
30462 - Technical Writer II		29.45
30463 - Technical Writer III		35.10
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		26.26
30502 - Weather Forecaster II		31.95
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.03
30621 - Weather Observer Senior	(see 2)	24.48
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67

31020 - Bus Aide	12.95
31030 - Bus Driver	17.34
31043 - Driver Courier	12.36
31260 - Parking and Lot Attendant	11.78
31290 - Shuttle Bus Driver	13.21
31310 - Taxi Driver	12.82
31361 - Truckdriver Light	13.21
31362 - Truckdriver Medium	14.07
31363 - Truckdriver Heavy	18.51
31364 - Truckdriver Tractor-Trailer	18.51
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.84
99050 - Desk Clerk	10.18
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	11.47
99252 - Laboratory Animal Caretaker II	12.23
99260 - Marketing Analyst	24.65
99310 - Mortician	25.35
99410 - Pest Controller	19.60
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	15.05
99711 - Recycling Specialist	17.80
99730 - Refuse Collector	13.65
99810 - Sales Clerk	10.75
99820 - School Crossing Guard	14.82
99830 - Survey Party Chief	18.69
99831 - Surveying Aide	11.10
99832 - Surveying Technician	16.99
99840 - Vending Machine Attendant	17.41
99841 - Vending Machine Repairer	20.65
99842 - Vending Machine Repairer Helper	17.41

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to

assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 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.: 2015-4677
Revision No.: 14
Date Of Last Revision: 04/28/2021

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: Kentucky

Area: Kentucky Counties of Butler Warren

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.83
01012 - Accounting Clerk II		16.64
01013 - Accounting Clerk III		18.62
01020 - Administrative Assistant		19.84
01035 - Court Reporter		18.07
01041 - Customer Service Representative I		12.88
01042 - Customer Service Representative II		14.06
01043 - Customer Service Representative III		15.79
01051 - Data Entry Operator I		12.70
01052 - Data Entry Operator II		13.86
01060 - Dispatcher Motor Vehicle		21.02
01070 - Document Preparation Clerk		14.39
01090 - Duplicating Machine Operator		14.39
01111 - General Clerk I		12.95
01112 - General Clerk II		14.13

01113 - General Clerk III 15.87
01120 - Housing Referral Assistant 20.15
01141 - Messenger Courier 11.73
01191 - Order Clerk I 14.74
01192 - Order Clerk II 16.08
01261 - Personnel Assistant (Employment) I 15.95
01262 - Personnel Assistant (Employment) II 17.85
01263 - Personnel Assistant (Employment) III 19.90
01270 - Production Control Clerk 23.56
01290 - Rental Clerk 12.12
01300 - Scheduler Maintenance 16.15
01311 - Secretary I 16.15
01312 - Secretary II 18.07
01313 - Secretary III 20.15
01320 - Service Order Dispatcher 18.98
01410 - Supply Technician 19.84
01420 - Survey Worker 15.24
01460 - Switchboard Operator/Receptionist 13.34
01531 - Travel Clerk I 14.15
01532 - Travel Clerk II 14.81
01533 - Travel Clerk III 15.47
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 17.91
05010 - Automotive Electrician 17.11
05040 - Automotive Glass Installer 16.28
05070 - Automotive Worker 16.28
05110 - Mobile Equipment Servicer 14.59
05130 - Motor Equipment Metal Mechanic 17.91
05160 - Motor Equipment Metal Worker 16.28
05190 - Motor Vehicle Mechanic 17.91
05220 - Motor Vehicle Mechanic Helper 13.73
05250 - Motor Vehicle Upholstery Worker 15.45
05280 - Motor Vehicle Wrecker 16.28
05310 - Painter Automotive 17.11
05340 - Radiator Repair Specialist 16.28
05370 - Tire Repairer 14.71
05400 - Transmission Repair Specialist 17.19
07000 - Food Preparation And Service Occupations
07010 - Baker 13.37
07041 - Cook I 11.40
07042 - Cook II 13.30
07070 - Dishwasher 10.58
07130 - Food Service Worker 10.69
07210 - Meat Cutter 14.43
07260 - Waiter/Waitress 8.99
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 21.44

09040 - Furniture Handler 13.45
09080 - Furniture Refinisher 21.44
09090 - Furniture Refinisher Helper 15.91
09110 - Furniture Repairer Minor 18.57
09130 - Upholsterer 21.44
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.68
11060 - Elevator Operator 11.68
11090 - Gardener 15.95
11122 - Housekeeping Aide 12.87
11150 - Janitor 12.87
11210 - Laborer Grounds Maintenance 12.13
11240 - Maid or Houseman 10.58
11260 - Pruner 11.00
11270 - Tractor Operator 14.60
11330 - Trail Maintenance Worker 12.13
11360 - Window Cleaner 14.19
12000 - Health Occupations
12010 - Ambulance Driver 18.24
12011 - Breath Alcohol Technician 18.70
12012 - Certified Occupational Therapist Assistant 27.40
12015 - Certified Physical Therapist Assistant 27.20
12020 - Dental Assistant 16.38
12025 - Dental Hygienist 30.53
12030 - EKG Technician 28.34
12035 - Electroneurodiagnostic Technologist 28.34
12040 - Emergency Medical Technician 18.24
12071 - Licensed Practical Nurse I 16.71
12072 - Licensed Practical Nurse II 18.70
12073 - Licensed Practical Nurse III 20.85
12100 - Medical Assistant 14.31
12130 - Medical Laboratory Technician 24.74
12160 - Medical Record Clerk 17.08
12190 - Medical Record Technician 19.15
12195 - Medical Transcriptionist 16.71
12210 - Nuclear Medicine Technologist 41.10
12221 - Nursing Assistant I 11.95
12222 - Nursing Assistant II 13.43
12223 - Nursing Assistant III 14.65
12224 - Nursing Assistant IV 16.46
12235 - Optical Dispenser 20.88
12236 - Optical Technician 16.66
12250 - Pharmacy Technician 14.75
12280 - Phlebotomist 16.71
12305 - Radiologic Technologist 25.05
12311 - Registered Nurse I 23.67
12312 - Registered Nurse II 28.96
12313 - Registered Nurse II Specialist 28.96
12314 - Registered Nurse III 35.05
12315 - Registered Nurse III Anesthetist 35.05

12316 - Registered Nurse IV		42.00
12317 - Scheduler (Drug and Alcohol Testing)		23.16
12320 - Substance Abuse Treatment Counselor		21.63
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.33
13012 - Exhibits Specialist II		23.95
13013 - Exhibits Specialist III		29.29
13041 - Illustrator I		19.33
13042 - Illustrator II		23.95
13043 - Illustrator III		29.29
13047 - Librarian		26.52
13050 - Library Aide/Clerk		12.50
13054 - Library Information Technology Systems Administrator		23.95
13058 - Library Technician		14.69
13061 - Media Specialist I		17.29
13062 - Media Specialist II		19.33
13063 - Media Specialist III		21.55
13071 - Photographer I		17.29
13072 - Photographer II		18.57
13073 - Photographer III		23.00
13074 - Photographer IV		28.06
13075 - Photographer V		30.45
13090 - Technical Order Library Clerk		19.04
13110 - Video Teleconference Technician		17.60
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.54
14042 - Computer Operator II		17.61
14043 - Computer Operator III		19.64
14044 - Computer Operator IV		21.82
14045 - Computer Operator V		24.18
14071 - Computer Programmer I	(see 1)	20.94
14072 - Computer Programmer II	(see 1)	25.96
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.54
14160 - Personal Computer Support Technician		23.91
14170 - System Support Specialist		27.33
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.95
15020 - Aircrew Training Devices Instructor (Rated)		39.85
15030 - Air Crew Training Devices Instructor (Pilot)		43.65
15050 - Computer Based Training Specialist / Instructor		32.95
15060 - Educational Technologist		34.18
15070 - Flight Instructor (Pilot)		43.65
15080 - Graphic Artist		19.39
15085 - Maintenance Test Pilot Fixed Jet/Prop		43.65

15086 - Maintenance Test Pilot Rotary Wing 43.65
15088 - Non-Maintenance Test/Co-Pilot 43.65
15090 - Technical Instructor 24.67
15095 - Technical Instructor/Course Developer 30.20
15110 - Test Proctor 19.92
15120 - Tutor 19.92
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.81
16030 - Counter Attendant 10.81
16040 - Dry Cleaner 13.62
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 14.45
16220 - Tailor 15.24
16250 - Washer Machine 11.82
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.23
19040 - Tool And Die Maker 25.95
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.76
21030 - Material Coordinator 23.56
21040 - Material Expediter 23.56
21050 - Material Handling Laborer 13.63
21071 - Order Filler 12.87
21080 - Production Line Worker (Food Processing) 17.76
21110 - Shipping Packer 15.99
21130 - Shipping/Receiving Clerk 15.99
21140 - Store Worker I 13.23
21150 - Stock Clerk 17.91
21210 - Tools And Parts Attendant 17.76
21410 - Warehouse Specialist 17.76
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.21
23019 - Aircraft Logs and Records Technician 18.84
23021 - Aircraft Mechanic I 22.84
23022 - Aircraft Mechanic II 24.21
23023 - Aircraft Mechanic III 25.67
23040 - Aircraft Mechanic Helper 16.66
23050 - Aircraft Painter 21.44
23060 - Aircraft Servicer 18.84
23070 - Aircraft Survival Flight Equipment Technician 21.44
23080 - Aircraft Worker 20.07
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.07
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.84
23110 - Appliance Mechanic 21.44

23120 - Bicycle Repairer	17.77
23125 - Cable Splicer	24.93
23130 - Carpenter Maintenance	19.27
23140 - Carpet Layer	20.07
23160 - Electrician Maintenance	25.11
23181 - Electronics Technician Maintenance I	23.89
23182 - Electronics Technician Maintenance II	25.19
23183 - Electronics Technician Maintenance III	26.91
23260 - Fabric Worker	18.84
23290 - Fire Alarm System Mechanic	22.84
23310 - Fire Extinguisher Repairer	17.77
23311 - Fuel Distribution System Mechanic	22.84
23312 - Fuel Distribution System Operator	19.33
23370 - General Maintenance Worker	18.85
23380 - Ground Support Equipment Mechanic	22.84
23381 - Ground Support Equipment Servicer	18.84
23382 - Ground Support Equipment Worker	20.07
23391 - Gunsmith I	17.77
23392 - Gunsmith II	20.07
23393 - Gunsmith III	22.84
23410 - Heating Ventilation And Air-Conditioning Mechanic	22.31
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	23.51
23430 - Heavy Equipment Mechanic	23.09
23440 - Heavy Equipment Operator	24.18
23460 - Instrument Mechanic	22.84
23465 - Laboratory/Shelter Mechanic	21.44
23470 - Laborer	13.63
23510 - Locksmith	21.44
23530 - Machinery Maintenance Mechanic	25.99
23550 - Machinist Maintenance	21.57
23580 - Maintenance Trades Helper	15.68
23591 - Metrology Technician I	22.84
23592 - Metrology Technician II	24.21
23593 - Metrology Technician III	25.67
23640 - Millwright	25.16
23710 - Office Appliance Repairer	21.10
23760 - Painter Maintenance	17.29
23790 - Pipefitter Maintenance	26.31
23810 - Plumber Maintenance	25.04
23820 - Pneudraulic Systems Mechanic	22.84
23850 - Rigger	22.84
23870 - Scale Mechanic	20.07
23890 - Sheet-Metal Worker Maintenance	22.24
23910 - Small Engine Mechanic	20.07
23931 - Telecommunications Mechanic I	32.80
23932 - Telecommunications Mechanic II	34.58
23950 - Telephone Lineman	23.22
23960 - Welder Combination Maintenance	18.36

23965 - Well Driller	22.84
23970 - Woodcraft Worker	22.84
23980 - Woodworker	17.77
24000 - Personal Needs Occupations	
24550 - Case Manager	16.36
24570 - Child Care Attendant	9.75
24580 - Child Care Center Clerk	12.43
24610 - Chore Aide	11.29
24620 - Family Readiness And Support Services Coordinator	16.36
24630 - Homemaker	16.36
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.84
25040 - Sewage Plant Operator	18.62
25070 - Stationary Engineer	22.84
25190 - Ventilation Equipment Tender	16.66
25210 - Water Treatment Plant Operator	18.62
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.19
27007 - Baggage Inspector	11.78
27008 - Corrections Officer	15.64
27010 - Court Security Officer	16.68
27030 - Detection Dog Handler	13.60
27040 - Detention Officer	15.64
27070 - Firefighter	18.17
27101 - Guard I	11.78
27102 - Guard II	13.60
27131 - Police Officer I	19.93
27132 - Police Officer II	22.15
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.04
28042 - Carnival Equipment Repairer	16.04
28043 - Carnival Worker	11.36
28210 - Gate Attendant/Gate Tender	14.64
28310 - Lifeguard	13.03
28350 - Park Attendant (Aide)	16.37
28510 - Recreation Aide/Health Facility Attendant	11.94
28515 - Recreation Specialist	20.27
28630 - Sports Official	13.03
28690 - Swimming Pool Operator	18.23
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.87
29020 - Hatch Tender	23.87
29030 - Line Handler	23.87
29041 - Stevedore I	22.53
29042 - Stevedore II	24.30
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.29
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.78
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.59

30021 - Archeological Technician I		17.66
30022 - Archeological Technician II		19.75
30023 - Archeological Technician III		24.48
30030 - Cartographic Technician		24.48
30040 - Civil Engineering Technician		24.86
30051 - Cryogenic Technician I		24.19
30052 - Cryogenic Technician II		26.71
30061 - Drafter/CAD Operator I		17.66
30062 - Drafter/CAD Operator II		19.75
30063 - Drafter/CAD Operator III		22.03
30064 - Drafter/CAD Operator IV		27.10
30081 - Engineering Technician I		15.56
30082 - Engineering Technician II		17.47
30083 - Engineering Technician III		19.55
30084 - Engineering Technician IV		24.21
30085 - Engineering Technician V		29.66
30086 - Engineering Technician VI		35.90
30090 - Environmental Technician		24.21
30095 - Evidence Control Specialist		24.21
30210 - Laboratory Technician		21.79
30221 - Latent Fingerprint Technician I		24.19
30222 - Latent Fingerprint Technician II		26.71
30240 - Mathematical Technician		24.48
30361 - Paralegal/Legal Assistant I		20.84
30362 - Paralegal/Legal Assistant II		25.82
30363 - Paralegal/Legal Assistant III		31.58
30364 - Paralegal/Legal Assistant IV		38.22
30375 - Petroleum Supply Specialist		26.71
30390 - Photo-Optics Technician		24.48
30395 - Radiation Control Technician		26.71
30461 - Technical Writer I		24.48
30462 - Technical Writer II		29.66
30463 - Technical Writer III		35.90
30491 - Unexploded Ordnance (UXO) Technician I		25.60
30492 - Unexploded Ordnance (UXO) Technician II		30.98
30493 - Unexploded Ordnance (UXO) Technician III		37.13
30494 - Unexploded (UXO) Safety Escort		25.60
30495 - Unexploded (UXO) Sweep Personnel		25.60
30501 - Weather Forecaster I		27.10
30502 - Weather Forecaster II		32.96
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.03
30621 - Weather Observer Senior	(see 2)	24.48
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		13.33
31030 - Bus Driver		20.53
31043 - Driver Courier		15.77
31260 - Parking and Lot Attendant		12.08
31290 - Shuttle Bus Driver		16.82

31310 - Taxi Driver	12.82
31361 - Truckdriver Light	16.82
31362 - Truckdriver Medium	17.84
31363 - Truckdriver Heavy	21.82
31364 - Truckdriver Tractor-Trailer	21.82
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	10.02
99050 - Desk Clerk	9.46
99095 - Embalmer	25.60
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	13.98
99252 - Laboratory Animal Caretaker II	14.96
99260 - Marketing Analyst	23.54
99310 - Mortician	25.60
99410 - Pest Controller	16.42
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	15.82
99711 - Recycling Specialist	18.72
99730 - Refuse Collector	14.35
99810 - Sales Clerk	10.93
99820 - School Crossing Guard	14.82
99830 - Survey Party Chief	21.33
99831 - Surveying Aide	12.66
99832 - Surveying Technician	19.38
99840 - Vending Machine Attendant	19.15
99841 - Vending Machine Repairer	22.71
99842 - Vending Machine Repairer Helper	19.15

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 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.: 2015-4678
Revision No.: 13
Date Of Last Revision: 05/05/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Kentucky

Area: Kentucky Counties of Butler Warren

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.48
01012 - Accounting Clerk II		15.13
01013 - Accounting Clerk III		16.93
01020 - Administrative Assistant		19.02
01035 - Court Reporter		18.07
01041 - Customer Service Representative I		11.77
01042 - Customer Service Representative II		13.23
01043 - Customer Service Representative III		14.43
01051 - Data Entry Operator I		12.27
01052 - Data Entry Operator II		13.39
01060 - Dispatcher Motor Vehicle		21.02
01070 - Document Preparation Clerk		14.39

01090 - Duplicating Machine Operator 14.39
01111 - General Clerk I 12.41
01112 - General Clerk II 13.54
01113 - General Clerk III 15.20
01120 - Housing Referral Assistant 20.15
01141 - Messenger Courier 11.73
01191 - Order Clerk I 14.74
01192 - Order Clerk II 16.08
01261 - Personnel Assistant (Employment) I 15.95
01262 - Personnel Assistant (Employment) II 17.85
01263 - Personnel Assistant (Employment) III 19.90
01270 - Production Control Clerk 23.56
01290 - Rental Clerk 12.12
01300 - Scheduler Maintenance 16.15
01311 - Secretary I 16.15
01312 - Secretary II 18.07
01313 - Secretary III 20.15
01320 - Service Order Dispatcher 18.98
01410 - Supply Technician 19.02
01420 - Survey Worker 13.85
01460 - Switchboard Operator/Receptionist 13.14
01531 - Travel Clerk I 13.62
01532 - Travel Clerk II 14.25
01533 - Travel Clerk III 14.95
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 17.91
05010 - Automotive Electrician 17.11
05040 - Automotive Glass Installer 16.28
05070 - Automotive Worker 16.28
05110 - Mobile Equipment Servicer 14.59
05130 - Motor Equipment Metal Mechanic 17.91
05160 - Motor Equipment Metal Worker 16.28
05190 - Motor Vehicle Mechanic 17.91
05220 - Motor Vehicle Mechanic Helper 13.73
05250 - Motor Vehicle Upholstery Worker 15.45
05280 - Motor Vehicle Wrecker 16.28
05310 - Painter Automotive 17.11
05340 - Radiator Repair Specialist 16.28
05370 - Tire Repairer 14.46
05400 - Transmission Repair Specialist 17.19
07000 - Food Preparation And Service Occupations
07010 - Baker 13.37
07041 - Cook I 11.40
07042 - Cook II 13.30
07070 - Dishwasher 10.50
07130 - Food Service Worker 10.69
07210 - Meat Cutter 13.12

07260 - Waiter/Waitress	8.99
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.44
09040 - Furniture Handler	13.23
09080 - Furniture Refinisher	21.44
09090 - Furniture Refinisher Helper	15.66
09110 - Furniture Repairer Minor	18.57
09130 - Upholsterer	21.44
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.58
11060 - Elevator Operator	11.58
11090 - Gardener	15.95
11122 - Housekeeping Aide	12.58
11150 - Janitor	12.58
11210 - Laborer Grounds Maintenance	11.92
11240 - Maid or Houseman	9.93
11260 - Pruner	10.65
11270 - Tractor Operator	14.60
11330 - Trail Maintenance Worker	11.92
11360 - Window Cleaner	13.96
12000 - Health Occupations	
12010 - Ambulance Driver	18.24
12011 - Breath Alcohol Technician	18.70
12012 - Certified Occupational Therapist Assistant	27.40
12015 - Certified Physical Therapist Assistant	27.20
12020 - Dental Assistant	16.38
12025 - Dental Hygienist	30.53
12030 - EKG Technician	28.34
12035 - Electroneurodiagnostic Technologist	28.34
12040 - Emergency Medical Technician	18.24
12071 - Licensed Practical Nurse I	16.71
12072 - Licensed Practical Nurse II	18.70
12073 - Licensed Practical Nurse III	20.85
12100 - Medical Assistant	14.30
12130 - Medical Laboratory Technician	23.02
12160 - Medical Record Clerk	15.53
12190 - Medical Record Technician	18.70
12195 - Medical Transcriptionist	16.71
12210 - Nuclear Medicine Technologist	41.10
12221 - Nursing Assistant I	11.38
12222 - Nursing Assistant II	12.79
12223 - Nursing Assistant III	13.96
12224 - Nursing Assistant IV	15.67
12235 - Optical Dispenser	20.56
12236 - Optical Technician	16.22
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	16.71
12305 - Radiologic Technologist	25.05
12311 - Registered Nurse I	23.57
12312 - Registered Nurse II	28.83

12313 - Registered Nurse II Specialist		28.83
12314 - Registered Nurse III		34.88
12315 - Registered Nurse III Anesthetist		34.88
12316 - Registered Nurse IV		41.80
12317 - Scheduler (Drug and Alcohol Testing)		23.16
12320 - Substance Abuse Treatment Counselor		21.63
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.19
13012 - Exhibits Specialist II		23.77
13013 - Exhibits Specialist III		29.08
13041 - Illustrator I		19.19
13042 - Illustrator II		23.77
13043 - Illustrator III		29.08
13047 - Librarian		26.33
13050 - Library Aide/Clerk		11.36
13054 - Library Information Technology Systems Administrator		23.77
13058 - Library Technician		14.69
13061 - Media Specialist I		17.15
13062 - Media Specialist II		19.19
13063 - Media Specialist III		21.39
13071 - Photographer I		15.81
13072 - Photographer II		16.88
13073 - Photographer III		20.91
13074 - Photographer IV		25.51
13075 - Photographer V		27.68
13090 - Technical Order Library Clerk		17.31
13110 - Video Teleconference Technician		17.60
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.13
14042 - Computer Operator II		16.01
14043 - Computer Operator III		17.85
14044 - Computer Operator IV		19.84
14045 - Computer Operator V		21.98
14071 - Computer Programmer I	(see 1)	20.94
14072 - Computer Programmer II	(see 1)	25.96
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.13
14160 - Personal Computer Support Technician		21.98
14170 - System Support Specialist		27.33
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.95
15020 - Aircrew Training Devices Instructor (Rated)		39.85
15030 - Air Crew Training Devices Instructor (Pilot)		43.65
15050 - Computer Based Training Specialist / Instructor		32.95
15060 - Educational Technologist		34.18

15070 - Flight Instructor (Pilot) 43.65
15080 - Graphic Artist 19.39
15085 - Maintenance Test Pilot Fixed Jet/Prop 43.65
15086 - Maintenance Test Pilot Rotary Wing 43.65
15088 - Non-Maintenance Test/Co-Pilot 43.65
15090 - Technical Instructor 24.67
15095 - Technical Instructor/Course Developer 30.20
15110 - Test Proctor 19.92
15120 - Tutor 19.92
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.47
16030 - Counter Attendant 10.47
16040 - Dry Cleaner 13.24
16070 - Finisher Flatwork Machine 10.47
16090 - Presser Hand 10.47
16110 - Presser Machine Drycleaning 10.47
16130 - Presser Machine Shirts 10.47
16160 - Presser Machine Wearing Apparel Laundry 10.47
16190 - Sewing Machine Operator 14.04
16220 - Tailor 14.81
16250 - Washer Machine 11.45
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.23
19040 - Tool And Die Maker 25.95
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.58
21030 - Material Coordinator 23.56
21040 - Material Expediter 23.56
21050 - Material Handling Laborer 13.48
21071 - Order Filler 12.87
21080 - Production Line Worker (Food Processing) 16.58
21110 - Shipping Packer 15.99
21130 - Shipping/Receiving Clerk 15.99
21140 - Store Worker I 12.86
21150 - Stock Clerk 17.41
21210 - Tools And Parts Attendant 16.58
21410 - Warehouse Specialist 16.58
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.21
23019 - Aircraft Logs and Records Technician 18.57
23021 - Aircraft Mechanic I 22.84
23022 - Aircraft Mechanic II 24.21
23023 - Aircraft Mechanic III 25.67
23040 - Aircraft Mechanic Helper 16.29
23050 - Aircraft Painter 21.44
23060 - Aircraft Servicer 18.57
23070 - Aircraft Survival Flight Equipment Technician 21.44
23080 - Aircraft Worker 20.03
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.03

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.84
23110 - Appliance Mechanic 21.44
23120 - Bicycle Repairer 17.37
23125 - Cable Splicer 24.93
23130 - Carpenter Maintenance 19.27
23140 - Carpet Layer 20.03
23160 - Electrician Maintenance 25.11
23181 - Electronics Technician Maintenance I 23.89
23182 - Electronics Technician Maintenance II 25.19
23183 - Electronics Technician Maintenance III 26.91
23260 - Fabric Worker 18.57
23290 - Fire Alarm System Mechanic 22.84
23310 - Fire Extinguisher Repairer 17.37
23311 - Fuel Distribution System Mechanic 22.84
23312 - Fuel Distribution System Operator 19.33
23370 - General Maintenance Worker 17.59
23380 - Ground Support Equipment Mechanic 22.84
23381 - Ground Support Equipment Servicer 18.57
23382 - Ground Support Equipment Worker 20.03
23391 - Gunsmith I 17.37
23392 - Gunsmith II 20.03
23393 - Gunsmith III 22.84
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.28
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.37
23430 - Heavy Equipment Mechanic 22.73
23440 - Heavy Equipment Operator 23.39
23460 - Instrument Mechanic 22.84
23465 - Laboratory/Shelter Mechanic 21.44
23470 - Laborer 13.48
23510 - Locksmith 21.44
23530 - Machinery Maintenance Mechanic 25.45
23550 - Machinist Maintenance 21.57
23580 - Maintenance Trades Helper 14.25
23591 - Metrology Technician I 22.84
23592 - Metrology Technician II 24.21
23593 - Metrology Technician III 25.67
23640 - Millwright 25.16
23710 - Office Appliance Repairer 20.17
23760 - Painter Maintenance 16.31
23790 - Pipefitter Maintenance 26.31
23810 - Plumber Maintenance 25.04
23820 - Pneudraulic Systems Mechanic 22.84
23850 - Rigger 22.84
23870 - Scale Mechanic 20.03
23890 - Sheet-Metal Worker Maintenance 21.59
23910 - Small Engine Mechanic 19.64
23931 - Telecommunications Mechanic I 31.83

23932 - Telecommunications Mechanic II 33.74
23950 - Telephone Lineman 23.22
23960 - Welder Combination Maintenance 18.23
23965 - Well Driller 22.84
23970 - Woodcraft Worker 22.84
23980 - Woodworker 17.37
24000 - Personal Needs Occupations
24550 - Case Manager 14.87
24570 - Child Care Attendant 9.21
24580 - Child Care Center Clerk 12.43
24610 - Chore Aide 10.86
24620 - Family Readiness And Support Services Coordinator 14.87
24630 - Homemaker 14.87
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 22.84
25040 - Sewage Plant Operator 18.62
25070 - Stationary Engineer 22.84
25190 - Ventilation Equipment Tender 16.29
25210 - Water Treatment Plant Operator 18.62
27000 - Protective Service Occupations
27004 - Alarm Monitor 17.19
27007 - Baggage Inspector 11.78
27008 - Corrections Officer 15.64
27010 - Court Security Officer 16.68
27030 - Detection Dog Handler 13.60
27040 - Detention Officer 15.64
27070 - Firefighter 18.17
27101 - Guard I 11.78
27102 - Guard II 13.60
27131 - Police Officer I 19.57
27132 - Police Officer II 21.74
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.22
28042 - Carnival Equipment Repairer 15.53
28043 - Carnival Worker 10.33
28210 - Gate Attendant/Gate Tender 13.99
28310 - Lifeguard 12.47
28350 - Park Attendant (Aide) 15.66
28510 - Recreation Aide/Health Facility Attendant 11.43
28515 - Recreation Specialist 19.24
28630 - Sports Official 12.47
28690 - Swimming Pool Operator 18.23
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 23.87
29020 - Hatch Tender 23.87
29030 - Line Handler 23.87
29041 - Stevedore I 22.53
29042 - Stevedore II 24.30
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.66
30022 - Archeological Technician II 19.75
30023 - Archeological Technician III 24.48
30030 - Cartographic Technician 24.48
30040 - Civil Engineering Technician 24.86
30051 - Cryogenic Technician I 24.19
30052 - Cryogenic Technician II 26.71
30061 - Drafter/CAD Operator I 17.66
30062 - Drafter/CAD Operator II 19.75
30063 - Drafter/CAD Operator III 22.03
30064 - Drafter/CAD Operator IV 27.10
30081 - Engineering Technician I 15.56
30082 - Engineering Technician II 17.47
30083 - Engineering Technician III 19.55
30084 - Engineering Technician IV 24.21
30085 - Engineering Technician V 29.66
30086 - Engineering Technician VI 35.90
30090 - Environmental Technician 24.21
30095 - Evidence Control Specialist 24.21
30210 - Laboratory Technician 21.79
30221 - Latent Fingerprint Technician I 24.19
30222 - Latent Fingerprint Technician II 26.71
30240 - Mathematical Technician 24.48
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 26.71
30390 - Photo-Optics Technician 24.48
30395 - Radiation Control Technician 26.71
30461 - Technical Writer I 24.48
30462 - Technical Writer II 29.66
30463 - Technical Writer III 35.90
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 27.10
30502 - Weather Forecaster II 32.96
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.03
30621 - Weather Observer Senior (see 2) 24.48
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 13.33
31030 - Bus Driver 18.66

31043 - Driver Courier	15.77
31260 - Parking and Lot Attendant	12.08
31290 - Shuttle Bus Driver	16.82
31310 - Taxi Driver	11.65
31361 - Truckdriver Light	16.82
31362 - Truckdriver Medium	17.84
31363 - Truckdriver Heavy	19.84
31364 - Truckdriver Tractor-Trailer	19.84
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.60
99050 - Desk Clerk	9.46
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.71
99252 - Laboratory Animal Caretaker II	13.60
99260 - Marketing Analyst	21.40
99310 - Mortician	25.35
99410 - Pest Controller	15.63
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	14.89
99711 - Recycling Specialist	18.24
99730 - Refuse Collector	13.30
99810 - Sales Clerk	10.85
99820 - School Crossing Guard	14.40
99830 - Survey Party Chief	19.39
99831 - Surveying Aide	11.51
99832 - Surveying Technician	17.62
99840 - Vending Machine Attendant	17.41
99841 - Vending Machine Repairer	20.65
99842 - Vending Machine Repairer Helper	17.41

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 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.: 2015-4679
Revision No.: 14
Date Of Last Revision: 04/28/2021

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: Kentucky

Area: Kentucky County of Edmonson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.04
01012 - Accounting Clerk II		16.89
01013 - Accounting Clerk III		18.89
01020 - Administrative Assistant		21.20
01035 - Court Reporter		18.07
01041 - Customer Service Representative I		12.88
01042 - Customer Service Representative II		14.06
01043 - Customer Service Representative III		15.79
01051 - Data Entry Operator I		12.70
01052 - Data Entry Operator II		13.86
01060 - Dispatcher Motor Vehicle		21.24
01070 - Document Preparation Clerk		14.39
01090 - Duplicating Machine Operator		14.39
01111 - General Clerk I		12.95
01112 - General Clerk II		14.13

01113 - General Clerk III 15.87
01120 - Housing Referral Assistant 20.99
01141 - Messenger Courier 11.73
01191 - Order Clerk I 14.74
01192 - Order Clerk II 16.08
01261 - Personnel Assistant (Employment) I 16.31
01262 - Personnel Assistant (Employment) II 18.24
01263 - Personnel Assistant (Employment) III 20.96
01270 - Production Control Clerk 24.11
01290 - Rental Clerk 12.53
01300 - Scheduler Maintenance 16.39
01311 - Secretary I 16.39
01312 - Secretary II 18.99
01313 - Secretary III 20.99
01320 - Service Order Dispatcher 18.98
01410 - Supply Technician 21.20
01420 - Survey Worker 17.05
01460 - Switchboard Operator/Receptionist 13.34
01531 - Travel Clerk I 14.15
01532 - Travel Clerk II 14.81
01533 - Travel Clerk III 15.47
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 21.11
05010 - Automotive Electrician 20.33
05040 - Automotive Glass Installer 19.78
05070 - Automotive Worker 19.35
05110 - Mobile Equipment Servicer 17.20
05130 - Motor Equipment Metal Mechanic 21.11
05160 - Motor Equipment Metal Worker 19.35
05190 - Motor Vehicle Mechanic 21.11
05220 - Motor Vehicle Mechanic Helper 16.14
05250 - Motor Vehicle Upholstery Worker 18.36
05280 - Motor Vehicle Wrecker 19.35
05310 - Painter Automotive 20.33
05340 - Radiator Repair Specialist 19.35
05370 - Tire Repairer 14.71
05400 - Transmission Repair Specialist 21.11
07000 - Food Preparation And Service Occupations
07010 - Baker 11.14
07041 - Cook I 11.40
07042 - Cook II 13.30
07070 - Dishwasher 10.58
07130 - Food Service Worker 10.69
07210 - Meat Cutter 15.99
07260 - Waiter/Waitress 8.99
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 21.44

09040 - Furniture Handler 13.79
09080 - Furniture Refinisher 21.44
09090 - Furniture Refinisher Helper 15.91
09110 - Furniture Repairer Minor 18.57
09130 - Upholsterer 21.44
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.02
11060 - Elevator Operator 11.83
11090 - Gardener 15.95
11122 - Housekeeping Aide 12.87
11150 - Janitor 12.87
11210 - Laborer Grounds Maintenance 12.22
11240 - Maid or Houseman 10.58
11260 - Pruner 11.43
11270 - Tractor Operator 14.60
11330 - Trail Maintenance Worker 12.22
11360 - Window Cleaner 14.19
12000 - Health Occupations
12010 - Ambulance Driver 18.24
12011 - Breath Alcohol Technician 18.70
12012 - Certified Occupational Therapist Assistant 27.49
12015 - Certified Physical Therapist Assistant 28.02
12020 - Dental Assistant 16.66
12025 - Dental Hygienist 31.21
12030 - EKG Technician 28.34
12035 - Electroneurodiagnostic Technologist 28.34
12040 - Emergency Medical Technician 18.24
12071 - Licensed Practical Nurse I 16.71
12072 - Licensed Practical Nurse II 18.70
12073 - Licensed Practical Nurse III 20.85
12100 - Medical Assistant 14.31
12130 - Medical Laboratory Technician 24.74
12160 - Medical Record Clerk 17.08
12190 - Medical Record Technician 19.15
12195 - Medical Transcriptionist 16.71
12210 - Nuclear Medicine Technologist 41.10
12221 - Nursing Assistant I 11.95
12222 - Nursing Assistant II 13.43
12223 - Nursing Assistant III 14.65
12224 - Nursing Assistant IV 16.46
12235 - Optical Dispenser 20.88
12236 - Optical Technician 16.66
12250 - Pharmacy Technician 13.93
12280 - Phlebotomist 16.71
12305 - Radiologic Technologist 25.05
12311 - Registered Nurse I 23.67
12312 - Registered Nurse II 28.96
12313 - Registered Nurse II Specialist 28.96
12314 - Registered Nurse III 35.05
12315 - Registered Nurse III Anesthetist 35.05

12316 - Registered Nurse IV		42.00
12317 - Scheduler (Drug and Alcohol Testing)		23.16
12320 - Substance Abuse Treatment Counselor		21.63
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.33
13012 - Exhibits Specialist II		23.95
13013 - Exhibits Specialist III		29.29
13041 - Illustrator I		19.33
13042 - Illustrator II		23.95
13043 - Illustrator III		29.29
13047 - Librarian		26.52
13050 - Library Aide/Clerk		14.78
13054 - Library Information Technology Systems Administrator		23.95
13058 - Library Technician		15.52
13061 - Media Specialist I		17.29
13062 - Media Specialist II		19.33
13063 - Media Specialist III		21.55
13071 - Photographer I		17.29
13072 - Photographer II		19.33
13073 - Photographer III		22.54
13074 - Photographer IV		27.58
13075 - Photographer V		33.39
13090 - Technical Order Library Clerk		19.04
13110 - Video Teleconference Technician		19.23
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.26
14042 - Computer Operator II		19.30
14043 - Computer Operator III		21.51
14044 - Computer Operator IV		23.91
14045 - Computer Operator V		26.48
14071 - Computer Programmer I	(see 1)	21.18
14072 - Computer Programmer II	(see 1)	26.25
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		17.26
14160 - Personal Computer Support Technician		23.91
14170 - System Support Specialist		27.33
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.91
15020 - Aircrew Training Devices Instructor (Rated)		34.97
15030 - Air Crew Training Devices Instructor (Pilot)		41.91
15050 - Computer Based Training Specialist / Instructor		28.91
15060 - Educational Technologist		34.18
15070 - Flight Instructor (Pilot)		41.91
15080 - Graphic Artist		21.68
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.91

15086 - Maintenance Test Pilot Rotary Wing 41.91
15088 - Non-Maintenance Test/Co-Pilot 41.91
15090 - Technical Instructor 25.52
15095 - Technical Instructor/Course Developer 31.22
15110 - Test Proctor 20.91
15120 - Tutor 20.91
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.81
16030 - Counter Attendant 10.81
16040 - Dry Cleaner 13.62
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 14.45
16220 - Tailor 15.24
16250 - Washer Machine 11.82
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.23
19040 - Tool And Die Maker 25.95
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.76
21030 - Material Coordinator 23.56
21040 - Material Expediter 23.56
21050 - Material Handling Laborer 13.63
21071 - Order Filler 13.61
21080 - Production Line Worker (Food Processing) 17.76
21110 - Shipping Packer 15.99
21130 - Shipping/Receiving Clerk 15.99
21140 - Store Worker I 16.63
21150 - Stock Clerk 17.91
21210 - Tools And Parts Attendant 17.76
21410 - Warehouse Specialist 17.76
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.70
23019 - Aircraft Logs and Records Technician 21.79
23021 - Aircraft Mechanic I 24.48
23022 - Aircraft Mechanic II 25.70
23023 - Aircraft Mechanic III 26.98
23040 - Aircraft Mechanic Helper 18.50
23050 - Aircraft Painter 23.80
23060 - Aircraft Servicer 21.79
23070 - Aircraft Survival Flight Equipment Technician 23.80
23080 - Aircraft Worker 22.40
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.40
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.48
23110 - Appliance Mechanic 21.44

23120 - Bicycle Repairer	17.77
23125 - Cable Splicer	23.47
23130 - Carpenter Maintenance	19.27
23140 - Carpet Layer	20.07
23160 - Electrician Maintenance	25.11
23181 - Electronics Technician Maintenance I	20.23
23182 - Electronics Technician Maintenance II	21.44
23183 - Electronics Technician Maintenance III	22.84
23260 - Fabric Worker	18.95
23290 - Fire Alarm System Mechanic	22.84
23310 - Fire Extinguisher Repairer	17.81
23311 - Fuel Distribution System Mechanic	22.84
23312 - Fuel Distribution System Operator	17.77
23370 - General Maintenance Worker	18.85
23380 - Ground Support Equipment Mechanic	24.48
23381 - Ground Support Equipment Servicer	21.79
23382 - Ground Support Equipment Worker	22.40
23391 - Gunsmith I	17.81
23392 - Gunsmith II	20.07
23393 - Gunsmith III	22.84
23410 - Heating Ventilation And Air-Conditioning Mechanic	22.31
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	23.51
23430 - Heavy Equipment Mechanic	23.09
23440 - Heavy Equipment Operator	24.18
23460 - Instrument Mechanic	25.43
23465 - Laboratory/Shelter Mechanic	21.44
23470 - Laborer	13.63
23510 - Locksmith	21.44
23530 - Machinery Maintenance Mechanic	25.99
23550 - Machinist Maintenance	22.04
23580 - Maintenance Trades Helper	16.66
23591 - Metrology Technician I	25.43
23592 - Metrology Technician II	26.40
23593 - Metrology Technician III	27.54
23640 - Millwright	25.16
23710 - Office Appliance Repairer	21.10
23760 - Painter Maintenance	19.67
23790 - Pipefitter Maintenance	30.68
23810 - Plumber Maintenance	26.77
23820 - Pneudraulic Systems Mechanic	22.84
23850 - Rigger	22.84
23870 - Scale Mechanic	20.07
23890 - Sheet-Metal Worker Maintenance	22.24
23910 - Small Engine Mechanic	20.07
23931 - Telecommunications Mechanic I	32.80
23932 - Telecommunications Mechanic II	34.58
23950 - Telephone Lineman	22.84
23960 - Welder Combination Maintenance	18.63

23965 - Well Driller		22.84
23970 - Woodcraft Worker		22.84
23980 - Woodworker		17.77
24000 - Personal Needs Occupations		
24550 - Case Manager		16.58
24570 - Child Care Attendant		9.75
24580 - Child Care Center Clerk		12.15
24610 - Chore Aide		11.29
24620 - Family Readiness And Support Services Coordinator		16.58
24630 - Homemaker		16.58
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		22.84
25040 - Sewage Plant Operator		19.57
25070 - Stationary Engineer		22.84
25190 - Ventilation Equipment Tender		16.66
25210 - Water Treatment Plant Operator		18.62
27000 - Protective Service Occupations		
27004 - Alarm Monitor		17.56
27007 - Baggage Inspector		12.83
27008 - Corrections Officer		17.26
27010 - Court Security Officer		17.26
27030 - Detection Dog Handler		16.01
27040 - Detention Officer		17.26
27070 - Firefighter		17.47
27101 - Guard I		12.83
27102 - Guard II		16.01
27131 - Police Officer I		19.93
27132 - Police Officer II		22.15
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		15.04
28042 - Carnival Equipment Repairer		16.04
28043 - Carnival Worker		11.36
28210 - Gate Attendant/Gate Tender		14.64
28310 - Lifeguard		13.03
28350 - Park Attendant (Aide)		16.37
28510 - Recreation Aide/Health Facility Attendant		12.21
28515 - Recreation Specialist		20.27
28630 - Sports Official		13.03
28690 - Swimming Pool Operator		18.12
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		24.26
29020 - Hatch Tender		24.26
29030 - Line Handler		24.26
29041 - Stevedore I		22.78
29042 - Stevedore II		25.51
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		18.17
30022 - Archeological Technician II		20.32
30023 - Archeological Technician III		25.19
30030 - Cartographic Technician		25.19
30040 - Civil Engineering Technician		24.71
30051 - Cryogenic Technician I		24.12
30052 - Cryogenic Technician II		26.64
30061 - Drafter/CAD Operator I		18.17
30062 - Drafter/CAD Operator II		20.32
30063 - Drafter/CAD Operator III		22.67
30064 - Drafter/CAD Operator IV		27.88
30081 - Engineering Technician I		19.98
30082 - Engineering Technician II		22.43
30083 - Engineering Technician III		25.09
30084 - Engineering Technician IV		31.08
30085 - Engineering Technician V		38.03
30086 - Engineering Technician VI		46.01
30090 - Environmental Technician		23.16
30095 - Evidence Control Specialist		21.78
30210 - Laboratory Technician		21.79
30221 - Latent Fingerprint Technician I		24.12
30222 - Latent Fingerprint Technician II		26.64
30240 - Mathematical Technician		26.61
30361 - Paralegal/Legal Assistant I		20.84
30362 - Paralegal/Legal Assistant II		26.15
30363 - Paralegal/Legal Assistant III		31.58
30364 - Paralegal/Legal Assistant IV		38.22
30375 - Petroleum Supply Specialist		26.64
30390 - Photo-Optics Technician		25.19
30395 - Radiation Control Technician		26.64
30461 - Technical Writer I		21.78
30462 - Technical Writer II		26.64
30463 - Technical Writer III		32.24
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		27.88
30502 - Weather Forecaster II		33.91
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.67
30621 - Weather Observer Senior	(see 2)	24.33
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		13.33
31030 - Bus Driver		20.53
31043 - Driver Courier		15.77
31260 - Parking and Lot Attendant		12.08
31290 - Shuttle Bus Driver		16.82

31310 - Taxi Driver	12.34
31361 - Truckdriver Light	16.82
31362 - Truckdriver Medium	17.84
31363 - Truckdriver Heavy	21.82
31364 - Truckdriver Tractor-Trailer	21.82
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	10.02
99050 - Desk Clerk	9.46
99095 - Embalmer	25.60
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	13.52
99252 - Laboratory Animal Caretaker II	14.44
99260 - Marketing Analyst	23.54
99310 - Mortician	25.60
99410 - Pest Controller	16.42
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	15.82
99711 - Recycling Specialist	18.72
99730 - Refuse Collector	14.35
99810 - Sales Clerk	12.99
99820 - School Crossing Guard	14.82
99830 - Survey Party Chief	21.36
99831 - Surveying Aide	18.76
99832 - Surveying Technician	19.35
99840 - Vending Machine Attendant	19.33
99841 - Vending Machine Repairer	23.38
99842 - Vending Machine Repairer Helper	19.33

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 10 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of 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.: 2015-4680
Revision No.: 13
Date Of Last Revision: 05/05/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Kentucky

Area: Kentucky County of Edmonson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.99
01012 - Accounting Clerk II		15.70
01013 - Accounting Clerk III		17.56
01020 - Administrative Assistant		21.20
01035 - Court Reporter		18.07
01041 - Customer Service Representative I		11.77
01042 - Customer Service Representative II		13.23
01043 - Customer Service Representative III		14.43
01051 - Data Entry Operator I		12.27
01052 - Data Entry Operator II		13.63
01060 - Dispatcher Motor Vehicle		21.24
01070 - Document Preparation Clerk		14.39

01090 - Duplicating Machine Operator 14.39
01111 - General Clerk I 12.41
01112 - General Clerk II 13.54
01113 - General Clerk III 15.20
01120 - Housing Referral Assistant 20.99
01141 - Messenger Courier 11.73
01191 - Order Clerk I 14.74
01192 - Order Clerk II 16.08
01261 - Personnel Assistant (Employment) I 16.31
01262 - Personnel Assistant (Employment) II 18.24
01263 - Personnel Assistant (Employment) III 20.96
01270 - Production Control Clerk 24.11
01290 - Rental Clerk 12.53
01300 - Scheduler Maintenance 16.39
01311 - Secretary I 16.39
01312 - Secretary II 18.99
01313 - Secretary III 20.99
01320 - Service Order Dispatcher 18.98
01410 - Supply Technician 21.20
01420 - Survey Worker 15.50
01460 - Switchboard Operator/Receptionist 13.14
01531 - Travel Clerk I 13.62
01532 - Travel Clerk II 14.25
01533 - Travel Clerk III 14.95
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 21.11
05010 - Automotive Electrician 20.33
05040 - Automotive Glass Installer 19.78
05070 - Automotive Worker 19.35
05110 - Mobile Equipment Servicer 17.20
05130 - Motor Equipment Metal Mechanic 21.11
05160 - Motor Equipment Metal Worker 19.35
05190 - Motor Vehicle Mechanic 21.11
05220 - Motor Vehicle Mechanic Helper 16.14
05250 - Motor Vehicle Upholstery Worker 18.36
05280 - Motor Vehicle Wrecker 19.35
05310 - Painter Automotive 20.33
05340 - Radiator Repair Specialist 19.35
05370 - Tire Repairer 14.46
05400 - Transmission Repair Specialist 21.11
07000 - Food Preparation And Service Occupations
07010 - Baker 11.14
07041 - Cook I 11.40
07042 - Cook II 13.30
07070 - Dishwasher 10.50
07130 - Food Service Worker 10.69
07210 - Meat Cutter 14.54

07260 - Waiter/Waitress	8.99
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.44
09040 - Furniture Handler	13.79
09080 - Furniture Refinisher	21.44
09090 - Furniture Refinisher Helper	15.66
09110 - Furniture Repairer Minor	18.57
09130 - Upholsterer	21.44
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.02
11060 - Elevator Operator	11.83
11090 - Gardener	15.95
11122 - Housekeeping Aide	12.58
11150 - Janitor	12.58
11210 - Laborer Grounds Maintenance	12.22
11240 - Maid or Houseman	9.93
11260 - Pruner	11.43
11270 - Tractor Operator	14.60
11330 - Trail Maintenance Worker	12.22
11360 - Window Cleaner	14.08
12000 - Health Occupations	
12010 - Ambulance Driver	18.24
12011 - Breath Alcohol Technician	18.70
12012 - Certified Occupational Therapist Assistant	27.49
12015 - Certified Physical Therapist Assistant	28.02
12020 - Dental Assistant	16.66
12025 - Dental Hygienist	31.21
12030 - EKG Technician	28.34
12035 - Electroneurodiagnostic Technologist	28.34
12040 - Emergency Medical Technician	18.24
12071 - Licensed Practical Nurse I	16.71
12072 - Licensed Practical Nurse II	18.70
12073 - Licensed Practical Nurse III	20.85
12100 - Medical Assistant	14.30
12130 - Medical Laboratory Technician	23.02
12160 - Medical Record Clerk	15.53
12190 - Medical Record Technician	18.70
12195 - Medical Transcriptionist	16.71
12210 - Nuclear Medicine Technologist	41.10
12221 - Nursing Assistant I	11.57
12222 - Nursing Assistant II	13.01
12223 - Nursing Assistant III	14.20
12224 - Nursing Assistant IV	15.94
12235 - Optical Dispenser	20.56
12236 - Optical Technician	16.22
12250 - Pharmacy Technician	13.57
12280 - Phlebotomist	16.71
12305 - Radiologic Technologist	25.05
12311 - Registered Nurse I	23.57
12312 - Registered Nurse II	28.83

12313 - Registered Nurse II Specialist		28.83
12314 - Registered Nurse III		34.88
12315 - Registered Nurse III Anesthetist		34.88
12316 - Registered Nurse IV		41.80
12317 - Scheduler (Drug and Alcohol Testing)		23.16
12320 - Substance Abuse Treatment Counselor		21.63
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.19
13012 - Exhibits Specialist II		23.77
13013 - Exhibits Specialist III		29.08
13041 - Illustrator I		19.19
13042 - Illustrator II		23.77
13043 - Illustrator III		29.08
13047 - Librarian		26.33
13050 - Library Aide/Clerk		13.44
13054 - Library Information Technology Systems Administrator		23.77
13058 - Library Technician		15.52
13061 - Media Specialist I		17.15
13062 - Media Specialist II		19.19
13063 - Media Specialist III		21.39
13071 - Photographer I		15.81
13072 - Photographer II		17.69
13073 - Photographer III		20.49
13074 - Photographer IV		25.07
13075 - Photographer V		30.35
13090 - Technical Order Library Clerk		17.31
13110 - Video Teleconference Technician		19.23
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.80
14042 - Computer Operator II		17.67
14043 - Computer Operator III		19.71
14044 - Computer Operator IV		21.90
14045 - Computer Operator V		24.24
14071 - Computer Programmer I	(see 1)	21.18
14072 - Computer Programmer II	(see 1)	26.25
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		15.80
14160 - Personal Computer Support Technician		21.90
14170 - System Support Specialist		27.33
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.91
15020 - Aircrew Training Devices Instructor (Rated)		34.97
15030 - Air Crew Training Devices Instructor (Pilot)		41.91
15050 - Computer Based Training Specialist / Instructor		28.91
15060 - Educational Technologist		34.18

15070 - Flight Instructor (Pilot) 41.91
15080 - Graphic Artist 21.68
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.91
15086 - Maintenance Test Pilot Rotary Wing 41.91
15088 - Non-Maintenance Test/Co-Pilot 41.91
15090 - Technical Instructor 25.52
15095 - Technical Instructor/Course Developer 31.22
15110 - Test Proctor 20.91
15120 - Tutor 20.91
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.47
16030 - Counter Attendant 10.47
16040 - Dry Cleaner 13.24
16070 - Finisher Flatwork Machine 10.47
16090 - Presser Hand 10.47
16110 - Presser Machine Drycleaning 10.47
16130 - Presser Machine Shirts 10.47
16160 - Presser Machine Wearing Apparel Laundry 10.47
16190 - Sewing Machine Operator 14.04
16220 - Tailor 14.81
16250 - Washer Machine 11.45
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.23
19040 - Tool And Die Maker 25.95
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.58
21030 - Material Coordinator 23.56
21040 - Material Expediter 23.56
21050 - Material Handling Laborer 13.48
21071 - Order Filler 13.61
21080 - Production Line Worker (Food Processing) 16.58
21110 - Shipping Packer 15.99
21130 - Shipping/Receiving Clerk 15.99
21140 - Store Worker I 16.63
21150 - Stock Clerk 17.51
21210 - Tools And Parts Attendant 16.58
21410 - Warehouse Specialist 16.58
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.70
23019 - Aircraft Logs and Records Technician 21.79
23021 - Aircraft Mechanic I 24.48
23022 - Aircraft Mechanic II 25.70
23023 - Aircraft Mechanic III 26.98
23040 - Aircraft Mechanic Helper 18.50
23050 - Aircraft Painter 23.80
23060 - Aircraft Servicer 21.79
23070 - Aircraft Survival Flight Equipment Technician 23.80
23080 - Aircraft Worker 22.40
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.40

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.48
23110 - Appliance Mechanic 21.44
23120 - Bicycle Repairer 17.37
23125 - Cable Splicer 23.47
23130 - Carpenter Maintenance 19.27
23140 - Carpet Layer 20.03
23160 - Electrician Maintenance 25.11
23181 - Electronics Technician Maintenance I 20.23
23182 - Electronics Technician Maintenance II 21.44
23183 - Electronics Technician Maintenance III 22.84
23260 - Fabric Worker 18.95
23290 - Fire Alarm System Mechanic 22.84
23310 - Fire Extinguisher Repairer 17.81
23311 - Fuel Distribution System Mechanic 22.84
23312 - Fuel Distribution System Operator 17.62
23370 - General Maintenance Worker 17.59
23380 - Ground Support Equipment Mechanic 24.48
23381 - Ground Support Equipment Servicer 21.79
23382 - Ground Support Equipment Worker 22.40
23391 - Gunsmith I 17.81
23392 - Gunsmith II 20.03
23393 - Gunsmith III 22.84
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.28
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.37
23430 - Heavy Equipment Mechanic 22.73
23440 - Heavy Equipment Operator 23.39
23460 - Instrument Mechanic 25.43
23465 - Laboratory/Shelter Mechanic 21.44
23470 - Laborer 13.48
23510 - Locksmith 21.44
23530 - Machinery Maintenance Mechanic 25.45
23550 - Machinist Maintenance 22.04
23580 - Maintenance Trades Helper 15.49
23591 - Metrology Technician I 25.43
23592 - Metrology Technician II 26.40
23593 - Metrology Technician III 27.54
23640 - Millwright 25.16
23710 - Office Appliance Repairer 21.04
23760 - Painter Maintenance 19.67
23790 - Pipefitter Maintenance 30.68
23810 - Plumber Maintenance 26.77
23820 - Pneudraulic Systems Mechanic 22.84
23850 - Rigger 22.84
23870 - Scale Mechanic 20.03
23890 - Sheet-Metal Worker Maintenance 20.68
23910 - Small Engine Mechanic 20.03
23931 - Telecommunications Mechanic I 31.83

23932 - Telecommunications Mechanic II 33.74
23950 - Telephone Lineman 22.84
23960 - Welder Combination Maintenance 18.63
23965 - Well Driller 22.84
23970 - Woodcraft Worker 22.84
23980 - Woodworker 17.62
24000 - Personal Needs Occupations
24550 - Case Manager 15.07
24570 - Child Care Attendant 9.21
24580 - Child Care Center Clerk 12.09
24610 - Chore Aide 10.86
24620 - Family Readiness And Support Services Coordinator 15.07
24630 - Homemaker 15.07
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 22.84
25040 - Sewage Plant Operator 19.57
25070 - Stationary Engineer 22.84
25190 - Ventilation Equipment Tender 16.66
25210 - Water Treatment Plant Operator 18.62
27000 - Protective Service Occupations
27004 - Alarm Monitor 17.56
27007 - Baggage Inspector 12.83
27008 - Corrections Officer 17.26
27010 - Court Security Officer 17.26
27030 - Detection Dog Handler 16.01
27040 - Detention Officer 17.26
27070 - Firefighter 17.47
27101 - Guard I 12.83
27102 - Guard II 16.01
27131 - Police Officer I 19.87
27132 - Police Officer II 22.08
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.11
28042 - Carnival Equipment Repairer 14.73
28043 - Carnival Worker 10.33
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 19.24
28630 - Sports Official 12.47
28690 - Swimming Pool Operator 17.00
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 24.26
29020 - Hatch Tender 24.26
29030 - Line Handler 24.26
29041 - Stevedore I 22.78
29042 - Stevedore II 25.51
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 18.17
30022 - Archeological Technician II 20.32
30023 - Archeological Technician III 25.19
30030 - Cartographic Technician 25.19
30040 - Civil Engineering Technician 24.71
30051 - Cryogenic Technician I 23.75
30052 - Cryogenic Technician II 26.24
30061 - Drafter/CAD Operator I 18.17
30062 - Drafter/CAD Operator II 20.32
30063 - Drafter/CAD Operator III 22.67
30064 - Drafter/CAD Operator IV 27.88
30081 - Engineering Technician I 19.98
30082 - Engineering Technician II 22.43
30083 - Engineering Technician III 25.09
30084 - Engineering Technician IV 31.08
30085 - Engineering Technician V 38.03
30086 - Engineering Technician VI 46.01
30090 - Environmental Technician 23.16
30095 - Evidence Control Specialist 21.44
30210 - Laboratory Technician 21.79
30221 - Latent Fingerprint Technician I 23.75
30222 - Latent Fingerprint Technician II 26.24
30240 - Mathematical Technician 26.61
30361 - Paralegal/Legal Assistant I 19.75
30362 - Paralegal/Legal Assistant II 26.15
30363 - Paralegal/Legal Assistant III 29.48
30364 - Paralegal/Legal Assistant IV 35.63
30375 - Petroleum Supply Specialist 26.24
30390 - Photo-Optics Technician 25.19
30395 - Radiation Control Technician 26.24
30461 - Technical Writer I 21.70
30462 - Technical Writer II 26.55
30463 - Technical Writer III 32.12
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 27.88
30502 - Weather Forecaster II 33.91
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.67
30621 - Weather Observer Senior (see 2) 24.33
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 13.33
31030 - Bus Driver 18.66

31043 - Driver Courier	15.77
31260 - Parking and Lot Attendant	12.08
31290 - Shuttle Bus Driver	16.82
31310 - Taxi Driver	11.22
31361 - Truckdriver Light	16.82
31362 - Truckdriver Medium	17.84
31363 - Truckdriver Heavy	19.84
31364 - Truckdriver Tractor-Trailer	19.84
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.60
99050 - Desk Clerk	9.46
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.29
99252 - Laboratory Animal Caretaker II	13.13
99260 - Marketing Analyst	21.40
99310 - Mortician	25.35
99410 - Pest Controller	15.63
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	14.89
99711 - Recycling Specialist	18.24
99730 - Refuse Collector	13.25
99810 - Sales Clerk	12.99
99820 - School Crossing Guard	14.40
99830 - Survey Party Chief	19.42
99831 - Surveying Aide	17.05
99832 - Surveying Technician	17.59
99840 - Vending Machine Attendant	18.79
99841 - Vending Machine Repairer	23.38
99842 - Vending Machine Repairer Helper	18.79

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 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.: 2015-4681
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: Kentucky

Area: Kentucky Counties of Hardin Larue Meade

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.18
01012 - Accounting Clerk II		15.92
01013 - Accounting Clerk III		17.82
01020 - Administrative Assistant		21.20
01035 - Court Reporter		17.22
01041 - Customer Service Representative I		12.34
01042 - Customer Service Representative II		13.87
01043 - Customer Service Representative III		15.13
01051 - Data Entry Operator I		12.44
01052 - Data Entry Operator II		13.63
01060 - Dispatcher Motor Vehicle		20.21
01070 - Document Preparation Clerk		15.39
01090 - Duplicating Machine Operator		15.39
01111 - General Clerk I		12.96
01112 - General Clerk II		14.14

01113 - General Clerk III 15.87
01120 - Housing Referral Assistant 20.99
01141 - Messenger Courier 11.06
01191 - Order Clerk I 13.99
01192 - Order Clerk II 16.68
01261 - Personnel Assistant (Employment) I 18.60
01262 - Personnel Assistant (Employment) II 20.81
01263 - Personnel Assistant (Employment) III 23.20
01270 - Production Control Clerk 23.59
01290 - Rental Clerk 12.53
01300 - Scheduler Maintenance 16.39
01311 - Secretary I 16.39
01312 - Secretary II 18.99
01313 - Secretary III 20.99
01320 - Service Order Dispatcher 18.07
01410 - Supply Technician 21.20
01420 - Survey Worker 15.50
01460 - Switchboard Operator/Receptionist 13.18
01531 - Travel Clerk I 13.62
01532 - Travel Clerk II 14.25
01533 - Travel Clerk III 14.95
01611 - Word Processor I 13.57
01612 - Word Processor II 15.23
01613 - Word Processor III 17.22
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.11
05010 - Automotive Electrician 20.33
05040 - Automotive Glass Installer 19.78
05070 - Automotive Worker 19.35
05110 - Mobile Equipment Servicer 17.20
05130 - Motor Equipment Metal Mechanic 21.11
05160 - Motor Equipment Metal Worker 19.35
05190 - Motor Vehicle Mechanic 21.11
05220 - Motor Vehicle Mechanic Helper 16.14
05250 - Motor Vehicle Upholstery Worker 18.36
05280 - Motor Vehicle Wrecker 19.35
05310 - Painter Automotive 20.33
05340 - Radiator Repair Specialist 19.35
05370 - Tire Repairer 13.74
05400 - Transmission Repair Specialist 21.11
07000 - Food Preparation And Service Occupations
07010 - Baker 14.15
07041 - Cook I 11.65
07042 - Cook II 13.24
07070 - Dishwasher 10.54
07130 - Food Service Worker 9.91
07210 - Meat Cutter 15.99
07260 - Waiter/Waitress 9.19
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 21.64

09040 - Furniture Handler 15.51
09080 - Furniture Refinisher 21.64
09090 - Furniture Refinisher Helper 17.18
09110 - Furniture Repairer Minor 20.06
09130 - Upholsterer 21.64
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.32
11060 - Elevator Operator 12.63
11090 - Gardener 16.69
11122 - Housekeeping Aide 12.63
11150 - Janitor 12.63
11210 - Laborer Grounds Maintenance 13.45
11240 - Maid or Houseman 9.95
11260 - Pruner 12.38
11270 - Tractor Operator 15.57
11330 - Trail Maintenance Worker 13.45
11360 - Window Cleaner 13.72
12000 - Health Occupations
12010 - Ambulance Driver 18.28
12011 - Breath Alcohol Technician 18.94
12012 - Certified Occupational Therapist Assistant 25.98
12015 - Certified Physical Therapist Assistant 29.19
12020 - Dental Assistant 16.66
12025 - Dental Hygienist 31.21
12030 - EKG Technician 28.69
12035 - Electroneurodiagnostic Technologist 28.69
12040 - Emergency Medical Technician 18.28
12071 - Licensed Practical Nurse I 16.92
12072 - Licensed Practical Nurse II 18.94
12073 - Licensed Practical Nurse III 21.11
12100 - Medical Assistant 14.47
12130 - Medical Laboratory Technician 22.03
12160 - Medical Record Clerk 19.51
12190 - Medical Record Technician 21.83
12195 - Medical Transcriptionist 16.92
12210 - Nuclear Medicine Technologist 41.61
12221 - Nursing Assistant I 11.64
12222 - Nursing Assistant II 13.09
12223 - Nursing Assistant III 14.28
12224 - Nursing Assistant IV 16.03
12235 - Optical Dispenser 18.94
12236 - Optical Technician 16.92
12250 - Pharmacy Technician 15.05
12280 - Phlebotomist 16.92
12305 - Radiologic Technologist 26.87
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)		23.45
12320 - Substance Abuse Treatment Counselor		21.18
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.53
13012 - Exhibits Specialist II		27.91
13013 - Exhibits Specialist III		34.14
13041 - Illustrator I		22.72
13042 - Illustrator II		28.15
13043 - Illustrator III		34.43
13047 - Librarian		31.16
13050 - Library Aide/Clerk		16.26
13054 - Library Information Technology Systems Administrator		28.13
13058 - Library Technician		18.78
13061 - Media Specialist I		20.14
13062 - Media Specialist II		22.53
13063 - Media Specialist III		25.12
13071 - Photographer I		20.14
13072 - Photographer II		22.53
13073 - Photographer III		27.91
13074 - Photographer IV		34.14
13075 - Photographer V		41.31
13090 - Technical Order Library Clerk		17.31
13110 - Video Teleconference Technician		20.35
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.80
14042 - Computer Operator II		17.67
14043 - Computer Operator III		19.71
14044 - Computer Operator IV		21.90
14045 - Computer Operator V		24.24
14071 - Computer Programmer I	(see 1)	21.18
14072 - Computer Programmer II	(see 1)	26.25
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		15.80
14160 - Personal Computer Support Technician		21.90
14170 - System Support Specialist		28.15
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.41
15020 - Aircrew Training Devices Instructor (Rated)		34.36
15030 - Air Crew Training Devices Instructor (Pilot)		41.18
15050 - Computer Based Training Specialist / Instructor		28.41
15060 - Educational Technologist		37.63
15070 - Flight Instructor (Pilot)		41.18
15080 - Graphic Artist		21.68
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.18

15086 - Maintenance Test Pilot Rotary Wing 41.18
15088 - Non-Maintenance Test/Co-Pilot 41.18
15090 - Technical Instructor 21.08
15095 - Technical Instructor/Course Developer 25.79
15110 - Test Proctor 17.02
15120 - Tutor 17.02
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.47
16030 - Counter Attendant 10.47
16040 - Dry Cleaner 13.62
16070 - Finisher Flatwork Machine 10.47
16090 - Presser Hand 10.47
16110 - Presser Machine Drycleaning 10.47
16130 - Presser Machine Shirts 10.47
16160 - Presser Machine Wearing Apparel Laundry 10.47
16190 - Sewing Machine Operator 14.45
16220 - Tailor 15.24
16250 - Washer Machine 11.82
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.00
19040 - Tool And Die Maker 26.91
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.09
21030 - Material Coordinator 23.59
21040 - Material Expediter 23.59
21050 - Material Handling Laborer 12.98
21071 - Order Filler 12.37
21080 - Production Line Worker (Food Processing) 16.09
21110 - Shipping Packer 18.05
21130 - Shipping/Receiving Clerk 18.05
21140 - Store Worker I 16.63
21150 - Stock Clerk 19.62
21210 - Tools And Parts Attendant 16.09
21410 - Warehouse Specialist 16.09
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.70
23019 - Aircraft Logs and Records Technician 21.79
23021 - Aircraft Mechanic I 24.48
23022 - Aircraft Mechanic II 25.70
23023 - Aircraft Mechanic III 26.98
23040 - Aircraft Mechanic Helper 18.50
23050 - Aircraft Painter 23.80
23060 - Aircraft Servicer 21.79
23070 - Aircraft Survival Flight Equipment Technician 23.80
23080 - Aircraft Worker 22.40
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.40
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.48
23110 - Appliance Mechanic 23.00

23120 - Bicycle Repairer	19.30
23125 - Cable Splicer	33.68
23130 - Carpenter Maintenance	19.73
23140 - Carpet Layer	21.88
23160 - Electrician Maintenance	23.34
23181 - Electronics Technician Maintenance I	21.88
23182 - Electronics Technician Maintenance II	23.00
23183 - Electronics Technician Maintenance III	23.90
23260 - Fabric Worker	20.60
23290 - Fire Alarm System Mechanic	23.90
23310 - Fire Extinguisher Repairer	19.30
23311 - Fuel Distribution System Mechanic	23.90
23312 - Fuel Distribution System Operator	19.30
23370 - General Maintenance Worker	19.06
23380 - Ground Support Equipment Mechanic	24.48
23381 - Ground Support Equipment Servicer	21.79
23382 - Ground Support Equipment Worker	22.40
23391 - Gunsmith I	19.30
23392 - Gunsmith II	21.88
23393 - Gunsmith III	23.90
23410 - Heating Ventilation And Air-Conditioning Mechanic	21.39
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	22.31
23430 - Heavy Equipment Mechanic	26.55
23440 - Heavy Equipment Operator	20.96
23460 - Instrument Mechanic	25.43
23465 - Laboratory/Shelter Mechanic	23.00
23470 - Laborer	12.98
23510 - Locksmith	23.00
23530 - Machinery Maintenance Mechanic	23.34
23550 - Machinist Maintenance	22.54
23580 - Maintenance Trades Helper	17.01
23591 - Metrology Technician I	25.43
23592 - Metrology Technician II	26.40
23593 - Metrology Technician III	27.54
23640 - Millwright	24.90
23710 - Office Appliance Repairer	21.04
23760 - Painter Maintenance	23.00
23790 - Pipefitter Maintenance	27.89
23810 - Plumber Maintenance	26.16
23820 - Pneudraulic Systems Mechanic	23.90
23850 - Rigger	23.90
23870 - Scale Mechanic	21.88
23890 - Sheet-Metal Worker Maintenance	23.90
23910 - Small Engine Mechanic	21.88
23931 - Telecommunications Mechanic I	22.94
23932 - Telecommunications Mechanic II	23.76
23950 - Telephone Lineman	23.81
23960 - Welder Combination Maintenance	22.54

23965 - Well Driller	23.90
23970 - Woodcraft Worker	23.90
23980 - Woodworker	19.30
24000 - Personal Needs Occupations	
24550 - Case Manager	13.15
24570 - Child Care Attendant	9.94
24580 - Child Care Center Clerk	12.40
24610 - Chore Aide	11.52
24620 - Family Readiness And Support Services Coordinator	13.15
24630 - Homemaker	13.15
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.90
25040 - Sewage Plant Operator	19.57
25070 - Stationary Engineer	23.90
25190 - Ventilation Equipment Tender	18.00
25210 - Water Treatment Plant Operator	17.97
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.97
27007 - Baggage Inspector	16.06
27008 - Corrections Officer	20.89
27010 - Court Security Officer	20.89
27030 - Detection Dog Handler	17.97
27040 - Detention Officer	20.89
27070 - Firefighter	20.59
27101 - Guard I	16.06
27102 - Guard II	17.97
27131 - Police Officer I	19.87
27132 - Police Officer II	22.08
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.57
28042 - Carnival Equipment Repairer	12.41
28043 - Carnival Worker	9.17
28210 - Gate Attendant/Gate Tender	15.40
28310 - Lifeguard	13.32
28350 - Park Attendant (Aide)	17.23
28510 - Recreation Aide/Health Facility Attendant	13.43
28515 - Recreation Specialist	18.26
28630 - Sports Official	13.72
28690 - Swimming Pool Operator	15.35
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.88
29020 - Hatch Tender	21.88
29030 - Line Handler	21.88
29041 - Stevedore I	20.60
29042 - Stevedore II	23.00
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		18.17
30022 - Archeological Technician II		20.32
30023 - Archeological Technician III		25.19
30030 - Cartographic Technician		25.19
30040 - Civil Engineering Technician		24.71
30051 - Cryogenic Technician I		21.59
30052 - Cryogenic Technician II		23.85
30061 - Drafter/CAD Operator I		18.17
30062 - Drafter/CAD Operator II		20.32
30063 - Drafter/CAD Operator III		22.67
30064 - Drafter/CAD Operator IV		27.88
30081 - Engineering Technician I		19.98
30082 - Engineering Technician II		22.43
30083 - Engineering Technician III		25.09
30084 - Engineering Technician IV		31.08
30085 - Engineering Technician V		38.03
30086 - Engineering Technician VI		46.01
30090 - Environmental Technician		21.05
30095 - Evidence Control Specialist		19.49
30210 - Laboratory Technician		27.95
30221 - Latent Fingerprint Technician I		21.59
30222 - Latent Fingerprint Technician II		23.85
30240 - Mathematical Technician		26.61
30361 - Paralegal/Legal Assistant I		19.75
30362 - Paralegal/Legal Assistant II		26.15
30363 - Paralegal/Legal Assistant III		29.48
30364 - Paralegal/Legal Assistant IV		35.63
30375 - Petroleum Supply Specialist		23.85
30390 - Photo-Optics Technician		25.19
30395 - Radiation Control Technician		23.85
30461 - Technical Writer I		19.73
30462 - Technical Writer II		24.14
30463 - Technical Writer III		29.20
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		27.88
30502 - Weather Forecaster II		33.91
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.67
30621 - Weather Observer Senior	(see 2)	24.33
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		13.88
31030 - Bus Driver		19.94
31043 - Driver Courier		12.90
31260 - Parking and Lot Attendant		12.78
31290 - Shuttle Bus Driver		15.90

31310 - Taxi Driver	12.34
31361 - Truckdriver Light	15.90
31362 - Truckdriver Medium	16.56
31363 - Truckdriver Heavy	21.36
31364 - Truckdriver Tractor-Trailer	21.36
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.955
99030 - Cashier	10.06
99050 - Desk Clerk	9.46
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	16.36
99252 - Laboratory Animal Caretaker II	17.47
99260 - Marketing Analyst	25.82
99310 - Mortician	25.35
99410 - Pest Controller	17.19
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	18.15
99711 - Recycling Specialist	21.06
99730 - Refuse Collector	16.69
99810 - Sales Clerk	12.99
99820 - School Crossing Guard	16.69
99830 - Survey Party Chief	18.47
99831 - Surveying Aide	16.22
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	20.32
99841 - Vending Machine Repairer	24.00
99842 - Vending Machine Repairer Helper	20.32

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 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.: 2015-4682
Revision No.: 11
Date Of Last Revision: 06/24/2020

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: Kentucky

Area: Kentucky Counties of Hardin Larue Meade

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.18
01012 - Accounting Clerk II		15.92
01013 - Accounting Clerk III		17.82
01020 - Administrative Assistant		21.20
01035 - Court Reporter		17.22
01041 - Customer Service Representative I		12.34
01042 - Customer Service Representative II		13.87
01043 - Customer Service Representative III		15.13
01051 - Data Entry Operator I		12.44
01052 - Data Entry Operator II		13.63
01060 - Dispatcher Motor Vehicle		20.21
01070 - Document Preparation Clerk		15.39

01090 - Duplicating Machine Operator	15.39
01111 - General Clerk I	12.96
01112 - General Clerk II	14.14
01113 - General Clerk III	15.87
01120 - Housing Referral Assistant	20.99
01141 - Messenger Courier	11.06
01191 - Order Clerk I	13.99
01192 - Order Clerk II	16.68
01261 - Personnel Assistant (Employment) I	18.60
01262 - Personnel Assistant (Employment) II	20.81
01263 - Personnel Assistant (Employment) III	23.20
01270 - Production Control Clerk	23.59
01290 - Rental Clerk	12.53
01300 - Scheduler Maintenance	16.39
01311 - Secretary I	16.39
01312 - Secretary II	18.99
01313 - Secretary III	20.99
01320 - Service Order Dispatcher	18.07
01410 - Supply Technician	21.20
01420 - Survey Worker	15.50
01460 - Switchboard Operator/Receptionist	13.18
01531 - Travel Clerk I	13.62
01532 - Travel Clerk II	14.25
01533 - Travel Clerk III	14.95
01611 - Word Processor I	13.57
01612 - Word Processor II	15.23
01613 - Word Processor III	17.22
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	21.11
05010 - Automotive Electrician	20.33
05040 - Automotive Glass Installer	19.78
05070 - Automotive Worker	19.35
05110 - Mobile Equipment Servicer	17.20
05130 - Motor Equipment Metal Mechanic	21.11
05160 - Motor Equipment Metal Worker	19.35
05190 - Motor Vehicle Mechanic	21.11
05220 - Motor Vehicle Mechanic Helper	16.14
05250 - Motor Vehicle Upholstery Worker	18.36
05280 - Motor Vehicle Wrecker	19.35
05310 - Painter Automotive	20.33
05340 - Radiator Repair Specialist	19.35
05370 - Tire Repairer	13.74
05400 - Transmission Repair Specialist	21.11
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.15
07041 - Cook I	11.65
07042 - Cook II	13.24
07070 - Dishwasher	10.54
07130 - Food Service Worker	9.91
07210 - Meat Cutter	15.99

07260 - Waiter/Waitress	9.19
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.64
09040 - Furniture Handler	15.51
09080 - Furniture Refinisher	21.64
09090 - Furniture Refinisher Helper	17.18
09110 - Furniture Repairer Minor	20.06
09130 - Upholsterer	21.64
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.32
11060 - Elevator Operator	12.63
11090 - Gardener	16.69
11122 - Housekeeping Aide	12.63
11150 - Janitor	12.63
11210 - Laborer Grounds Maintenance	13.45
11240 - Maid or Houseman	9.95
11260 - Pruner	12.38
11270 - Tractor Operator	15.57
11330 - Trail Maintenance Worker	13.45
11360 - Window Cleaner	13.72
12000 - Health Occupations	
12010 - Ambulance Driver	18.28
12011 - Breath Alcohol Technician	18.94
12012 - Certified Occupational Therapist Assistant	25.98
12015 - Certified Physical Therapist Assistant	29.19
12020 - Dental Assistant	16.66
12025 - Dental Hygienist	31.21
12030 - EKG Technician	28.69
12035 - Electroneurodiagnostic Technologist	28.69
12040 - Emergency Medical Technician	18.28
12071 - Licensed Practical Nurse I	16.92
12072 - Licensed Practical Nurse II	18.94
12073 - Licensed Practical Nurse III	21.11
12100 - Medical Assistant	14.47
12130 - Medical Laboratory Technician	22.03
12160 - Medical Record Clerk	19.51
12190 - Medical Record Technician	21.83
12195 - Medical Transcriptionist	16.92
12210 - Nuclear Medicine Technologist	41.61
12221 - Nursing Assistant I	11.64
12222 - Nursing Assistant II	13.09
12223 - Nursing Assistant III	14.28
12224 - Nursing Assistant IV	16.03
12235 - Optical Dispenser	18.94
12236 - Optical Technician	16.92
12250 - Pharmacy Technician	15.05
12280 - Phlebotomist	16.92
12305 - Radiologic Technologist	26.87
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)		23.45
12320 - Substance Abuse Treatment Counselor		21.18
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.53
13012 - Exhibits Specialist II		27.91
13013 - Exhibits Specialist III		34.14
13041 - Illustrator I		22.72
13042 - Illustrator II		28.15
13043 - Illustrator III		34.43
13047 - Librarian		31.16
13050 - Library Aide/Clerk		16.26
13054 - Library Information Technology Systems Administrator		28.13
13058 - Library Technician		18.78
13061 - Media Specialist I		20.14
13062 - Media Specialist II		22.53
13063 - Media Specialist III		25.12
13071 - Photographer I		20.14
13072 - Photographer II		22.53
13073 - Photographer III		27.91
13074 - Photographer IV		34.14
13075 - Photographer V		41.31
13090 - Technical Order Library Clerk		17.31
13110 - Video Teleconference Technician		20.35
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.80
14042 - Computer Operator II		17.67
14043 - Computer Operator III		19.71
14044 - Computer Operator IV		21.90
14045 - Computer Operator V		24.24
14071 - Computer Programmer I	(see 1)	21.18
14072 - Computer Programmer II	(see 1)	26.25
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		15.80
14160 - Personal Computer Support Technician		21.90
14170 - System Support Specialist		28.15
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.41
15020 - Aircrew Training Devices Instructor (Rated)		34.36
15030 - Air Crew Training Devices Instructor (Pilot)		41.18
15050 - Computer Based Training Specialist / Instructor		28.41
15060 - Educational Technologist		37.63

15070 - Flight Instructor (Pilot) 41.18
15080 - Graphic Artist 21.68
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.18
15086 - Maintenance Test Pilot Rotary Wing 41.18
15088 - Non-Maintenance Test/Co-Pilot 41.18
15090 - Technical Instructor 21.08
15095 - Technical Instructor/Course Developer 25.79
15110 - Test Proctor 17.02
15120 - Tutor 17.02
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.47
16030 - Counter Attendant 10.47
16040 - Dry Cleaner 13.62
16070 - Finisher Flatwork Machine 10.47
16090 - Presser Hand 10.47
16110 - Presser Machine Drycleaning 10.47
16130 - Presser Machine Shirts 10.47
16160 - Presser Machine Wearing Apparel Laundry 10.47
16190 - Sewing Machine Operator 14.45
16220 - Tailor 15.24
16250 - Washer Machine 11.82
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.00
19040 - Tool And Die Maker 26.91
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.09
21030 - Material Coordinator 23.59
21040 - Material Expediter 23.59
21050 - Material Handling Laborer 12.98
21071 - Order Filler 12.37
21080 - Production Line Worker (Food Processing) 16.09
21110 - Shipping Packer 18.05
21130 - Shipping/Receiving Clerk 18.05
21140 - Store Worker I 16.63
21150 - Stock Clerk 19.62
21210 - Tools And Parts Attendant 16.09
21410 - Warehouse Specialist 16.09
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.70
23019 - Aircraft Logs and Records Technician 21.79
23021 - Aircraft Mechanic I 24.48
23022 - Aircraft Mechanic II 25.70
23023 - Aircraft Mechanic III 26.98
23040 - Aircraft Mechanic Helper 18.50
23050 - Aircraft Painter 23.80
23060 - Aircraft Servicer 21.79
23070 - Aircraft Survival Flight Equipment Technician 23.80
23080 - Aircraft Worker 22.40
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.40

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.48
23110 - Appliance Mechanic 23.00
23120 - Bicycle Repairer 19.30
23125 - Cable Splicer 33.68
23130 - Carpenter Maintenance 19.73
23140 - Carpet Layer 21.88
23160 - Electrician Maintenance 23.34
23181 - Electronics Technician Maintenance I 21.88
23182 - Electronics Technician Maintenance II 23.00
23183 - Electronics Technician Maintenance III 23.90
23260 - Fabric Worker 20.60
23290 - Fire Alarm System Mechanic 23.90
23310 - Fire Extinguisher Repairer 19.30
23311 - Fuel Distribution System Mechanic 23.90
23312 - Fuel Distribution System Operator 19.30
23370 - General Maintenance Worker 19.06
23380 - Ground Support Equipment Mechanic 24.48
23381 - Ground Support Equipment Servicer 21.79
23382 - Ground Support Equipment Worker 22.40
23391 - Gunsmith I 19.30
23392 - Gunsmith II 21.88
23393 - Gunsmith III 23.90
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.39
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.31
23430 - Heavy Equipment Mechanic 26.55
23440 - Heavy Equipment Operator 20.96
23460 - Instrument Mechanic 25.43
23465 - Laboratory/Shelter Mechanic 23.00
23470 - Laborer 12.98
23510 - Locksmith 23.00
23530 - Machinery Maintenance Mechanic 23.34
23550 - Machinist Maintenance 22.54
23580 - Maintenance Trades Helper 17.01
23591 - Metrology Technician I 25.43
23592 - Metrology Technician II 26.40
23593 - Metrology Technician III 27.54
23640 - Millwright 24.90
23710 - Office Appliance Repairer 21.04
23760 - Painter Maintenance 23.00
23790 - Pipefitter Maintenance 27.89
23810 - Plumber Maintenance 26.16
23820 - Pneudraulic Systems Mechanic 23.90
23850 - Rigger 23.90
23870 - Scale Mechanic 21.88
23890 - Sheet-Metal Worker Maintenance 23.90
23910 - Small Engine Mechanic 21.88
23931 - Telecommunications Mechanic I 22.94

23932 - Telecommunications Mechanic II 23.76
23950 - Telephone Lineman 23.81
23960 - Welder Combination Maintenance 22.54
23965 - Well Driller 23.90
23970 - Woodcraft Worker 23.90
23980 - Woodworker 19.30
24000 - Personal Needs Occupations
24550 - Case Manager 13.15
24570 - Child Care Attendant 9.94
24580 - Child Care Center Clerk 12.40
24610 - Chore Aide 11.52
24620 - Family Readiness And Support Services Coordinator 13.15
24630 - Homemaker 13.15
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 23.90
25040 - Sewage Plant Operator 19.57
25070 - Stationary Engineer 23.90
25190 - Ventilation Equipment Tender 18.00
25210 - Water Treatment Plant Operator 17.97
27000 - Protective Service Occupations
27004 - Alarm Monitor 17.97
27007 - Baggage Inspector 16.06
27008 - Corrections Officer 20.89
27010 - Court Security Officer 20.89
27030 - Detection Dog Handler 17.97
27040 - Detention Officer 20.89
27070 - Firefighter 20.59
27101 - Guard I 16.06
27102 - Guard II 17.97
27131 - Police Officer I 19.87
27132 - Police Officer II 22.08
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 11.57
28042 - Carnival Equipment Repairer 12.41
28043 - Carnival Worker 9.17
28210 - Gate Attendant/Gate Tender 15.40
28310 - Lifeguard 13.32
28350 - Park Attendant (Aide) 17.23
28510 - Recreation Aide/Health Facility Attendant 13.43
28515 - Recreation Specialist 18.26
28630 - Sports Official 13.72
28690 - Swimming Pool Operator 15.35
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 21.88
29020 - Hatch Tender 21.88
29030 - Line Handler 21.88
29041 - Stevedore I 20.60
29042 - Stevedore II 23.00
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 18.17
30022 - Archeological Technician II 20.32
30023 - Archeological Technician III 25.19
30030 - Cartographic Technician 25.19
30040 - Civil Engineering Technician 24.71
30051 - Cryogenic Technician I 21.59
30052 - Cryogenic Technician II 23.85
30061 - Drafter/CAD Operator I 18.17
30062 - Drafter/CAD Operator II 20.32
30063 - Drafter/CAD Operator III 22.67
30064 - Drafter/CAD Operator IV 27.88
30081 - Engineering Technician I 19.98
30082 - Engineering Technician II 22.43
30083 - Engineering Technician III 25.09
30084 - Engineering Technician IV 31.08
30085 - Engineering Technician V 38.03
30086 - Engineering Technician VI 46.01
30090 - Environmental Technician 21.05
30095 - Evidence Control Specialist 19.49
30210 - Laboratory Technician 27.95
30221 - Latent Fingerprint Technician I 21.59
30222 - Latent Fingerprint Technician II 23.85
30240 - Mathematical Technician 26.61
30361 - Paralegal/Legal Assistant I 19.75
30362 - Paralegal/Legal Assistant II 26.15
30363 - Paralegal/Legal Assistant III 29.48
30364 - Paralegal/Legal Assistant IV 35.63
30375 - Petroleum Supply Specialist 23.85
30390 - Photo-Optics Technician 25.19
30395 - Radiation Control Technician 23.85
30461 - Technical Writer I 19.73
30462 - Technical Writer II 24.14
30463 - Technical Writer III 29.20
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 27.88
30502 - Weather Forecaster II 33.91
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.67
30621 - Weather Observer Senior (see 2) 24.33
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 13.88
31030 - Bus Driver 19.94

31043 - Driver Courier	12.90
31260 - Parking and Lot Attendant	12.78
31290 - Shuttle Bus Driver	15.90
31310 - Taxi Driver	12.34
31361 - Truckdriver Light	15.90
31362 - Truckdriver Medium	16.56
31363 - Truckdriver Heavy	21.36
31364 - Truckdriver Tractor-Trailer	21.36
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.955
99030 - Cashier	10.06
99050 - Desk Clerk	9.46
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	16.36
99252 - Laboratory Animal Caretaker II	17.47
99260 - Marketing Analyst	25.82
99310 - Mortician	25.35
99410 - Pest Controller	17.19
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	18.15
99711 - Recycling Specialist	21.06
99730 - Refuse Collector	16.69
99810 - Sales Clerk	12.99
99820 - School Crossing Guard	16.69
99830 - Survey Party Chief	18.47
99831 - Surveying Aide	16.22
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	20.32
99841 - Vending Machine Repairer	24.00
99842 - Vending Machine Repairer Helper	20.32

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 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.: 2015-4683
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: Kentucky

Area: Kentucky Counties of Bourbon Clark Fayette Jessamine Scott Woodford

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.84
01012 - Accounting Clerk II		16.67
01013 - Accounting Clerk III		18.64
01020 - Administrative Assistant		24.97
01035 - Court Reporter		18.82
01041 - Customer Service Representative I		13.18
01042 - Customer Service Representative II		14.82
01043 - Customer Service Representative III		16.17
01051 - Data Entry Operator I		13.41
01052 - Data Entry Operator II		14.63
01060 - Dispatcher Motor Vehicle		18.49
01070 - Document Preparation Clerk		15.93
01090 - Duplicating Machine Operator		15.93
01111 - General Clerk I		12.68
01112 - General Clerk II		13.83

01113 - General Clerk III 15.53
01120 - Housing Referral Assistant 20.98
01141 - Messenger Courier 14.87
01191 - Order Clerk I 14.96
01192 - Order Clerk II 16.32
01261 - Personnel Assistant (Employment) I 16.47
01262 - Personnel Assistant (Employment) II 18.43
01263 - Personnel Assistant (Employment) III 20.55
01270 - Production Control Clerk 22.35
01290 - Rental Clerk 11.62
01300 - Scheduler Maintenance 16.83
01311 - Secretary I 16.83
01312 - Secretary II 18.82
01313 - Secretary III 20.98
01320 - Service Order Dispatcher 16.54
01410 - Supply Technician 24.97
01420 - Survey Worker 17.74
01460 - Switchboard Operator/Receptionist 14.36
01531 - Travel Clerk I 18.20
01532 - Travel Clerk II 19.11
01533 - Travel Clerk III 19.98
01611 - Word Processor I 14.98
01612 - Word Processor II 16.83
01613 - Word Processor III 18.82
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.24
05010 - Automotive Electrician 18.92
05040 - Automotive Glass Installer 18.01
05070 - Automotive Worker 18.01
05110 - Mobile Equipment Servicer 15.89
05130 - Motor Equipment Metal Mechanic 19.67
05160 - Motor Equipment Metal Worker 18.01
05190 - Motor Vehicle Mechanic 19.67
05220 - Motor Vehicle Mechanic Helper 14.81
05250 - Motor Vehicle Upholstery Worker 16.96
05280 - Motor Vehicle Wrecker 18.01
05310 - Painter Automotive 18.92
05340 - Radiator Repair Specialist 18.01
05370 - Tire Repairer 14.63
05400 - Transmission Repair Specialist 19.67
07000 - Food Preparation And Service Occupations
07010 - Baker 12.52
07041 - Cook I 13.88
07042 - Cook II 15.81
07070 - Dishwasher 11.76
07130 - Food Service Worker 11.63
07210 - Meat Cutter 17.00
07260 - Waiter/Waitress 9.20
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 22.35

09040 - Furniture Handler 14.40
09080 - Furniture Refinisher 22.35
09090 - Furniture Refinisher Helper 16.69
09110 - Furniture Repairer Minor 18.61
09130 - Upholsterer 22.35
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.55
11060 - Elevator Operator 13.61
11090 - Gardener 18.65
11122 - Housekeeping Aide 13.61
11150 - Janitor 13.61
11210 - Laborer Grounds Maintenance 14.79
11240 - Maid or Houseman 10.81
11260 - Pruner 13.45
11270 - Tractor Operator 17.34
11330 - Trail Maintenance Worker 14.79
11360 - Window Cleaner 15.05
12000 - Health Occupations
12010 - Ambulance Driver 17.76
12011 - Breath Alcohol Technician 19.58
12012 - Certified Occupational Therapist Assistant 29.66
12015 - Certified Physical Therapist Assistant 26.93
12020 - Dental Assistant 20.94
12025 - Dental Hygienist 30.93
12030 - EKG Technician 25.33
12035 - Electroneurodiagnostic Technologist 25.33
12040 - Emergency Medical Technician 17.76
12071 - Licensed Practical Nurse I 17.51
12072 - Licensed Practical Nurse II 19.58
12073 - Licensed Practical Nurse III 21.82
12100 - Medical Assistant 17.16
12130 - Medical Laboratory Technician 25.31
12160 - Medical Record Clerk 18.99
12190 - Medical Record Technician 21.24
12195 - Medical Transcriptionist 20.33
12210 - Nuclear Medicine Technologist 39.73
12221 - Nursing Assistant I 11.54
12222 - Nursing Assistant II 12.97
12223 - Nursing Assistant III 14.15
12224 - Nursing Assistant IV 15.89
12235 - Optical Dispenser 18.77
12236 - Optical Technician 17.51
12250 - Pharmacy Technician 16.21
12280 - Phlebotomist 15.01
12305 - Radiologic Technologist 25.66
12311 - Registered Nurse I 24.67
12312 - Registered Nurse II 30.18
12313 - Registered Nurse II Specialist 30.18
12314 - Registered Nurse III 36.52
12315 - Registered Nurse III Anesthetist 36.52

12316 - Registered Nurse IV		43.77
12317 - Scheduler (Drug and Alcohol Testing)		26.53
12320 - Substance Abuse Treatment Counselor		17.07
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.72
13012 - Exhibits Specialist II		25.67
13013 - Exhibits Specialist III		31.40
13041 - Illustrator I		20.72
13042 - Illustrator II		25.67
13043 - Illustrator III		31.40
13047 - Librarian		28.43
13050 - Library Aide/Clerk		13.29
13054 - Library Information Technology Systems Administrator		25.67
13058 - Library Technician		15.97
13061 - Media Specialist I		18.53
13062 - Media Specialist II		20.72
13063 - Media Specialist III		23.10
13071 - Photographer I		16.09
13072 - Photographer II		17.99
13073 - Photographer III		22.29
13074 - Photographer IV		27.25
13075 - Photographer V		32.98
13090 - Technical Order Library Clerk		16.69
13110 - Video Teleconference Technician		20.68
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.02
14042 - Computer Operator II		20.15
14043 - Computer Operator III		22.46
14044 - Computer Operator IV		24.97
14045 - Computer Operator V		27.65
14071 - Computer Programmer I	(see 1)	22.36
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		18.02
14160 - Personal Computer Support Technician		24.97
14170 - System Support Specialist		28.21
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.02
15020 - Aircrew Training Devices Instructor (Rated)		35.11
15030 - Air Crew Training Devices Instructor (Pilot)		42.08
15050 - Computer Based Training Specialist / Instructor		29.02
15060 - Educational Technologist		28.39
15070 - Flight Instructor (Pilot)		42.08
15080 - Graphic Artist		22.34
15085 - Maintenance Test Pilot Fixed Jet/Prop		42.08

15086 - Maintenance Test Pilot Rotary Wing 42.08
15088 - Non-Maintenance Test/Co-Pilot 42.08
15090 - Technical Instructor 22.87
15095 - Technical Instructor/Course Developer 27.98
15110 - Test Proctor 18.47
15120 - Tutor 18.47
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.81
16030 - Counter Attendant 10.81
16040 - Dry Cleaner 13.62
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 14.45
16220 - Tailor 15.24
16250 - Washer Machine 11.82
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 29.01
19040 - Tool And Die Maker 34.30
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.72
21030 - Material Coordinator 22.35
21040 - Material Expediter 22.35
21050 - Material Handling Laborer 14.21
21071 - Order Filler 14.18
21080 - Production Line Worker (Food Processing) 15.72
21110 - Shipping Packer 18.64
21130 - Shipping/Receiving Clerk 18.64
21140 - Store Worker I 13.68
21150 - Stock Clerk 18.30
21210 - Tools And Parts Attendant 15.72
21410 - Warehouse Specialist 15.72
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.59
23019 - Aircraft Logs and Records Technician 23.99
23021 - Aircraft Mechanic I 28.35
23022 - Aircraft Mechanic II 29.59
23023 - Aircraft Mechanic III 30.80
23040 - Aircraft Mechanic Helper 20.73
23050 - Aircraft Painter 26.98
23060 - Aircraft Servicer 23.99
23070 - Aircraft Survival Flight Equipment Technician 26.98
23080 - Aircraft Worker 25.40
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.40
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.35
23110 - Appliance Mechanic 28.11

23120 - Bicycle Repairer 19.67
23125 - Cable Splicer 30.66
23130 - Carpenter Maintenance 21.68
23140 - Carpet Layer 22.29
23160 - Electrician Maintenance 23.82
23181 - Electronics Technician Maintenance I 24.38
23182 - Electronics Technician Maintenance II 25.89
23183 - Electronics Technician Maintenance III 27.20
23260 - Fabric Worker 21.02
23290 - Fire Alarm System Mechanic 25.31
23310 - Fire Extinguisher Repairer 19.67
23311 - Fuel Distribution System Mechanic 23.51
23312 - Fuel Distribution System Operator 18.67
23370 - General Maintenance Worker 18.86
23380 - Ground Support Equipment Mechanic 28.35
23381 - Ground Support Equipment Servicer 23.99
23382 - Ground Support Equipment Worker 25.40
23391 - Gunsmith I 19.67
23392 - Gunsmith II 22.29
23393 - Gunsmith III 24.84
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.19
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.21
23430 - Heavy Equipment Mechanic 24.77
23440 - Heavy Equipment Operator 24.23
23460 - Instrument Mechanic 27.85
23465 - Laboratory/Shelter Mechanic 23.64
23470 - Laborer 14.18
23510 - Locksmith 20.89
23530 - Machinery Maintenance Mechanic 32.27
23550 - Machinist Maintenance 23.71
23580 - Maintenance Trades Helper 14.60
23591 - Metrology Technician I 27.85
23592 - Metrology Technician II 29.05
23593 - Metrology Technician III 30.25
23640 - Millwright 28.40
23710 - Office Appliance Repairer 20.33
23760 - Painter Maintenance 18.99
23790 - Pipefitter Maintenance 32.17
23810 - Plumber Maintenance 30.62
23820 - Pneudraulic Systems Mechanic 24.84
23850 - Rigger 24.84
23870 - Scale Mechanic 22.29
23890 - Sheet-Metal Worker Maintenance 21.31
23910 - Small Engine Mechanic 18.47
23931 - Telecommunications Mechanic I 29.31
23932 - Telecommunications Mechanic II 30.59
23950 - Telephone Lineman 24.84
23960 - Welder Combination Maintenance 22.35

23965 - Well Driller 24.84
23970 - Woodcraft Worker 24.84
23980 - Woodworker 19.67
24000 - Personal Needs Occupations
24550 - Case Manager 15.91
24570 - Child Care Attendant 12.09
24580 - Child Care Center Clerk 15.29
24610 - Chore Aide 11.61
24620 - Family Readiness And Support Services Coordinator 15.91
24630 - Homemaker 18.10
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 24.84
25040 - Sewage Plant Operator 20.55
25070 - Stationary Engineer 24.84
25190 - Ventilation Equipment Tender 18.34
25210 - Water Treatment Plant Operator 20.55
27000 - Protective Service Occupations
27004 - Alarm Monitor 19.34
27007 - Baggage Inspector 11.67
27008 - Corrections Officer 19.53
27010 - Court Security Officer 17.86
27030 - Detection Dog Handler 15.17
27040 - Detention Officer 19.53
27070 - Firefighter 17.03
27101 - Guard I 11.67
27102 - Guard II 15.17
27131 - Police Officer I 20.85
27132 - Police Officer II 23.17
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.35
28042 - Carnival Equipment Repairer 13.28
28043 - Carnival Worker 9.52
28210 - Gate Attendant/Gate Tender 14.22
28310 - Lifeguard 12.39
28350 - Park Attendant (Aide) 15.91
28510 - Recreation Aide/Health Facility Attendant 11.61
28515 - Recreation Specialist 19.71
28630 - Sports Official 12.67
28690 - Swimming Pool Operator 16.46
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 27.17
29020 - Hatch Tender 27.17
29030 - Line Handler 27.17
29041 - Stevedore I 25.66
29042 - Stevedore II 28.87
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		18.28
30022 - Archeological Technician II		20.44
30023 - Archeological Technician III		25.32
30030 - Cartographic Technician		25.32
30040 - Civil Engineering Technician		23.29
30051 - Cryogenic Technician I		28.04
30052 - Cryogenic Technician II		30.97
30061 - Drafter/CAD Operator I		18.28
30062 - Drafter/CAD Operator II		20.44
30063 - Drafter/CAD Operator III		22.78
30064 - Drafter/CAD Operator IV		28.04
30081 - Engineering Technician I		16.02
30082 - Engineering Technician II		17.98
30083 - Engineering Technician III		20.67
30084 - Engineering Technician IV		24.92
30085 - Engineering Technician V		31.34
30086 - Engineering Technician VI		36.88
30090 - Environmental Technician		20.66
30095 - Evidence Control Specialist		25.32
30210 - Laboratory Technician		19.92
30221 - Latent Fingerprint Technician I		28.04
30222 - Latent Fingerprint Technician II		30.97
30240 - Mathematical Technician		27.71
30361 - Paralegal/Legal Assistant I		19.74
30362 - Paralegal/Legal Assistant II		26.11
30363 - Paralegal/Legal Assistant III		31.92
30364 - Paralegal/Legal Assistant IV		38.63
30375 - Petroleum Supply Specialist		30.97
30390 - Photo-Optics Technician		25.32
30395 - Radiation Control Technician		30.97
30461 - Technical Writer I		23.87
30462 - Technical Writer II		29.20
30463 - Technical Writer III		35.34
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		28.04
30502 - Weather Forecaster II		34.11
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.78
30621 - Weather Observer Senior	(see 2)	25.32
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		14.50
31030 - Bus Driver		19.26
31043 - Driver Courier		19.15
31260 - Parking and Lot Attendant		12.29
31290 - Shuttle Bus Driver		18.72

31310 - Taxi Driver	13.44
31361 - Truckdriver Light	20.59
31362 - Truckdriver Medium	22.15
31363 - Truckdriver Heavy	23.31
31364 - Truckdriver Tractor-Trailer	23.31
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	10.49
99050 - Desk Clerk	9.96
99095 - Embalmer	25.60
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	13.11
99252 - Laboratory Animal Caretaker II	14.10
99260 - Marketing Analyst	28.57
99310 - Mortician	25.60
99410 - Pest Controller	14.43
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	17.25
99711 - Recycling Specialist	20.01
99730 - Refuse Collector	15.93
99810 - Sales Clerk	11.60
99820 - School Crossing Guard	14.23
99830 - Survey Party Chief	19.64
99831 - Surveying Aide	11.58
99832 - Surveying Technician	17.44
99840 - Vending Machine Attendant	12.79
99841 - Vending Machine Repairer	15.67
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: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4684
Revision No.: 15
Date Of Last Revision: 06/24/2020

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: Kentucky

Area: Kentucky Counties of Bourbon Clark Fayette Jessamine Scott Woodford

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.64
01012 - Accounting Clerk II		16.43
01013 - Accounting Clerk III		18.39
01020 - Administrative Assistant		24.69
01035 - Court Reporter		17.97
01041 - Customer Service Representative I		11.98
01042 - Customer Service Representative II		13.47
01043 - Customer Service Representative III		14.70
01051 - Data Entry Operator I		13.41
01052 - Data Entry Operator II		14.63
01060 - Dispatcher Motor Vehicle		18.08
01070 - Document Preparation Clerk		14.48

01090 - Duplicating Machine Operator 14.48
01111 - General Clerk I 12.68
01112 - General Clerk II 13.83
01113 - General Clerk III 15.53
01120 - Housing Referral Assistant 20.03
01141 - Messenger Courier 14.61
01191 - Order Clerk I 14.96
01192 - Order Clerk II 16.32
01261 - Personnel Assistant (Employment) I 16.47
01262 - Personnel Assistant (Employment) II 18.43
01263 - Personnel Assistant (Employment) III 20.55
01270 - Production Control Clerk 22.11
01290 - Rental Clerk 11.39
01300 - Scheduler Maintenance 16.06
01311 - Secretary I 16.06
01312 - Secretary II 17.97
01313 - Secretary III 20.03
01320 - Service Order Dispatcher 16.16
01410 - Supply Technician 24.69
01420 - Survey Worker 17.11
01460 - Switchboard Operator/Receptionist 13.89
01531 - Travel Clerk I 17.33
01532 - Travel Clerk II 18.19
01533 - Travel Clerk III 19.02
01611 - Word Processor I 14.91
01612 - Word Processor II 16.06
01613 - Word Processor III 17.97
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.83
05010 - Automotive Electrician 18.92
05040 - Automotive Glass Installer 18.01
05070 - Automotive Worker 18.01
05110 - Mobile Equipment Servicer 15.89
05130 - Motor Equipment Metal Mechanic 19.67
05160 - Motor Equipment Metal Worker 18.01
05190 - Motor Vehicle Mechanic 19.67
05220 - Motor Vehicle Mechanic Helper 14.81
05250 - Motor Vehicle Upholstery Worker 16.96
05280 - Motor Vehicle Wrecker 18.01
05310 - Painter Automotive 18.92
05340 - Radiator Repair Specialist 18.01
05370 - Tire Repairer 14.63
05400 - Transmission Repair Specialist 19.67
07000 - Food Preparation And Service Occupations
07010 - Baker 12.52
07041 - Cook I 13.88
07042 - Cook II 15.81
07070 - Dishwasher 10.69
07130 - Food Service Worker 11.63
07210 - Meat Cutter 17.00

07260 - Waiter/Waitress	9.19
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.32
09040 - Furniture Handler	13.09
09080 - Furniture Refinisher	20.32
09090 - Furniture Refinisher Helper	15.17
09110 - Furniture Repairer Minor	16.92
09130 - Upholsterer	20.32
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.57
11060 - Elevator Operator	13.32
11090 - Gardener	18.21
11122 - Housekeeping Aide	13.32
11150 - Janitor	13.32
11210 - Laborer Grounds Maintenance	14.63
11240 - Maid or Houseman	10.36
11260 - Pruner	13.45
11270 - Tractor Operator	16.97
11330 - Trail Maintenance Worker	14.63
11360 - Window Cleaner	14.73
12000 - Health Occupations	
12010 - Ambulance Driver	17.76
12011 - Breath Alcohol Technician	19.47
12012 - Certified Occupational Therapist Assistant	28.43
12015 - Certified Physical Therapist Assistant	26.93
12020 - Dental Assistant	19.50
12025 - Dental Hygienist	30.93
12030 - EKG Technician	25.33
12035 - Electroneurodiagnostic Technologist	25.33
12040 - Emergency Medical Technician	17.76
12071 - Licensed Practical Nurse I	17.40
12072 - Licensed Practical Nurse II	19.47
12073 - Licensed Practical Nurse III	21.71
12100 - Medical Assistant	16.53
12130 - Medical Laboratory Technician	23.01
12160 - Medical Record Clerk	17.26
12190 - Medical Record Technician	19.31
12195 - Medical Transcriptionist	20.33
12210 - Nuclear Medicine Technologist	36.12
12221 - Nursing Assistant I	11.32
12222 - Nursing Assistant II	12.73
12223 - Nursing Assistant III	13.89
12224 - Nursing Assistant IV	15.59
12235 - Optical Dispenser	18.77
12236 - Optical Technician	17.24
12250 - Pharmacy Technician	16.21
12280 - Phlebotomist	14.70
12305 - Radiologic Technologist	25.66
12311 - Registered Nurse I	24.05
12312 - Registered Nurse II	29.43

12313 - Registered Nurse II Specialist		29.43
12314 - Registered Nurse III		35.61
12315 - Registered Nurse III Anesthetist		35.61
12316 - Registered Nurse IV		42.68
12317 - Scheduler (Drug and Alcohol Testing)		24.12
12320 - Substance Abuse Treatment Counselor		17.07
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.64
13012 - Exhibits Specialist II		25.57
13013 - Exhibits Specialist III		31.28
13041 - Illustrator I		20.64
13042 - Illustrator II		25.57
13043 - Illustrator III		31.28
13047 - Librarian		28.32
13050 - Library Aide/Clerk		12.77
13054 - Library Information Technology Systems Administrator		25.57
13058 - Library Technician		15.97
13061 - Media Specialist I		18.45
13062 - Media Specialist II		20.64
13063 - Media Specialist III		23.01
13071 - Photographer I		16.09
13072 - Photographer II		17.99
13073 - Photographer III		22.29
13074 - Photographer IV		27.25
13075 - Photographer V		32.98
13090 - Technical Order Library Clerk		16.04
13110 - Video Teleconference Technician		20.68
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.32
14042 - Computer Operator II		19.39
14043 - Computer Operator III		21.60
14044 - Computer Operator IV		24.01
14045 - Computer Operator V		26.59
14071 - Computer Programmer I	(see 1)	22.36
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		17.32
14160 - Personal Computer Support Technician		24.01
14170 - System Support Specialist		28.21
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.02
15020 - Aircrew Training Devices Instructor (Rated)		35.11
15030 - Air Crew Training Devices Instructor (Pilot)		42.08
15050 - Computer Based Training Specialist / Instructor		29.02
15060 - Educational Technologist		28.39

15070 - Flight Instructor (Pilot) 42.08
15080 - Graphic Artist 22.34
15085 - Maintenance Test Pilot Fixed Jet/Prop 42.08
15086 - Maintenance Test Pilot Rotary Wing 42.08
15088 - Non-Maintenance Test/Co-Pilot 42.08
15090 - Technical Instructor 22.87
15095 - Technical Instructor/Course Developer 27.98
15110 - Test Proctor 18.47
15120 - Tutor 18.47
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.81
16030 - Counter Attendant 10.81
16040 - Dry Cleaner 13.62
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 14.45
16220 - Tailor 15.24
16250 - Washer Machine 11.82
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 29.01
19040 - Tool And Die Maker 34.30
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.72
21030 - Material Coordinator 22.11
21040 - Material Expediter 22.11
21050 - Material Handling Laborer 13.80
21071 - Order Filler 14.18
21080 - Production Line Worker (Food Processing) 15.72
21110 - Shipping Packer 17.89
21130 - Shipping/Receiving Clerk 17.89
21140 - Store Worker I 13.68
21150 - Stock Clerk 18.30
21210 - Tools And Parts Attendant 15.72
21410 - Warehouse Specialist 15.72
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.49
23019 - Aircraft Logs and Records Technician 23.09
23021 - Aircraft Mechanic I 27.29
23022 - Aircraft Mechanic II 28.49
23023 - Aircraft Mechanic III 29.64
23040 - Aircraft Mechanic Helper 19.95
23050 - Aircraft Painter 25.77
23060 - Aircraft Servicer 23.09
23070 - Aircraft Survival Flight Equipment Technician 25.77
23080 - Aircraft Worker 24.45
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.45

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.29
23110 - Appliance Mechanic 25.55
23120 - Bicycle Repairer 19.67
23125 - Cable Splicer 30.66
23130 - Carpenter Maintenance 21.68
23140 - Carpet Layer 22.29
23160 - Electrician Maintenance 23.82
23181 - Electronics Technician Maintenance I 24.38
23182 - Electronics Technician Maintenance II 25.89
23183 - Electronics Technician Maintenance III 27.20
23260 - Fabric Worker 21.02
23290 - Fire Alarm System Mechanic 24.09
23310 - Fire Extinguisher Repairer 19.67
23311 - Fuel Distribution System Mechanic 23.51
23312 - Fuel Distribution System Operator 18.67
23370 - General Maintenance Worker 18.03
23380 - Ground Support Equipment Mechanic 27.29
23381 - Ground Support Equipment Servicer 23.09
23382 - Ground Support Equipment Worker 24.45
23391 - Gunsmith I 19.67
23392 - Gunsmith II 22.29
23393 - Gunsmith III 24.84
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.08
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.01
23430 - Heavy Equipment Mechanic 24.58
23440 - Heavy Equipment Operator 24.23
23460 - Instrument Mechanic 27.85
23465 - Laboratory/Shelter Mechanic 23.64
23470 - Laborer 12.89
23510 - Locksmith 18.99
23530 - Machinery Maintenance Mechanic 31.00
23550 - Machinist Maintenance 22.56
23580 - Maintenance Trades Helper 14.60
23591 - Metrology Technician I 27.85
23592 - Metrology Technician II 29.05
23593 - Metrology Technician III 30.25
23640 - Millwright 27.51
23710 - Office Appliance Repairer 20.33
23760 - Painter Maintenance 18.99
23790 - Pipefitter Maintenance 30.64
23810 - Plumber Maintenance 29.16
23820 - Pneudraulic Systems Mechanic 24.84
23850 - Rigger 24.84
23870 - Scale Mechanic 22.29
23890 - Sheet-Metal Worker Maintenance 21.31
23910 - Small Engine Mechanic 18.47
23931 - Telecommunications Mechanic I 29.31

23932 - Telecommunications Mechanic II 30.59
23950 - Telephone Lineman 24.84
23960 - Welder Combination Maintenance 22.35
23965 - Well Driller 24.84
23970 - Woodcraft Worker 24.84
23980 - Woodworker 19.67
24000 - Personal Needs Occupations
24550 - Case Manager 15.91
24570 - Child Care Attendant 12.09
24580 - Child Care Center Clerk 15.29
24610 - Chore Aide 11.32
24620 - Family Readiness And Support Services Coordinator 15.91
24630 - Homemaker 18.10
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 24.84
25040 - Sewage Plant Operator 19.65
25070 - Stationary Engineer 24.84
25190 - Ventilation Equipment Tender 18.34
25210 - Water Treatment Plant Operator 19.65
27000 - Protective Service Occupations
27004 - Alarm Monitor 19.34
27007 - Baggage Inspector 11.07
27008 - Corrections Officer 19.53
27010 - Court Security Officer 17.86
27030 - Detection Dog Handler 15.17
27040 - Detention Officer 19.53
27070 - Firefighter 16.64
27101 - Guard I 11.07
27102 - Guard II 15.17
27131 - Police Officer I 19.95
27132 - Police Officer II 22.17
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 11.93
28042 - Carnival Equipment Repairer 12.83
28043 - Carnival Worker 9.20
28210 - Gate Attendant/Gate Tender 14.22
28310 - Lifeguard 11.99
28350 - Park Attendant (Aide) 15.91
28510 - Recreation Aide/Health Facility Attendant 11.61
28515 - Recreation Specialist 19.71
28630 - Sports Official 12.67
28690 - Swimming Pool Operator 16.46
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 25.46
29020 - Hatch Tender 25.46
29030 - Line Handler 25.46
29041 - Stevedore I 24.05
29042 - Stevedore II 27.05
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.14
30022 - Archeological Technician II 19.18
30023 - Archeological Technician III 23.75
30030 - Cartographic Technician 23.75
30040 - Civil Engineering Technician 22.61
30051 - Cryogenic Technician I 26.31
30052 - Cryogenic Technician II 29.06
30061 - Drafter/CAD Operator I 17.14
30062 - Drafter/CAD Operator II 19.18
30063 - Drafter/CAD Operator III 21.38
30064 - Drafter/CAD Operator IV 26.31
30081 - Engineering Technician I 16.02
30082 - Engineering Technician II 17.98
30083 - Engineering Technician III 20.67
30084 - Engineering Technician IV 24.92
30085 - Engineering Technician V 31.34
30086 - Engineering Technician VI 36.88
30090 - Environmental Technician 20.66
30095 - Evidence Control Specialist 23.75
30210 - Laboratory Technician 19.10
30221 - Latent Fingerprint Technician I 26.31
30222 - Latent Fingerprint Technician II 29.06
30240 - Mathematical Technician 25.19
30361 - Paralegal/Legal Assistant I 19.13
30362 - Paralegal/Legal Assistant II 26.11
30363 - Paralegal/Legal Assistant III 31.92
30364 - Paralegal/Legal Assistant IV 38.63
30375 - Petroleum Supply Specialist 29.06
30390 - Photo-Optics Technician 23.75
30395 - Radiation Control Technician 29.06
30461 - Technical Writer I 22.62
30462 - Technical Writer II 27.67
30463 - Technical Writer III 33.47
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 26.31
30502 - Weather Forecaster II 32.01
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 14.50
31030 - Bus Driver 19.26

31043 - Driver Courier	17.41
31260 - Parking and Lot Attendant	11.17
31290 - Shuttle Bus Driver	18.72
31310 - Taxi Driver	12.22
31361 - Truckdriver Light	18.72
31362 - Truckdriver Medium	20.14
31363 - Truckdriver Heavy	21.19
31364 - Truckdriver Tractor-Trailer	21.19
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.74
99050 - Desk Clerk	9.96
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.63
99252 - Laboratory Animal Caretaker II	13.54
99260 - Marketing Analyst	28.57
99310 - Mortician	25.35
99410 - Pest Controller	14.43
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	17.25
99711 - Recycling Specialist	20.01
99730 - Refuse Collector	15.93
99810 - Sales Clerk	11.59
99820 - School Crossing Guard	14.10
99830 - Survey Party Chief	18.98
99831 - Surveying Aide	11.19
99832 - Surveying Technician	16.85
99840 - Vending Machine Attendant	12.67
99841 - Vending Machine Repairer	14.76
99842 - Vending Machine Repairer Helper	12.67

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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4685
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: Kentucky

Area: Kentucky Counties of Daviess Hancock McLean

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		22.03
01035 - Court Reporter		17.91
01041 - Customer Service Representative I		11.25
01042 - Customer Service Representative II		12.65
01043 - Customer Service Representative III		13.80
01051 - Data Entry Operator I		13.23
01052 - Data Entry Operator II		14.43
01060 - Dispatcher Motor Vehicle		16.85
01070 - Document Preparation Clerk		14.26
01090 - Duplicating Machine Operator		14.26
01111 - General Clerk I		12.62
01112 - General Clerk II		13.77

01113 - General Clerk III 15.46
01120 - Housing Referral Assistant 19.96
01141 - Messenger Courier 11.62
01191 - Order Clerk I 13.33
01192 - Order Clerk II 14.54
01261 - Personnel Assistant (Employment) I 16.55
01262 - Personnel Assistant (Employment) II 18.52
01263 - Personnel Assistant (Employment) III 20.65
01270 - Production Control Clerk 22.48
01290 - Rental Clerk 10.68
01300 - Scheduler Maintenance 16.00
01311 - Secretary I 16.00
01312 - Secretary II 17.91
01313 - Secretary III 19.96
01320 - Service Order Dispatcher 15.06
01410 - Supply Technician 22.03
01420 - Survey Worker 14.00
01460 - Switchboard Operator/Receptionist 13.89
01531 - Travel Clerk I 13.62
01532 - Travel Clerk II 14.25
01533 - Travel Clerk III 14.95
01611 - Word Processor I 14.26
01612 - Word Processor II 16.00
01613 - Word Processor III 17.91
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 17.91
05010 - Automotive Electrician 17.65
05040 - Automotive Glass Installer 16.64
05070 - Automotive Worker 16.64
05110 - Mobile Equipment Servicer 14.64
05130 - Motor Equipment Metal Mechanic 18.65
05160 - Motor Equipment Metal Worker 16.64
05190 - Motor Vehicle Mechanic 18.65
05220 - Motor Vehicle Mechanic Helper 13.73
05250 - Motor Vehicle Upholstery Worker 15.64
05280 - Motor Vehicle Wrecker 16.64
05310 - Painter Automotive 17.65
05340 - Radiator Repair Specialist 16.64
05370 - Tire Repairer 12.86
05400 - Transmission Repair Specialist 18.65
07000 - Food Preparation And Service Occupations
07010 - Baker 16.33
07041 - Cook I 11.92
07042 - Cook II 13.55
07070 - Dishwasher 9.38
07130 - Food Service Worker 10.52
07210 - Meat Cutter 16.67
07260 - Waiter/Waitress 8.97
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 20.78

09040 - Furniture Handler 13.98
09080 - Furniture Refinisher 20.78
09090 - Furniture Refinisher Helper 16.33
09110 - Furniture Repairer Minor 18.71
09130 - Upholsterer 20.78
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 10.71
11060 - Elevator Operator 10.71
11090 - Gardener 15.86
11122 - Housekeeping Aide 11.23
11150 - Janitor 11.23
11210 - Laborer Grounds Maintenance 12.67
11240 - Maid or Houseman 10.96
11260 - Pruner 11.62
11270 - Tractor Operator 14.78
11330 - Trail Maintenance Worker 12.67
11360 - Window Cleaner 12.28
12000 - Health Occupations
12010 - Ambulance Driver 16.56
12011 - Breath Alcohol Technician 19.53
12012 - Certified Occupational Therapist Assistant 25.59
12015 - Certified Physical Therapist Assistant 27.39
12020 - Dental Assistant 17.16
12025 - Dental Hygienist 27.18
12030 - EKG Technician 29.42
12035 - Electroneurodiagnostic Technologist 29.42
12040 - Emergency Medical Technician 16.56
12071 - Licensed Practical Nurse I 17.46
12072 - Licensed Practical Nurse II 19.53
12073 - Licensed Practical Nurse III 21.78
12100 - Medical Assistant 14.33
12130 - Medical Laboratory Technician 24.75
12160 - Medical Record Clerk 16.26
12190 - Medical Record Technician 18.20
12195 - Medical Transcriptionist 17.46
12210 - Nuclear Medicine Technologist 42.44
12221 - Nursing Assistant I 11.54
12222 - Nursing Assistant II 12.99
12223 - Nursing Assistant III 14.16
12224 - Nursing Assistant IV 15.90
12235 - Optical Dispenser 19.53
12236 - Optical Technician 17.46
12250 - Pharmacy Technician 14.75
12280 - Phlebotomist 15.82
12305 - Radiologic Technologist 25.93
12311 - Registered Nurse I 24.62
12312 - Registered Nurse II 30.12
12313 - Registered Nurse II Specialist 30.12
12314 - Registered Nurse III 36.44
12315 - Registered Nurse III Anesthetist 36.44

12316 - Registered Nurse IV		43.68
12317 - Scheduler (Drug and Alcohol Testing)		24.20
12320 - Substance Abuse Treatment Counselor		23.55
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.89
13012 - Exhibits Specialist II		27.11
13013 - Exhibits Specialist III		33.16
13041 - Illustrator I		21.89
13042 - Illustrator II		27.11
13043 - Illustrator III		33.16
13047 - Librarian		30.03
13050 - Library Aide/Clerk		11.67
13054 - Library Information Technology Systems Administrator		27.11
13058 - Library Technician		17.96
13061 - Media Specialist I		19.56
13062 - Media Specialist II		21.89
13063 - Media Specialist III		24.39
13071 - Photographer I		19.46
13072 - Photographer II		21.78
13073 - Photographer III		26.97
13074 - Photographer IV		30.98
13075 - Photographer V		36.85
13090 - Technical Order Library Clerk		16.13
13110 - Video Teleconference Technician		19.56
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.25
14042 - Computer Operator II		17.07
14043 - Computer Operator III		19.02
14044 - Computer Operator IV		21.13
14045 - Computer Operator V		23.40
14071 - Computer Programmer I	(see 1)	20.94
14072 - Computer Programmer II	(see 1)	25.96
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.25
14160 - Personal Computer Support Technician		21.98
14170 - System Support Specialist		23.40
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.95
15020 - Aircrew Training Devices Instructor (Rated)		36.23
15030 - Air Crew Training Devices Instructor (Pilot)		42.98
15050 - Computer Based Training Specialist / Instructor		29.95
15060 - Educational Technologist		33.80
15070 - Flight Instructor (Pilot)		42.98
15080 - Graphic Artist		23.46
15085 - Maintenance Test Pilot Fixed Jet/Prop		42.98

15086 - Maintenance Test Pilot Rotary Wing 42.98
15088 - Non-Maintenance Test/Co-Pilot 42.98
15090 - Technical Instructor 22.20
15095 - Technical Instructor/Course Developer 27.16
15110 - Test Proctor 17.93
15120 - Tutor 17.93
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.81
16030 - Counter Attendant 10.81
16040 - Dry Cleaner 13.62
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 14.45
16220 - Tailor 15.24
16250 - Washer Machine 11.82
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.73
19040 - Tool And Die Maker 26.52
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.43
21030 - Material Coordinator 22.98
21040 - Material Expediter 22.98
21050 - Material Handling Laborer 15.37
21071 - Order Filler 11.70
21080 - Production Line Worker (Food Processing) 19.43
21110 - Shipping Packer 17.03
21130 - Shipping/Receiving Clerk 17.03
21140 - Store Worker I 14.22
21150 - Stock Clerk 18.58
21210 - Tools And Parts Attendant 19.43
21410 - Warehouse Specialist 19.43
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.05
23019 - Aircraft Logs and Records Technician 20.00
23021 - Aircraft Mechanic I 23.85
23022 - Aircraft Mechanic II 25.05
23023 - Aircraft Mechanic III 26.28
23040 - Aircraft Mechanic Helper 17.46
23050 - Aircraft Painter 22.57
23060 - Aircraft Servicer 20.00
23070 - Aircraft Survival Flight Equipment Technician 22.57
23080 - Aircraft Worker 21.29
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.29
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.85
23110 - Appliance Mechanic 22.57

23120 - Bicycle Repairer 18.72
23125 - Cable Splicer 26.04
23130 - Carpenter Maintenance 19.55
23140 - Carpet Layer 21.29
23160 - Electrician Maintenance 24.87
23181 - Electronics Technician Maintenance I 24.18
23182 - Electronics Technician Maintenance II 25.55
23183 - Electronics Technician Maintenance III 29.60
23260 - Fabric Worker 20.00
23290 - Fire Alarm System Mechanic 23.85
23310 - Fire Extinguisher Repairer 18.72
23311 - Fuel Distribution System Mechanic 25.44
23312 - Fuel Distribution System Operator 21.26
23370 - General Maintenance Worker 21.81
23380 - Ground Support Equipment Mechanic 23.85
23381 - Ground Support Equipment Servicer 20.00
23382 - Ground Support Equipment Worker 21.29
23391 - Gunsmith I 18.72
23392 - Gunsmith II 21.29
23393 - Gunsmith III 23.85
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.99
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.09
23430 - Heavy Equipment Mechanic 23.27
23440 - Heavy Equipment Operator 24.23
23460 - Instrument Mechanic 23.85
23465 - Laboratory/Shelter Mechanic 22.57
23470 - Laborer 15.37
23510 - Locksmith 22.57
23530 - Machinery Maintenance Mechanic 26.49
23550 - Machinist Maintenance 20.42
23580 - Maintenance Trades Helper 16.55
23591 - Metrology Technician I 23.85
23592 - Metrology Technician II 25.05
23593 - Metrology Technician III 26.28
23640 - Millwright 26.62
23710 - Office Appliance Repairer 22.57
23760 - Painter Maintenance 17.47
23790 - Pipefitter Maintenance 27.62
23810 - Plumber Maintenance 26.13
23820 - Pneudraulic Systems Mechanic 23.85
23850 - Rigger 23.85
23870 - Scale Mechanic 21.29
23890 - Sheet-Metal Worker Maintenance 24.54
23910 - Small Engine Mechanic 21.29
23931 - Telecommunications Mechanic I 23.85
23932 - Telecommunications Mechanic II 25.05
23950 - Telephone Lineman 23.85
23960 - Welder Combination Maintenance 19.77

23965 - Well Driller	23.85
23970 - Woodcraft Worker	23.85
23980 - Woodworker	18.72
24000 - Personal Needs Occupations	
24550 - Case Manager	13.42
24570 - Child Care Attendant	9.63
24580 - Child Care Center Clerk	12.43
24610 - Chore Aide	10.50
24620 - Family Readiness And Support Services Coordinator	13.42
24630 - Homemaker	13.42
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.85
25040 - Sewage Plant Operator	26.57
25070 - Stationary Engineer	23.85
25190 - Ventilation Equipment Tender	17.46
25210 - Water Treatment Plant Operator	26.57
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.21
27007 - Baggage Inspector	11.06
27008 - Corrections Officer	17.20
27010 - Court Security Officer	18.35
27030 - Detection Dog Handler	13.60
27040 - Detention Officer	17.20
27070 - Firefighter	18.17
27101 - Guard I	11.06
27102 - Guard II	13.60
27131 - Police Officer I	20.95
27132 - Police Officer II	23.28
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.33
28042 - Carnival Equipment Repairer	14.17
28043 - Carnival Worker	9.87
28210 - Gate Attendant/Gate Tender	12.36
28310 - Lifeguard	11.74
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.09
28515 - Recreation Specialist	15.67
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	22.37
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	26.44
29020 - Hatch Tender	26.44
29030 - Line Handler	26.44
29041 - Stevedore I	24.85
29042 - Stevedore II	28.04
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		17.66
30022 - Archeological Technician II		19.75
30023 - Archeological Technician III		24.48
30030 - Cartographic Technician		24.48
30040 - Civil Engineering Technician		25.66
30051 - Cryogenic Technician I		26.87
30052 - Cryogenic Technician II		29.68
30061 - Drafter/CAD Operator I		17.66
30062 - Drafter/CAD Operator II		19.75
30063 - Drafter/CAD Operator III		22.03
30064 - Drafter/CAD Operator IV		27.10
30081 - Engineering Technician I		15.60
30082 - Engineering Technician II		17.50
30083 - Engineering Technician III		19.59
30084 - Engineering Technician IV		24.26
30085 - Engineering Technician V		29.68
30086 - Engineering Technician VI		35.91
30090 - Environmental Technician		24.26
30095 - Evidence Control Specialist		24.26
30210 - Laboratory Technician		22.91
30221 - Latent Fingerprint Technician I		26.87
30222 - Latent Fingerprint Technician II		29.68
30240 - Mathematical Technician		24.48
30361 - Paralegal/Legal Assistant I		18.68
30362 - Paralegal/Legal Assistant II		23.14
30363 - Paralegal/Legal Assistant III		28.30
30364 - Paralegal/Legal Assistant IV		34.24
30375 - Petroleum Supply Specialist		29.68
30390 - Photo-Optics Technician		24.48
30395 - Radiation Control Technician		29.68
30461 - Technical Writer I		24.48
30462 - Technical Writer II		29.68
30463 - Technical Writer III		35.91
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		27.10
30502 - Weather Forecaster II		32.96
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.03
30621 - Weather Observer Senior	(see 2)	24.48
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		12.69
31030 - Bus Driver		16.97
31043 - Driver Courier		12.70
31260 - Parking and Lot Attendant		13.52
31290 - Shuttle Bus Driver		13.62

31310 - Taxi Driver	16.51
31361 - Truckdriver Light	13.62
31362 - Truckdriver Medium	14.55
31363 - Truckdriver Heavy	20.98
31364 - Truckdriver Tractor-Trailer	20.98
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.31
99050 - Desk Clerk	9.79
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	15.55
99252 - Laboratory Animal Caretaker II	16.60
99260 - Marketing Analyst	22.82
99310 - Mortician	25.35
99410 - Pest Controller	21.56
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	17.15
99711 - Recycling Specialist	20.01
99730 - Refuse Collector	15.72
99810 - Sales Clerk	10.75
99820 - School Crossing Guard	15.72
99830 - Survey Party Chief	20.54
99831 - Surveying Aide	12.20
99832 - Surveying Technician	18.67
99840 - Vending Machine Attendant	17.41
99841 - Vending Machine Repairer	20.65
99842 - Vending Machine Repairer Helper	17.41

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 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.: 2015-4686
Revision No.: 11
Date Of Last Revision: 06/24/2020

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: Kentucky

Area: Kentucky Counties of Daviess Hancock McLean

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		22.03
01035 - Court Reporter		17.91
01041 - Customer Service Representative I		11.25
01042 - Customer Service Representative II		12.65
01043 - Customer Service Representative III		13.80
01051 - Data Entry Operator I		13.23
01052 - Data Entry Operator II		14.43
01060 - Dispatcher Motor Vehicle		16.85
01070 - Document Preparation Clerk		14.26

01090 - Duplicating Machine Operator 14.26
01111 - General Clerk I 12.62
01112 - General Clerk II 13.77
01113 - General Clerk III 15.46
01120 - Housing Referral Assistant 19.96
01141 - Messenger Courier 11.62
01191 - Order Clerk I 13.33
01192 - Order Clerk II 14.54
01261 - Personnel Assistant (Employment) I 16.55
01262 - Personnel Assistant (Employment) II 18.52
01263 - Personnel Assistant (Employment) III 20.65
01270 - Production Control Clerk 22.48
01290 - Rental Clerk 10.68
01300 - Scheduler Maintenance 16.00
01311 - Secretary I 16.00
01312 - Secretary II 17.91
01313 - Secretary III 19.96
01320 - Service Order Dispatcher 15.06
01410 - Supply Technician 22.03
01420 - Survey Worker 14.00
01460 - Switchboard Operator/Receptionist 13.89
01531 - Travel Clerk I 13.62
01532 - Travel Clerk II 14.25
01533 - Travel Clerk III 14.95
01611 - Word Processor I 14.26
01612 - Word Processor II 16.00
01613 - Word Processor III 17.91
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 17.91
05010 - Automotive Electrician 17.65
05040 - Automotive Glass Installer 16.64
05070 - Automotive Worker 16.64
05110 - Mobile Equipment Servicer 14.64
05130 - Motor Equipment Metal Mechanic 18.65
05160 - Motor Equipment Metal Worker 16.64
05190 - Motor Vehicle Mechanic 18.65
05220 - Motor Vehicle Mechanic Helper 13.73
05250 - Motor Vehicle Upholstery Worker 15.64
05280 - Motor Vehicle Wrecker 16.64
05310 - Painter Automotive 17.65
05340 - Radiator Repair Specialist 16.64
05370 - Tire Repairer 12.86
05400 - Transmission Repair Specialist 18.65
07000 - Food Preparation And Service Occupations
07010 - Baker 16.33
07041 - Cook I 11.92
07042 - Cook II 13.55
07070 - Dishwasher 9.38
07130 - Food Service Worker 10.52
07210 - Meat Cutter 16.67

07260 - Waiter/Waitress 8.97
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 20.78
09040 - Furniture Handler 13.98
09080 - Furniture Refinisher 20.78
09090 - Furniture Refinisher Helper 16.33
09110 - Furniture Repairer Minor 18.71
09130 - Upholsterer 20.78
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 10.71
11060 - Elevator Operator 10.71
11090 - Gardener 15.86
11122 - Housekeeping Aide 11.23
11150 - Janitor 11.23
11210 - Laborer Grounds Maintenance 12.67
11240 - Maid or Houseman 10.96
11260 - Pruner 11.62
11270 - Tractor Operator 14.78
11330 - Trail Maintenance Worker 12.67
11360 - Window Cleaner 12.28
12000 - Health Occupations
12010 - Ambulance Driver 16.56
12011 - Breath Alcohol Technician 19.53
12012 - Certified Occupational Therapist Assistant 25.59
12015 - Certified Physical Therapist Assistant 27.39
12020 - Dental Assistant 17.16
12025 - Dental Hygienist 27.18
12030 - EKG Technician 29.42
12035 - Electroneurodiagnostic Technologist 29.42
12040 - Emergency Medical Technician 16.56
12071 - Licensed Practical Nurse I 17.46
12072 - Licensed Practical Nurse II 19.53
12073 - Licensed Practical Nurse III 21.78
12100 - Medical Assistant 14.33
12130 - Medical Laboratory Technician 24.75
12160 - Medical Record Clerk 16.26
12190 - Medical Record Technician 18.20
12195 - Medical Transcriptionist 17.46
12210 - Nuclear Medicine Technologist 42.44
12221 - Nursing Assistant I 11.54
12222 - Nursing Assistant II 12.99
12223 - Nursing Assistant III 14.16
12224 - Nursing Assistant IV 15.90
12235 - Optical Dispenser 19.53
12236 - Optical Technician 17.46
12250 - Pharmacy Technician 14.75
12280 - Phlebotomist 15.82
12305 - Radiologic Technologist 25.93
12311 - Registered Nurse I 24.62
12312 - Registered Nurse II 30.12

12313 - Registered Nurse II Specialist		30.12
12314 - Registered Nurse III		36.44
12315 - Registered Nurse III Anesthetist		36.44
12316 - Registered Nurse IV		43.68
12317 - Scheduler (Drug and Alcohol Testing)		24.20
12320 - Substance Abuse Treatment Counselor		23.55
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.89
13012 - Exhibits Specialist II		27.11
13013 - Exhibits Specialist III		33.16
13041 - Illustrator I		21.89
13042 - Illustrator II		27.11
13043 - Illustrator III		33.16
13047 - Librarian		30.03
13050 - Library Aide/Clerk		11.67
13054 - Library Information Technology Systems Administrator		27.11
13058 - Library Technician		17.96
13061 - Media Specialist I		19.56
13062 - Media Specialist II		21.89
13063 - Media Specialist III		24.39
13071 - Photographer I		19.46
13072 - Photographer II		21.78
13073 - Photographer III		26.97
13074 - Photographer IV		30.98
13075 - Photographer V		36.85
13090 - Technical Order Library Clerk		16.13
13110 - Video Teleconference Technician		19.56
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.25
14042 - Computer Operator II		17.07
14043 - Computer Operator III		19.02
14044 - Computer Operator IV		21.13
14045 - Computer Operator V		23.40
14071 - Computer Programmer I	(see 1)	20.94
14072 - Computer Programmer II	(see 1)	25.96
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.25
14160 - Personal Computer Support Technician		21.98
14170 - System Support Specialist		23.40
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.95
15020 - Aircrew Training Devices Instructor (Rated)		36.23
15030 - Air Crew Training Devices Instructor (Pilot)		42.98
15050 - Computer Based Training Specialist / Instructor		29.95
15060 - Educational Technologist		33.80

15070 - Flight Instructor (Pilot) 42.98
15080 - Graphic Artist 23.46
15085 - Maintenance Test Pilot Fixed Jet/Prop 42.98
15086 - Maintenance Test Pilot Rotary Wing 42.98
15088 - Non-Maintenance Test/Co-Pilot 42.98
15090 - Technical Instructor 22.20
15095 - Technical Instructor/Course Developer 27.16
15110 - Test Proctor 17.93
15120 - Tutor 17.93
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.81
16030 - Counter Attendant 10.81
16040 - Dry Cleaner 13.62
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 14.45
16220 - Tailor 15.24
16250 - Washer Machine 11.82
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.73
19040 - Tool And Die Maker 26.52
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.43
21030 - Material Coordinator 22.98
21040 - Material Expediter 22.98
21050 - Material Handling Laborer 15.37
21071 - Order Filler 11.70
21080 - Production Line Worker (Food Processing) 19.43
21110 - Shipping Packer 17.03
21130 - Shipping/Receiving Clerk 17.03
21140 - Store Worker I 14.22
21150 - Stock Clerk 18.58
21210 - Tools And Parts Attendant 19.43
21410 - Warehouse Specialist 19.43
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.05
23019 - Aircraft Logs and Records Technician 20.00
23021 - Aircraft Mechanic I 23.85
23022 - Aircraft Mechanic II 25.05
23023 - Aircraft Mechanic III 26.28
23040 - Aircraft Mechanic Helper 17.46
23050 - Aircraft Painter 22.57
23060 - Aircraft Servicer 20.00
23070 - Aircraft Survival Flight Equipment Technician 22.57
23080 - Aircraft Worker 21.29
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.29

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.85
23110 - Appliance Mechanic 22.57
23120 - Bicycle Repairer 18.72
23125 - Cable Splicer 26.04
23130 - Carpenter Maintenance 19.55
23140 - Carpet Layer 21.29
23160 - Electrician Maintenance 24.87
23181 - Electronics Technician Maintenance I 24.18
23182 - Electronics Technician Maintenance II 25.55
23183 - Electronics Technician Maintenance III 29.60
23260 - Fabric Worker 20.00
23290 - Fire Alarm System Mechanic 23.85
23310 - Fire Extinguisher Repairer 18.72
23311 - Fuel Distribution System Mechanic 25.44
23312 - Fuel Distribution System Operator 21.26
23370 - General Maintenance Worker 21.81
23380 - Ground Support Equipment Mechanic 23.85
23381 - Ground Support Equipment Servicer 20.00
23382 - Ground Support Equipment Worker 21.29
23391 - Gunsmith I 18.72
23392 - Gunsmith II 21.29
23393 - Gunsmith III 23.85
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.99
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.09
23430 - Heavy Equipment Mechanic 23.27
23440 - Heavy Equipment Operator 24.23
23460 - Instrument Mechanic 23.85
23465 - Laboratory/Shelter Mechanic 22.57
23470 - Laborer 15.37
23510 - Locksmith 22.57
23530 - Machinery Maintenance Mechanic 26.49
23550 - Machinist Maintenance 20.42
23580 - Maintenance Trades Helper 16.55
23591 - Metrology Technician I 23.85
23592 - Metrology Technician II 25.05
23593 - Metrology Technician III 26.28
23640 - Millwright 26.62
23710 - Office Appliance Repairer 22.57
23760 - Painter Maintenance 17.47
23790 - Pipefitter Maintenance 27.62
23810 - Plumber Maintenance 26.13
23820 - Pneudraulic Systems Mechanic 23.85
23850 - Rigger 23.85
23870 - Scale Mechanic 21.29
23890 - Sheet-Metal Worker Maintenance 24.54
23910 - Small Engine Mechanic 21.29
23931 - Telecommunications Mechanic I 23.85

23932 - Telecommunications Mechanic II 25.05
23950 - Telephone Lineman 23.85
23960 - Welder Combination Maintenance 19.77
23965 - Well Driller 23.85
23970 - Woodcraft Worker 23.85
23980 - Woodworker 18.72
24000 - Personal Needs Occupations
24550 - Case Manager 13.42
24570 - Child Care Attendant 9.63
24580 - Child Care Center Clerk 12.43
24610 - Chore Aide 10.50
24620 - Family Readiness And Support Services Coordinator 13.42
24630 - Homemaker 13.42
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 23.85
25040 - Sewage Plant Operator 26.57
25070 - Stationary Engineer 23.85
25190 - Ventilation Equipment Tender 17.46
25210 - Water Treatment Plant Operator 26.57
27000 - Protective Service Occupations
27004 - Alarm Monitor 14.21
27007 - Baggage Inspector 11.06
27008 - Corrections Officer 17.20
27010 - Court Security Officer 18.35
27030 - Detection Dog Handler 13.60
27040 - Detention Officer 17.20
27070 - Firefighter 18.17
27101 - Guard I 11.06
27102 - Guard II 13.60
27131 - Police Officer I 20.95
27132 - Police Officer II 23.28
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.33
28042 - Carnival Equipment Repairer 14.17
28043 - Carnival Worker 9.87
28210 - Gate Attendant/Gate Tender 12.36
28310 - Lifeguard 11.74
28350 - Park Attendant (Aide) 14.24
28510 - Recreation Aide/Health Facility Attendant 10.09
28515 - Recreation Specialist 15.67
28630 - Sports Official 11.34
28690 - Swimming Pool Operator 22.37
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 26.44
29020 - Hatch Tender 26.44
29030 - Line Handler 26.44
29041 - Stevedore I 24.85
29042 - Stevedore II 28.04
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.66
30022 - Archeological Technician II 19.75
30023 - Archeological Technician III 24.48
30030 - Cartographic Technician 24.48
30040 - Civil Engineering Technician 25.66
30051 - Cryogenic Technician I 26.87
30052 - Cryogenic Technician II 29.68
30061 - Drafter/CAD Operator I 17.66
30062 - Drafter/CAD Operator II 19.75
30063 - Drafter/CAD Operator III 22.03
30064 - Drafter/CAD Operator IV 27.10
30081 - Engineering Technician I 15.60
30082 - Engineering Technician II 17.50
30083 - Engineering Technician III 19.59
30084 - Engineering Technician IV 24.26
30085 - Engineering Technician V 29.68
30086 - Engineering Technician VI 35.91
30090 - Environmental Technician 24.26
30095 - Evidence Control Specialist 24.26
30210 - Laboratory Technician 22.91
30221 - Latent Fingerprint Technician I 26.87
30222 - Latent Fingerprint Technician II 29.68
30240 - Mathematical Technician 24.48
30361 - Paralegal/Legal Assistant I 18.68
30362 - Paralegal/Legal Assistant II 23.14
30363 - Paralegal/Legal Assistant III 28.30
30364 - Paralegal/Legal Assistant IV 34.24
30375 - Petroleum Supply Specialist 29.68
30390 - Photo-Optics Technician 24.48
30395 - Radiation Control Technician 29.68
30461 - Technical Writer I 24.48
30462 - Technical Writer II 29.68
30463 - Technical Writer III 35.91
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 27.10
30502 - Weather Forecaster II 32.96
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.03
30621 - Weather Observer Senior (see 2) 24.48
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.69
31030 - Bus Driver 16.97

31043 - Driver Courier	12.70
31260 - Parking and Lot Attendant	13.52
31290 - Shuttle Bus Driver	13.62
31310 - Taxi Driver	16.51
31361 - Truckdriver Light	13.62
31362 - Truckdriver Medium	14.55
31363 - Truckdriver Heavy	20.98
31364 - Truckdriver Tractor-Trailer	20.98
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.31
99050 - Desk Clerk	9.79
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	15.55
99252 - Laboratory Animal Caretaker II	16.60
99260 - Marketing Analyst	22.82
99310 - Mortician	25.35
99410 - Pest Controller	21.56
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	17.15
99711 - Recycling Specialist	20.01
99730 - Refuse Collector	15.72
99810 - Sales Clerk	10.75
99820 - School Crossing Guard	15.72
99830 - Survey Party Chief	20.54
99831 - Surveying Aide	12.20
99832 - Surveying Technician	18.67
99840 - Vending Machine Attendant	17.41
99841 - Vending Machine Repairer	20.65
99842 - Vending Machine Repairer Helper	17.41

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 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.: 2015-4687
Revision No.: 15
Date Of Last Revision: 04/28/2021

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: Kentucky

Area: Kentucky Counties of Caldwell Crittenden Hopkins Livingston Lyon Muhlenberg Ohio Todd Union Webster

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.31
01012 - Accounting Clerk II		16.08
01013 - Accounting Clerk III		17.98
01020 - Administrative Assistant		20.95
01035 - Court Reporter		16.45
01041 - Customer Service Representative I		12.64
01042 - Customer Service Representative II		13.86
01043 - Customer Service Representative III		15.51
01051 - Data Entry Operator I		14.19
01052 - Data Entry Operator II		15.48
01060 - Dispatcher Motor Vehicle		17.85
01070 - Document Preparation Clerk		13.31
01090 - Duplicating Machine Operator		13.31
01111 - General Clerk I		12.77

01112 - General Clerk II	13.93
01113 - General Clerk III	15.65
01120 - Housing Referral Assistant	18.33
01141 - Messenger Courier	12.32
01191 - Order Clerk I	12.70
01192 - Order Clerk II	13.86
01261 - Personnel Assistant (Employment) I	16.04
01262 - Personnel Assistant (Employment) II	17.94
01263 - Personnel Assistant (Employment) III	20.00
01270 - Production Control Clerk	22.60
01290 - Rental Clerk	13.26
01300 - Scheduler Maintenance	14.71
01311 - Secretary I	14.71
01312 - Secretary II	16.45
01313 - Secretary III	18.33
01320 - Service Order Dispatcher	15.96
01410 - Supply Technician	20.95
01420 - Survey Worker	13.89
01460 - Switchboard Operator/Receptionist	12.30
01531 - Travel Clerk I	13.31
01532 - Travel Clerk II	14.24
01533 - Travel Clerk III	15.15
01611 - Word Processor I	13.10
01612 - Word Processor II	14.71
01613 - Word Processor III	16.45
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	22.61
05010 - Automotive Electrician	17.11
05040 - Automotive Glass Installer	16.28
05070 - Automotive Worker	16.28
05110 - Mobile Equipment Servicer	14.59
05130 - Motor Equipment Metal Mechanic	17.91
05160 - Motor Equipment Metal Worker	16.28
05190 - Motor Vehicle Mechanic	17.91
05220 - Motor Vehicle Mechanic Helper	13.73
05250 - Motor Vehicle Upholstery Worker	15.45
05280 - Motor Vehicle Wrecker	16.28
05310 - Painter Automotive	17.11
05340 - Radiator Repair Specialist	16.28
05370 - Tire Repairer	12.99
05400 - Transmission Repair Specialist	17.19
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.37
07041 - Cook I	11.55
07042 - Cook II	13.10
07070 - Dishwasher	10.44
07130 - Food Service Worker	9.50
07210 - Meat Cutter	15.42
07260 - Waiter/Waitress	8.97
09000 - Furniture Maintenance And Repair Occupations	

09010 - Electrostatic Spray Painter 19.77
09040 - Furniture Handler 13.00
09080 - Furniture Refinisher 19.77
09090 - Furniture Refinisher Helper 15.20
09110 - Furniture Repairer Minor 17.05
09130 - Upholsterer 19.77
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.22
11060 - Elevator Operator 12.96
11090 - Gardener 17.44
11122 - Housekeeping Aide 11.78
11150 - Janitor 11.78
11210 - Laborer Grounds Maintenance 13.92
11240 - Maid or Houseman 12.28
11260 - Pruner 12.73
11270 - Tractor Operator 16.28
11330 - Trail Maintenance Worker 13.92
11360 - Window Cleaner 12.88
12000 - Health Occupations
12010 - Ambulance Driver 15.75
12011 - Breath Alcohol Technician 18.95
12012 - Certified Occupational Therapist Assistant 28.33
12015 - Certified Physical Therapist Assistant 27.17
12020 - Dental Assistant 15.47
12025 - Dental Hygienist 30.44
12030 - EKG Technician 22.64
12035 - Electroneurodiagnostic Technologist 22.64
12040 - Emergency Medical Technician 15.75
12071 - Licensed Practical Nurse I 16.95
12072 - Licensed Practical Nurse II 18.95
12073 - Licensed Practical Nurse III 21.12
12100 - Medical Assistant 14.77
12130 - Medical Laboratory Technician 25.03
12160 - Medical Record Clerk 15.33
12190 - Medical Record Technician 17.33
12195 - Medical Transcriptionist 17.58
12210 - Nuclear Medicine Technologist 37.11
12221 - Nursing Assistant I 11.65
12222 - Nursing Assistant II 13.09
12223 - Nursing Assistant III 14.29
12224 - Nursing Assistant IV 16.05
12235 - Optical Dispenser 18.59
12236 - Optical Technician 15.49
12250 - Pharmacy Technician 14.75
12280 - Phlebotomist 14.14
12305 - Radiologic Technologist 24.39
12311 - Registered Nurse I 24.03
12312 - Registered Nurse II 29.39
12313 - Registered Nurse II Specialist 29.39
12314 - Registered Nurse III 35.57

12315 - Registered Nurse III Anesthetist		35.57
12316 - Registered Nurse IV		42.62
12317 - Scheduler (Drug and Alcohol Testing)		23.47
12320 - Substance Abuse Treatment Counselor		18.02
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.51
13012 - Exhibits Specialist II		25.41
13013 - Exhibits Specialist III		31.08
13041 - Illustrator I		20.51
13042 - Illustrator II		25.41
13043 - Illustrator III		31.08
13047 - Librarian		28.14
13050 - Library Aide/Clerk		11.87
13054 - Library Information Technology Systems Administrator		25.41
13058 - Library Technician		14.69
13061 - Media Specialist I		18.34
13062 - Media Specialist II		20.51
13063 - Media Specialist III		22.86
13071 - Photographer I		18.34
13072 - Photographer II		20.51
13073 - Photographer III		25.41
13074 - Photographer IV		31.08
13075 - Photographer V		36.85
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		18.34
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.74
14042 - Computer Operator II		18.72
14043 - Computer Operator III		20.86
14044 - Computer Operator IV		23.19
14045 - Computer Operator V		25.05
14071 - Computer Programmer I	(see 1)	23.03
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.74
14160 - Personal Computer Support Technician		23.19
14170 - System Support Specialist		28.73
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.95
15020 - Aircrew Training Devices Instructor (Rated)		36.23
15030 - Air Crew Training Devices Instructor (Pilot)		42.05
15050 - Computer Based Training Specialist / Instructor		29.95
15060 - Educational Technologist		29.39
15070 - Flight Instructor (Pilot)		42.05
15080 - Graphic Artist		19.39

15085 - Maintenance Test Pilot Fixed Jet/Prop 42.05
15086 - Maintenance Test Pilot Rotary Wing 42.05
15088 - Non-Maintenance Test/Co-Pilot 42.05
15090 - Technical Instructor 20.39
15095 - Technical Instructor/Course Developer 24.95
15110 - Test Proctor 16.46
15120 - Tutor 16.46
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.52
16030 - Counter Attendant 9.52
16040 - Dry Cleaner 11.54
16070 - Finisher Flatwork Machine 9.52
16090 - Presser Hand 9.52
16110 - Presser Machine Drycleaning 9.52
16130 - Presser Machine Shirts 9.52
16160 - Presser Machine Wearing Apparel Laundry 9.52
16190 - Sewing Machine Operator 12.28
16220 - Tailor 12.96
16250 - Washer Machine 10.31
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.48
19040 - Tool And Die Maker 25.79
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.38
21030 - Material Coordinator 22.60
21040 - Material Expediter 22.60
21050 - Material Handling Laborer 14.36
21071 - Order Filler 12.87
21080 - Production Line Worker (Food Processing) 19.38
21110 - Shipping Packer 16.35
21130 - Shipping/Receiving Clerk 16.35
21140 - Store Worker I 14.28
21150 - Stock Clerk 18.77
21210 - Tools And Parts Attendant 19.38
21410 - Warehouse Specialist 19.38
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.87
23019 - Aircraft Logs and Records Technician 20.94
23021 - Aircraft Mechanic I 24.66
23022 - Aircraft Mechanic II 25.87
23023 - Aircraft Mechanic III 27.14
23040 - Aircraft Mechanic Helper 18.34
23050 - Aircraft Painter 23.49
23060 - Aircraft Servicer 20.94
23070 - Aircraft Survival Flight Equipment Technician 23.49
23080 - Aircraft Worker 22.28
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.28
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.66

23110 - Appliance Mechanic 23.49
23120 - Bicycle Repairer 19.64
23125 - Cable Splicer 30.66
23130 - Carpenter Maintenance 20.85
23140 - Carpet Layer 21.14
23160 - Electrician Maintenance 28.46
23181 - Electronics Technician Maintenance I 26.31
23182 - Electronics Technician Maintenance II 28.11
23183 - Electronics Technician Maintenance III 29.12
23260 - Fabric Worker 20.94
23290 - Fire Alarm System Mechanic 20.35
23310 - Fire Extinguisher Repairer 19.64
23311 - Fuel Distribution System Mechanic 29.89
23312 - Fuel Distribution System Operator 25.61
23370 - General Maintenance Worker 17.70
23380 - Ground Support Equipment Mechanic 24.66
23381 - Ground Support Equipment Servicer 20.94
23382 - Ground Support Equipment Worker 22.28
23391 - Gunsmith I 19.64
23392 - Gunsmith II 22.28
23393 - Gunsmith III 24.66
23410 - Heating Ventilation And Air-Conditioning Mechanic 19.91
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 20.88
23430 - Heavy Equipment Mechanic 26.56
23440 - Heavy Equipment Operator 22.01
23460 - Instrument Mechanic 34.52
23465 - Laboratory/Shelter Mechanic 23.49
23470 - Laborer 14.36
23510 - Locksmith 23.49
23530 - Machinery Maintenance Mechanic 25.54
23550 - Machinist Maintenance 22.83
23580 - Maintenance Trades Helper 17.38
23591 - Metrology Technician I 34.52
23592 - Metrology Technician II 36.19
23593 - Metrology Technician III 37.98
23640 - Millwright 28.58
23710 - Office Appliance Repairer 24.01
23760 - Painter Maintenance 17.29
23790 - Pipefitter Maintenance 31.08
23810 - Plumber Maintenance 29.60
23820 - Pneudraulic Systems Mechanic 24.66
23850 - Rigger 24.66
23870 - Scale Mechanic 22.28
23890 - Sheet-Metal Worker Maintenance 21.59
23910 - Small Engine Mechanic 14.85
23931 - Telecommunications Mechanic I 31.75
23932 - Telecommunications Mechanic II 33.30
23950 - Telephone Lineman 26.11

23960 - Welder Combination Maintenance		19.28
23965 - Well Driller		23.78
23970 - Woodcraft Worker		24.66
23980 - Woodworker		19.64
24000 - Personal Needs Occupations		
24550 - Case Manager		13.10
24570 - Child Care Attendant		10.48
24580 - Child Care Center Clerk		13.06
24610 - Chore Aide		10.86
24620 - Family Readiness And Support Services Coordinator		13.10
24630 - Homemaker		13.11
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		24.66
25040 - Sewage Plant Operator		19.15
25070 - Stationary Engineer		24.66
25190 - Ventilation Equipment Tender		18.34
25210 - Water Treatment Plant Operator		19.15
27000 - Protective Service Occupations		
27004 - Alarm Monitor		14.76
27007 - Baggage Inspector		14.19
27008 - Corrections Officer		15.64
27010 - Court Security Officer		17.31
27030 - Detection Dog Handler		15.88
27040 - Detention Officer		15.64
27070 - Firefighter		18.17
27101 - Guard I		14.19
27102 - Guard II		15.88
27131 - Police Officer I		19.47
27132 - Police Officer II		21.64
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.33
28042 - Carnival Equipment Repairer		14.17
28043 - Carnival Worker		10.13
28210 - Gate Attendant/Gate Tender		17.64
28310 - Lifeguard		12.91
28350 - Park Attendant (Aide)		19.73
28510 - Recreation Aide/Health Facility Attendant		14.40
28515 - Recreation Specialist		22.22
28630 - Sports Official		15.71
28690 - Swimming Pool Operator		16.81
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		24.72
29020 - Hatch Tender		24.72
29030 - Line Handler		24.72
29041 - Stevedore I		24.04
29042 - Stevedore II		26.13
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 18.15
30022 - Archeological Technician II 20.31
30023 - Archeological Technician III 25.15
30030 - Cartographic Technician 25.15
30040 - Civil Engineering Technician 24.86
30051 - Cryogenic Technician I 26.82
30052 - Cryogenic Technician II 29.61
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 15.79
30082 - Engineering Technician II 17.73
30083 - Engineering Technician III 19.83
30084 - Engineering Technician IV 24.56
30085 - Engineering Technician V 30.05
30086 - Engineering Technician VI 36.36
30090 - Environmental Technician 25.15
30095 - Evidence Control Specialist 24.21
30210 - Laboratory Technician 23.57
30221 - Latent Fingerprint Technician I 26.82
30222 - Latent Fingerprint Technician II 29.61
30240 - Mathematical Technician 25.15
30361 - Paralegal/Legal Assistant I 17.59
30362 - Paralegal/Legal Assistant II 21.78
30363 - Paralegal/Legal Assistant III 26.65
30364 - Paralegal/Legal Assistant IV 32.24
30375 - Petroleum Supply Specialist 29.61
30390 - Photo-Optics Technician 24.48
30395 - Radiation Control Technician 29.61
30461 - Technical Writer I 25.15
30462 - Technical Writer II 30.77
30463 - Technical Writer III 36.07
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 27.86
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 30.98
31020 - Bus Aide 12.59
31030 - Bus Driver 16.82
31043 - Driver Courier 15.40
31260 - Parking and Lot Attendant 12.78

31290 - Shuttle Bus Driver	14.99
31310 - Taxi Driver	14.10
31361 - Truckdriver Light	16.49
31362 - Truckdriver Medium	17.58
31363 - Truckdriver Heavy	19.82
31364 - Truckdriver Tractor-Trailer	19.82
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	9.76
99050 - Desk Clerk	11.17
99095 - Embalmer	25.60
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	10.70
99252 - Laboratory Animal Caretaker II	11.46
99260 - Marketing Analyst	24.07
99310 - Mortician	25.60
99410 - Pest Controller	17.42
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	15.02
99711 - Recycling Specialist	17.56
99730 - Refuse Collector	13.73
99810 - Sales Clerk	11.21
99820 - School Crossing Guard	15.80
99830 - Survey Party Chief	22.59
99831 - Surveying Aide	13.42
99832 - Surveying Technician	20.54
99840 - Vending Machine Attendant	19.15
99841 - Vending Machine Repairer	22.71
99842 - Vending Machine Repairer Helper	19.15

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or

stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 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.: 2015-4688
Revision No.: 14
Date Of Last Revision: 05/05/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Kentucky

Area: Kentucky Counties of Caldwell Crittenden Hopkins Livingston Lyon Muhlenberg Ohio Todd Union Webster

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.78
01012 - Accounting Clerk II		15.47
01013 - Accounting Clerk III		17.31
01020 - Administrative Assistant		20.95
01035 - Court Reporter		16.01
01041 - Customer Service Representative I		11.49
01042 - Customer Service Representative II		12.92
01043 - Customer Service Representative III		14.10
01051 - Data Entry Operator I		14.19
01052 - Data Entry Operator II		15.48
01060 - Dispatcher Motor Vehicle		17.85

01070 - Document Preparation Clerk 13.31
01090 - Duplicating Machine Operator 13.31
01111 - General Clerk I 12.70
01112 - General Clerk II 13.85
01113 - General Clerk III 15.55
01120 - Housing Referral Assistant 17.85
01141 - Messenger Courier 11.20
01191 - Order Clerk I 11.96
01192 - Order Clerk II 13.05
01261 - Personnel Assistant (Employment) I 14.94
01262 - Personnel Assistant (Employment) II 16.72
01263 - Personnel Assistant (Employment) III 18.63
01270 - Production Control Clerk 22.60
01290 - Rental Clerk 12.05
01300 - Scheduler Maintenance 14.31
01311 - Secretary I 14.31
01312 - Secretary II 16.01
01313 - Secretary III 17.85
01320 - Service Order Dispatcher 15.96
01410 - Supply Technician 20.95
01420 - Survey Worker 13.32
01460 - Switchboard Operator/Receptionist 12.30
01531 - Travel Clerk I 12.44
01532 - Travel Clerk II 13.21
01533 - Travel Clerk III 13.92
01611 - Word Processor I 12.75
01612 - Word Processor II 14.31
01613 - Word Processor III 16.01
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.61
05010 - Automotive Electrician 17.11
05040 - Automotive Glass Installer 16.28
05070 - Automotive Worker 16.28
05110 - Mobile Equipment Servicer 14.59
05130 - Motor Equipment Metal Mechanic 17.91
05160 - Motor Equipment Metal Worker 16.28
05190 - Motor Vehicle Mechanic 17.91
05220 - Motor Vehicle Mechanic Helper 13.73
05250 - Motor Vehicle Upholstery Worker 15.45
05280 - Motor Vehicle Wrecker 16.28
05310 - Painter Automotive 17.11
05340 - Radiator Repair Specialist 16.28
05370 - Tire Repairer 12.86
05400 - Transmission Repair Specialist 17.19
07000 - Food Preparation And Service Occupations
07010 - Baker 13.37
07041 - Cook I 11.55
07042 - Cook II 13.10
07070 - Dishwasher 9.49
07130 - Food Service Worker 9.05

07210 - Meat Cutter	15.42
07260 - Waiter/Waitress	8.97
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.77
09040 - Furniture Handler	13.00
09080 - Furniture Refinisher	19.77
09090 - Furniture Refinisher Helper	15.20
09110 - Furniture Repairer Minor	17.05
09130 - Upholsterer	19.77
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.11
11060 - Elevator Operator	11.78
11090 - Gardener	15.85
11122 - Housekeeping Aide	11.78
11150 - Janitor	11.78
11210 - Laborer Grounds Maintenance	12.65
11240 - Maid or Houseman	11.25
11260 - Pruner	11.57
11270 - Tractor Operator	14.80
11330 - Trail Maintenance Worker	12.65
11360 - Window Cleaner	12.88
12000 - Health Occupations	
12010 - Ambulance Driver	15.75
12011 - Breath Alcohol Technician	17.33
12012 - Certified Occupational Therapist Assistant	27.66
12015 - Certified Physical Therapist Assistant	27.17
12020 - Dental Assistant	14.93
12025 - Dental Hygienist	30.44
12030 - EKG Technician	20.58
12035 - Electroneurodiagnostic Technologist	20.58
12040 - Emergency Medical Technician	15.75
12071 - Licensed Practical Nurse I	15.49
12072 - Licensed Practical Nurse II	17.33
12073 - Licensed Practical Nurse III	19.32
12100 - Medical Assistant	13.95
12130 - Medical Laboratory Technician	24.43
12160 - Medical Record Clerk	15.33
12190 - Medical Record Technician	17.33
12195 - Medical Transcriptionist	17.58
12210 - Nuclear Medicine Technologist	33.74
12221 - Nursing Assistant I	11.34
12222 - Nursing Assistant II	12.76
12223 - Nursing Assistant III	13.92
12224 - Nursing Assistant IV	15.62
12235 - Optical Dispenser	18.59
12236 - Optical Technician	15.49
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	14.14
12305 - Radiologic Technologist	23.48
12311 - Registered Nurse I	23.18

12312 - Registered Nurse II		28.36
12313 - Registered Nurse II Specialist		28.36
12314 - Registered Nurse III		34.31
12315 - Registered Nurse III Anesthetist		34.31
12316 - Registered Nurse IV		41.12
12317 - Scheduler (Drug and Alcohol Testing)		21.46
12320 - Substance Abuse Treatment Counselor		18.02
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		19.51
13042 - Illustrator II		24.17
13043 - Illustrator III		29.56
13047 - Librarian		26.77
13050 - Library Aide/Clerk		11.87
13054 - Library Information Technology Systems Administrator		24.17
13058 - Library Technician		13.35
13061 - Media Specialist I		17.44
13062 - Media Specialist II		19.51
13063 - Media Specialist III		21.74
13071 - Photographer I		17.44
13072 - Photographer II		19.51
13073 - Photographer III		24.17
13074 - Photographer IV		29.56
13075 - Photographer V		33.50
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		17.44
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.52
14042 - Computer Operator II		17.36
14043 - Computer Operator III		19.36
14044 - Computer Operator IV		21.51
14045 - Computer Operator V		22.77
14071 - Computer Programmer I	(see 1)	23.03
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.52
14160 - Personal Computer Support Technician		21.98
14170 - System Support Specialist		28.73
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.95
15020 - Aircrew Training Devices Instructor (Rated)		36.23
15030 - Air Crew Training Devices Instructor (Pilot)		42.05
15050 - Computer Based Training Specialist / Instructor		29.95

15060 - Educational Technologist 28.56
15070 - Flight Instructor (Pilot) 42.05
15080 - Graphic Artist 19.39
15085 - Maintenance Test Pilot Fixed Jet/Prop 42.05
15086 - Maintenance Test Pilot Rotary Wing 42.05
15088 - Non-Maintenance Test/Co-Pilot 42.05
15090 - Technical Instructor 20.39
15095 - Technical Instructor/Course Developer 24.95
15110 - Test Proctor 16.46
15120 - Tutor 16.46
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.52
16030 - Counter Attendant 9.52
16040 - Dry Cleaner 11.54
16070 - Finisher Flatwork Machine 9.52
16090 - Presser Hand 9.52
16110 - Presser Machine Drycleaning 9.52
16130 - Presser Machine Shirts 9.52
16160 - Presser Machine Wearing Apparel Laundry 9.52
16190 - Sewing Machine Operator 12.28
16220 - Tailor 12.96
16250 - Washer Machine 10.31
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.48
19040 - Tool And Die Maker 25.79
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.38
21030 - Material Coordinator 22.60
21040 - Material Expediter 22.60
21050 - Material Handling Laborer 13.59
21071 - Order Filler 12.87
21080 - Production Line Worker (Food Processing) 19.38
21110 - Shipping Packer 16.35
21130 - Shipping/Receiving Clerk 16.35
21140 - Store Worker I 14.23
21150 - Stock Clerk 18.70
21210 - Tools And Parts Attendant 19.38
21410 - Warehouse Specialist 19.38
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.53
23019 - Aircraft Logs and Records Technician 19.88
23021 - Aircraft Mechanic I 23.39
23022 - Aircraft Mechanic II 24.53
23023 - Aircraft Mechanic III 25.74
23040 - Aircraft Mechanic Helper 17.42
23050 - Aircraft Painter 22.87
23060 - Aircraft Servicer 19.88
23070 - Aircraft Survival Flight Equipment Technician 22.87
23080 - Aircraft Worker 21.14
23091 - Aircrew Life Support Equipment (ALSE) Mechanic 21.14

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 23.39
II
23110 - Appliance Mechanic 22.28
23120 - Bicycle Repairer 18.63
23125 - Cable Splicer 30.66
23130 - Carpenter Maintenance 20.74
23140 - Carpet Layer 21.14
23160 - Electrician Maintenance 28.46
23181 - Electronics Technician Maintenance I 26.31
23182 - Electronics Technician Maintenance II 28.11
23183 - Electronics Technician Maintenance III 29.12
23260 - Fabric Worker 19.87
23290 - Fire Alarm System Mechanic 20.35
23310 - Fire Extinguisher Repairer 18.63
23311 - Fuel Distribution System Mechanic 29.89
23312 - Fuel Distribution System Operator 25.61
23370 - General Maintenance Worker 17.23
23380 - Ground Support Equipment Mechanic 23.39
23381 - Ground Support Equipment Servicer 19.88
23382 - Ground Support Equipment Worker 21.14
23391 - Gunsmith I 18.63
23392 - Gunsmith II 21.14
23393 - Gunsmith III 23.39
23410 - Heating Ventilation And Air-Conditioning Mechanic 19.91
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 20.88
23430 - Heavy Equipment Mechanic 26.04
23440 - Heavy Equipment Operator 21.77
23460 - Instrument Mechanic 31.38
23465 - Laboratory/Shelter Mechanic 22.28
23470 - Laborer 13.59
23510 - Locksmith 22.28
23530 - Machinery Maintenance Mechanic 25.54
23550 - Machinist Maintenance 22.83
23580 - Maintenance Trades Helper 17.11
23591 - Metrology Technician I 31.38
23592 - Metrology Technician II 32.90
23593 - Metrology Technician III 34.53
23640 - Millwright 28.58
23710 - Office Appliance Repairer 22.85
23760 - Painter Maintenance 16.81
23790 - Pipefitter Maintenance 28.71
23810 - Plumber Maintenance 27.83
23820 - Pneudraulic Systems Mechanic 23.39
23850 - Rigger 23.39
23870 - Scale Mechanic 21.14
23890 - Sheet-Metal Worker Maintenance 19.63
23910 - Small Engine Mechanic 14.85

23931 - Telecommunications Mechanic I	28.86
23932 - Telecommunications Mechanic II	30.27
23950 - Telephone Lineman	26.11
23960 - Welder Combination Maintenance	18.74
23965 - Well Driller	23.39
23970 - Woodcraft Worker	23.39
23980 - Woodworker	18.63
24000 - Personal Needs Occupations	
24550 - Case Manager	12.26
24570 - Child Care Attendant	9.96
24580 - Child Care Center Clerk	12.43
24610 - Chore Aide	10.86
24620 - Family Readiness And Support Services Coordinator	12.26
24630 - Homemaker	13.11
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.39
25040 - Sewage Plant Operator	19.15
25070 - Stationary Engineer	23.39
25190 - Ventilation Equipment Tender	17.42
25210 - Water Treatment Plant Operator	19.15
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.76
27007 - Baggage Inspector	12.90
27008 - Corrections Officer	15.64
27010 - Court Security Officer	17.31
27030 - Detection Dog Handler	14.44
27040 - Detention Officer	15.64
27070 - Firefighter	18.17
27101 - Guard I	12.90
27102 - Guard II	14.44
27131 - Police Officer I	19.47
27132 - Police Officer II	21.64
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.33
28042 - Carnival Equipment Repairer	14.17
28043 - Carnival Worker	10.13
28210 - Gate Attendant/Gate Tender	16.04
28310 - Lifeguard	12.91
28350 - Park Attendant (Aide)	17.94
28510 - Recreation Aide/Health Facility Attendant	13.09
28515 - Recreation Specialist	20.20
28630 - Sports Official	14.28
28690 - Swimming Pool Operator	16.81
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.72
29020 - Hatch Tender	24.72
29030 - Line Handler	24.72
29041 - Stevedore I	24.04
29042 - Stevedore II	26.13

30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air 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		24.86
30051 - Cryogenic Technician I		26.82
30052 - Cryogenic Technician II		29.61
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		15.65
30082 - Engineering Technician II		17.56
30083 - Engineering Technician III		19.65
30084 - Engineering Technician IV		24.34
30085 - Engineering Technician V		29.78
30086 - Engineering Technician VI		36.03
30090 - Environmental Technician		25.15
30095 - Evidence Control Specialist		24.21
30210 - Laboratory Technician		23.57
30221 - Latent Fingerprint Technician I		26.82
30222 - Latent Fingerprint Technician II		29.61
30240 - Mathematical Technician		25.15
30361 - Paralegal/Legal Assistant I		17.59
30362 - Paralegal/Legal Assistant II		21.78
30363 - Paralegal/Legal Assistant III		26.65
30364 - Paralegal/Legal Assistant IV		32.24
30375 - Petroleum Supply Specialist		29.61
30390 - Photo-Optics Technician		24.48
30395 - Radiation Control Technician		29.61
30461 - Technical Writer I		25.15
30462 - Technical Writer II		30.77
30463 - Technical Writer III		36.07
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		27.86
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		12.59

31030 - Bus Driver	16.82
31043 - Driver Courier	14.00
31260 - Parking and Lot Attendant	12.78
31290 - Shuttle Bus Driver	14.99
31310 - Taxi Driver	12.82
31361 - Truckdriver Light	14.99
31362 - Truckdriver Medium	15.98
31363 - Truckdriver Heavy	19.82
31364 - Truckdriver Tractor-Trailer	19.82
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.32
99050 - Desk Clerk	10.99
99095 - Embalmer	25.25
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	10.70
99252 - Laboratory Animal Caretaker II	11.46
99260 - Marketing Analyst	24.07
99310 - Mortician	25.25
99410 - Pest Controller	17.42
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	15.02
99711 - Recycling Specialist	17.56
99730 - Refuse Collector	13.73
99810 - Sales Clerk	10.81
99820 - School Crossing Guard	15.74
99830 - Survey Party Chief	22.59
99831 - Surveying Aide	13.42
99832 - Surveying Technician	20.54
99840 - Vending Machine Attendant	17.41
99841 - Vending Machine Repairer	20.65
99842 - Vending Machine Repairer Helper	17.41

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill

injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 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.: 2015-4689
Revision No.: 15
Date Of Last Revision: 04/28/2021

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: Kentucky

Area: Kentucky Counties of Breckinridge Grayson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.31
01012 - Accounting Clerk II		16.08
01013 - Accounting Clerk III		17.98
01020 - Administrative Assistant		21.20
01035 - Court Reporter		17.22
01041 - Customer Service Representative I		12.64
01042 - Customer Service Representative II		13.86
01043 - Customer Service Representative III		15.51
01051 - Data Entry Operator I		14.19
01052 - Data Entry Operator II		15.48
01060 - Dispatcher Motor Vehicle		17.85
01070 - Document Preparation Clerk		14.01
01090 - Duplicating Machine Operator		14.01
01111 - General Clerk I		12.77
01112 - General Clerk II		13.93

01113 - General Clerk III 15.65
01120 - Housing Referral Assistant 20.99
01141 - Messenger Courier 12.82
01191 - Order Clerk I 12.72
01192 - Order Clerk II 15.16
01261 - Personnel Assistant (Employment) I 16.04
01262 - Personnel Assistant (Employment) II 17.94
01263 - Personnel Assistant (Employment) III 20.96
01270 - Production Control Clerk 22.60
01290 - Rental Clerk 14.61
01300 - Scheduler Maintenance 16.39
01311 - Secretary I 16.39
01312 - Secretary II 18.99
01313 - Secretary III 20.99
01320 - Service Order Dispatcher 15.96
01410 - Supply Technician 21.20
01420 - Survey Worker 15.50
01460 - Switchboard Operator/Receptionist 12.30
01531 - Travel Clerk I 13.31
01532 - Travel Clerk II 14.24
01533 - Travel Clerk III 15.15
01611 - Word Processor I 13.37
01612 - Word Processor II 15.01
01613 - Word Processor III 17.22
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 24.72
05010 - Automotive Electrician 20.33
05040 - Automotive Glass Installer 19.78
05070 - Automotive Worker 19.35
05110 - Mobile Equipment Servicer 17.20
05130 - Motor Equipment Metal Mechanic 21.11
05160 - Motor Equipment Metal Worker 19.35
05190 - Motor Vehicle Mechanic 21.11
05220 - Motor Vehicle Mechanic Helper 16.14
05250 - Motor Vehicle Upholstery Worker 18.36
05280 - Motor Vehicle Wrecker 19.35
05310 - Painter Automotive 20.33
05340 - Radiator Repair Specialist 19.35
05370 - Tire Repairer 13.74
05400 - Transmission Repair Specialist 21.11
07000 - Food Preparation And Service Occupations
07010 - Baker 11.78
07041 - Cook I 11.55
07042 - Cook II 13.10
07070 - Dishwasher 10.44
07130 - Food Service Worker 9.57
07210 - Meat Cutter 15.42
07260 - Waiter/Waitress 8.94
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.77

09040 - Furniture Handler 14.87
09080 - Furniture Refinisher 19.77
09090 - Furniture Refinisher Helper 15.62
09110 - Furniture Repairer Minor 18.24
09130 - Upholsterer 19.77
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.97
11060 - Elevator Operator 12.96
11090 - Gardener 17.44
11122 - Housekeeping Aide 12.37
11150 - Janitor 12.37
11210 - Laborer Grounds Maintenance 13.96
11240 - Maid or Houseman 12.28
11260 - Pruner 12.77
11270 - Tractor Operator 16.28
11330 - Trail Maintenance Worker 13.96
11360 - Window Cleaner 12.88
12000 - Health Occupations
12010 - Ambulance Driver 15.75
12011 - Breath Alcohol Technician 18.95
12012 - Certified Occupational Therapist Assistant 28.33
12015 - Certified Physical Therapist Assistant 27.17
12020 - Dental Assistant 16.66
12025 - Dental Hygienist 31.21
12030 - EKG Technician 22.64
12035 - Electroneurodiagnostic Technologist 22.64
12040 - Emergency Medical Technician 15.75
12071 - Licensed Practical Nurse I 16.95
12072 - Licensed Practical Nurse II 18.95
12073 - Licensed Practical Nurse III 21.12
12100 - Medical Assistant 14.77
12130 - Medical Laboratory Technician 25.03
12160 - Medical Record Clerk 15.33
12190 - Medical Record Technician 17.33
12195 - Medical Transcriptionist 17.58
12210 - Nuclear Medicine Technologist 36.45
12221 - Nursing Assistant I 11.65
12222 - Nursing Assistant II 13.09
12223 - Nursing Assistant III 14.29
12224 - Nursing Assistant IV 16.05
12235 - Optical Dispenser 19.24
12236 - Optical Technician 15.49
12250 - Pharmacy Technician 14.22
12280 - Phlebotomist 15.94
12305 - Radiologic Technologist 24.39
12311 - Registered Nurse I 24.03
12312 - Registered Nurse II 29.39
12313 - Registered Nurse II Specialist 29.39
12314 - Registered Nurse III 35.57
12315 - Registered Nurse III Anesthetist 35.57

12316 - Registered Nurse IV		42.62
12317 - Scheduler (Drug and Alcohol Testing)		23.47
12320 - Substance Abuse Treatment Counselor		18.02
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.51
13012 - Exhibits Specialist II		25.41
13013 - Exhibits Specialist III		31.08
13041 - Illustrator I		20.51
13042 - Illustrator II		25.41
13043 - Illustrator III		31.08
13047 - Librarian		28.14
13050 - Library Aide/Clerk		12.22
13054 - Library Information Technology Systems Administrator		25.41
13058 - Library Technician		15.52
13061 - Media Specialist I		18.34
13062 - Media Specialist II		20.51
13063 - Media Specialist III		22.86
13071 - Photographer I		18.34
13072 - Photographer II		20.51
13073 - Photographer III		25.41
13074 - Photographer IV		31.08
13075 - Photographer V		37.61
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		19.23
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.74
14042 - Computer Operator II		18.72
14043 - Computer Operator III		20.86
14044 - Computer Operator IV		23.19
14045 - Computer Operator V		25.68
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		16.74
14160 - Personal Computer Support Technician		23.19
14170 - System Support Specialist		28.73
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.99
15020 - Aircrew Training Devices Instructor (Rated)		35.08
15030 - Air Crew Training Devices Instructor (Pilot)		42.05
15050 - Computer Based Training Specialist / Instructor		28.99
15060 - Educational Technologist		29.39
15070 - Flight Instructor (Pilot)		42.05
15080 - Graphic Artist		21.68
15085 - Maintenance Test Pilot Fixed Jet/Prop		42.05

15086 - Maintenance Test Pilot Rotary Wing 42.05
15088 - Non-Maintenance Test/Co-Pilot 42.05
15090 - Technical Instructor 21.09
15095 - Technical Instructor/Course Developer 25.80
15110 - Test Proctor 17.28
15120 - Tutor 17.28
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.52
16030 - Counter Attendant 9.52
16040 - Dry Cleaner 12.18
16070 - Finisher Flatwork Machine 9.52
16090 - Presser Hand 9.52
16110 - Presser Machine Drycleaning 9.52
16130 - Presser Machine Shirts 9.52
16160 - Presser Machine Wearing Apparel Laundry 9.52
16190 - Sewing Machine Operator 12.93
16220 - Tailor 13.64
16250 - Washer Machine 10.47
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.48
19040 - Tool And Die Maker 25.79
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.38
21030 - Material Coordinator 22.60
21040 - Material Expediter 22.60
21050 - Material Handling Laborer 14.36
21071 - Order Filler 13.61
21080 - Production Line Worker (Food Processing) 19.38
21110 - Shipping Packer 16.35
21130 - Shipping/Receiving Clerk 16.35
21140 - Store Worker I 16.63
21150 - Stock Clerk 18.77
21210 - Tools And Parts Attendant 19.38
21410 - Warehouse Specialist 19.38
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.87
23019 - Aircraft Logs and Records Technician 21.79
23021 - Aircraft Mechanic I 24.66
23022 - Aircraft Mechanic II 25.87
23023 - Aircraft Mechanic III 27.14
23040 - Aircraft Mechanic Helper 18.50
23050 - Aircraft Painter 23.80
23060 - Aircraft Servicer 21.79
23070 - Aircraft Survival Flight Equipment Technician 23.80
23080 - Aircraft Worker 22.40
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.40
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.66
23110 - Appliance Mechanic 23.49

23120 - Bicycle Repairer	19.64
23125 - Cable Splicer	31.24
23130 - Carpenter Maintenance	20.85
23140 - Carpet Layer	21.14
23160 - Electrician Maintenance	28.46
23181 - Electronics Technician Maintenance I	25.02
23182 - Electronics Technician Maintenance II	26.38
23183 - Electronics Technician Maintenance III	27.69
23260 - Fabric Worker	20.94
23290 - Fire Alarm System Mechanic	23.07
23310 - Fire Extinguisher Repairer	19.64
23311 - Fuel Distribution System Mechanic	31.10
23312 - Fuel Distribution System Operator	24.83
23370 - General Maintenance Worker	17.70
23380 - Ground Support Equipment Mechanic	24.66
23381 - Ground Support Equipment Servicer	21.79
23382 - Ground Support Equipment Worker	22.40
23391 - Gunsmith I	19.64
23392 - Gunsmith II	22.28
23393 - Gunsmith III	24.66
23410 - Heating Ventilation And Air-Conditioning Mechanic	20.01
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	20.95
23430 - Heavy Equipment Mechanic	26.56
23440 - Heavy Equipment Operator	22.01
23460 - Instrument Mechanic	34.52
23465 - Laboratory/Shelter Mechanic	23.49
23470 - Laborer	14.36
23510 - Locksmith	23.49
23530 - Machinery Maintenance Mechanic	25.54
23550 - Machinist Maintenance	22.83
23580 - Maintenance Trades Helper	17.38
23591 - Metrology Technician I	34.52
23592 - Metrology Technician II	36.19
23593 - Metrology Technician III	37.98
23640 - Millwright	28.58
23710 - Office Appliance Repairer	24.01
23760 - Painter Maintenance	19.67
23790 - Pipefitter Maintenance	31.08
23810 - Plumber Maintenance	29.60
23820 - Pneudraulic Systems Mechanic	24.66
23850 - Rigger	24.66
23870 - Scale Mechanic	22.28
23890 - Sheet-Metal Worker Maintenance	21.44
23910 - Small Engine Mechanic	17.33
23931 - Telecommunications Mechanic I	30.53
23932 - Telecommunications Mechanic II	31.63
23950 - Telephone Lineman	26.11
23960 - Welder Combination Maintenance	19.28

23965 - Well Driller	23.78
23970 - Woodcraft Worker	24.66
23980 - Woodworker	19.64
24000 - Personal Needs Occupations	
24550 - Case Manager	13.10
24570 - Child Care Attendant	10.48
24580 - Child Care Center Clerk	13.06
24610 - Chore Aide	10.86
24620 - Family Readiness And Support Services Coordinator	13.10
24630 - Homemaker	13.10
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.66
25040 - Sewage Plant Operator	19.57
25070 - Stationary Engineer	24.66
25190 - Ventilation Equipment Tender	18.34
25210 - Water Treatment Plant Operator	19.15
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.21
27007 - Baggage Inspector	14.19
27008 - Corrections Officer	17.26
27010 - Court Security Officer	17.31
27030 - Detection Dog Handler	16.30
27040 - Detention Officer	17.26
27070 - Firefighter	17.47
27101 - Guard I	14.19
27102 - Guard II	16.30
27131 - Police Officer I	19.87
27132 - Police Officer II	22.08
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.65
28042 - Carnival Equipment Repairer	13.54
28043 - Carnival Worker	9.89
28210 - Gate Attendant/Gate Tender	17.74
28310 - Lifeguard	12.26
28350 - Park Attendant (Aide)	19.86
28510 - Recreation Aide/Health Facility Attendant	14.77
28515 - Recreation Specialist	23.96
28630 - Sports Official	15.81
28690 - Swimming Pool Operator	15.74
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.37
29020 - Hatch Tender	27.37
29030 - Line Handler	27.37
29041 - Stevedore I	26.52
29042 - Stevedore II	28.75
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		18.17
30022 - Archeological Technician II		20.32
30023 - Archeological Technician III		25.19
30030 - Cartographic Technician		25.19
30040 - Civil Engineering Technician		24.71
30051 - Cryogenic Technician I		26.82
30052 - Cryogenic Technician II		29.61
30061 - Drafter/CAD Operator I		18.17
30062 - Drafter/CAD Operator II		20.32
30063 - Drafter/CAD Operator III		22.67
30064 - Drafter/CAD Operator IV		27.88
30081 - Engineering Technician I		19.98
30082 - Engineering Technician II		22.43
30083 - Engineering Technician III		25.09
30084 - Engineering Technician IV		31.08
30085 - Engineering Technician V		38.03
30086 - Engineering Technician VI		46.01
30090 - Environmental Technician		24.31
30095 - Evidence Control Specialist		24.21
30210 - Laboratory Technician		23.27
30221 - Latent Fingerprint Technician I		26.82
30222 - Latent Fingerprint Technician II		29.61
30240 - Mathematical Technician		26.61
30361 - Paralegal/Legal Assistant I		19.75
30362 - Paralegal/Legal Assistant II		26.15
30363 - Paralegal/Legal Assistant III		29.48
30364 - Paralegal/Legal Assistant IV		35.63
30375 - Petroleum Supply Specialist		29.61
30390 - Photo-Optics Technician		25.19
30395 - Radiation Control Technician		29.61
30461 - Technical Writer I		24.21
30462 - Technical Writer II		29.61
30463 - Technical Writer III		35.83
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		27.86
30502 - Weather Forecaster II		33.89
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.67
30621 - Weather Observer Senior	(see 2)	25.15
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		12.59
31030 - Bus Driver		18.13
31043 - Driver Courier		15.61
31260 - Parking and Lot Attendant		12.78
31290 - Shuttle Bus Driver		15.90

31310 - Taxi Driver	13.57
31361 - Truckdriver Light	17.24
31362 - Truckdriver Medium	18.39
31363 - Truckdriver Heavy	19.82
31364 - Truckdriver Tractor-Trailer	19.82
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	9.76
99050 - Desk Clerk	11.17
99095 - Embalmer	25.60
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	10.70
99252 - Laboratory Animal Caretaker II	11.46
99260 - Marketing Analyst	24.07
99310 - Mortician	25.60
99410 - Pest Controller	17.42
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	15.02
99711 - Recycling Specialist	17.51
99730 - Refuse Collector	13.73
99810 - Sales Clerk	12.99
99820 - School Crossing Guard	15.80
99830 - Survey Party Chief	21.36
99831 - Surveying Aide	18.76
99832 - Surveying Technician	19.35
99840 - Vending Machine Attendant	20.20
99841 - Vending Machine Repairer	24.54
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 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.: 2015-4690
Revision No.: 14
Date Of Last Revision: 05/05/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Kentucky

Area: Kentucky Counties of Breckinridge Grayson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.99
01012 - Accounting Clerk II		15.70
01013 - Accounting Clerk III		17.56
01020 - Administrative Assistant		21.20
01035 - Court Reporter		17.22
01041 - Customer Service Representative I		11.49
01042 - Customer Service Representative II		12.92
01043 - Customer Service Representative III		14.10
01051 - Data Entry Operator I		14.19
01052 - Data Entry Operator II		15.48
01060 - Dispatcher Motor Vehicle		17.85
01070 - Document Preparation Clerk		14.01

01090 - Duplicating Machine Operator	14.01
01111 - General Clerk I	12.70
01112 - General Clerk II	13.85
01113 - General Clerk III	15.55
01120 - Housing Referral Assistant	20.99
01141 - Messenger Courier	11.65
01191 - Order Clerk I	12.72
01192 - Order Clerk II	15.16
01261 - Personnel Assistant (Employment) I	15.81
01262 - Personnel Assistant (Employment) II	17.52
01263 - Personnel Assistant (Employment) III	20.96
01270 - Production Control Clerk	22.60
01290 - Rental Clerk	13.28
01300 - Scheduler Maintenance	16.39
01311 - Secretary I	16.39
01312 - Secretary II	18.99
01313 - Secretary III	20.99
01320 - Service Order Dispatcher	15.96
01410 - Supply Technician	21.20
01420 - Survey Worker	15.50
01460 - Switchboard Operator/Receptionist	12.30
01531 - Travel Clerk I	13.02
01532 - Travel Clerk II	13.67
01533 - Travel Clerk III	14.29
01611 - Word Processor I	13.37
01612 - Word Processor II	15.01
01613 - Word Processor III	17.22
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	24.72
05010 - Automotive Electrician	20.33
05040 - Automotive Glass Installer	19.78
05070 - Automotive Worker	19.35
05110 - Mobile Equipment Servicer	17.20
05130 - Motor Equipment Metal Mechanic	21.11
05160 - Motor Equipment Metal Worker	19.35
05190 - Motor Vehicle Mechanic	21.11
05220 - Motor Vehicle Mechanic Helper	16.14
05250 - Motor Vehicle Upholstery Worker	18.36
05280 - Motor Vehicle Wrecker	19.35
05310 - Painter Automotive	20.33
05340 - Radiator Repair Specialist	19.35
05370 - Tire Repairer	13.74
05400 - Transmission Repair Specialist	21.11
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.78
07041 - Cook I	11.55
07042 - Cook II	13.10
07070 - Dishwasher	9.49
07130 - Food Service Worker	9.57
07210 - Meat Cutter	15.42

07260 - Waiter/Waitress	8.82
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.77
09040 - Furniture Handler	14.87
09080 - Furniture Refinisher	19.77
09090 - Furniture Refinisher Helper	15.62
09110 - Furniture Repairer Minor	18.24
09130 - Upholsterer	19.77
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.02
11060 - Elevator Operator	11.78
11090 - Gardener	15.85
11122 - Housekeeping Aide	12.37
11150 - Janitor	12.37
11210 - Laborer Grounds Maintenance	12.69
11240 - Maid or Houseman	11.25
11260 - Pruner	11.61
11270 - Tractor Operator	14.80
11330 - Trail Maintenance Worker	12.69
11360 - Window Cleaner	12.88
12000 - Health Occupations	
12010 - Ambulance Driver	15.75
12011 - Breath Alcohol Technician	17.33
12012 - Certified Occupational Therapist Assistant	27.66
12015 - Certified Physical Therapist Assistant	27.17
12020 - Dental Assistant	16.66
12025 - Dental Hygienist	31.21
12030 - EKG Technician	20.58
12035 - Electroneurodiagnostic Technologist	20.58
12040 - Emergency Medical Technician	15.75
12071 - Licensed Practical Nurse I	15.49
12072 - Licensed Practical Nurse II	17.33
12073 - Licensed Practical Nurse III	19.32
12100 - Medical Assistant	13.95
12130 - Medical Laboratory Technician	24.43
12160 - Medical Record Clerk	15.33
12190 - Medical Record Technician	17.33
12195 - Medical Transcriptionist	17.58
12210 - Nuclear Medicine Technologist	33.14
12221 - Nursing Assistant I	11.57
12222 - Nursing Assistant II	13.01
12223 - Nursing Assistant III	14.20
12224 - Nursing Assistant IV	15.94
12235 - Optical Dispenser	19.24
12236 - Optical Technician	15.49
12250 - Pharmacy Technician	14.12
12280 - Phlebotomist	15.94
12305 - Radiologic Technologist	23.48
12311 - Registered Nurse I	23.18
12312 - Registered Nurse II	28.36

12313 - Registered Nurse II Specialist		28.36
12314 - Registered Nurse III		34.31
12315 - Registered Nurse III Anesthetist		34.31
12316 - Registered Nurse IV		41.12
12317 - Scheduler (Drug and Alcohol Testing)		21.46
12320 - Substance Abuse Treatment Counselor		18.02
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		19.51
13042 - Illustrator II		24.17
13043 - Illustrator III		29.56
13047 - Librarian		26.77
13050 - Library Aide/Clerk		12.22
13054 - Library Information Technology Systems Administrator		24.17
13058 - Library Technician		14.11
13061 - Media Specialist I		17.44
13062 - Media Specialist II		19.51
13063 - Media Specialist III		21.74
13071 - Photographer I		17.44
13072 - Photographer II		19.51
13073 - Photographer III		24.17
13074 - Photographer IV		29.56
13075 - Photographer V		35.77
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		19.23
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.80
14042 - Computer Operator II		17.67
14043 - Computer Operator III		19.71
14044 - Computer Operator IV		21.90
14045 - Computer Operator V		24.24
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		15.80
14160 - Personal Computer Support Technician		21.90
14170 - System Support Specialist		28.73
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.99
15020 - Aircrew Training Devices Instructor (Rated)		35.08
15030 - Air Crew Training Devices Instructor (Pilot)		42.05
15050 - Computer Based Training Specialist / Instructor		28.99
15060 - Educational Technologist		28.56

15070 - Flight Instructor (Pilot) 42.05
15080 - Graphic Artist 21.68
15085 - Maintenance Test Pilot Fixed Jet/Prop 42.05
15086 - Maintenance Test Pilot Rotary Wing 42.05
15088 - Non-Maintenance Test/Co-Pilot 42.05
15090 - Technical Instructor 21.09
15095 - Technical Instructor/Course Developer 25.80
15110 - Test Proctor 17.28
15120 - Tutor 17.28
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.52
16030 - Counter Attendant 9.52
16040 - Dry Cleaner 12.18
16070 - Finisher Flatwork Machine 9.52
16090 - Presser Hand 9.52
16110 - Presser Machine Drycleaning 9.52
16130 - Presser Machine Shirts 9.52
16160 - Presser Machine Wearing Apparel Laundry 9.52
16190 - Sewing Machine Operator 12.93
16220 - Tailor 13.64
16250 - Washer Machine 10.47
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.48
19040 - Tool And Die Maker 25.79
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.38
21030 - Material Coordinator 22.60
21040 - Material Expediter 22.60
21050 - Material Handling Laborer 13.59
21071 - Order Filler 13.61
21080 - Production Line Worker (Food Processing) 19.38
21110 - Shipping Packer 16.35
21130 - Shipping/Receiving Clerk 16.35
21140 - Store Worker I 16.63
21150 - Stock Clerk 18.70
21210 - Tools And Parts Attendant 19.38
21410 - Warehouse Specialist 19.38
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.70
23019 - Aircraft Logs and Records Technician 21.79
23021 - Aircraft Mechanic I 24.48
23022 - Aircraft Mechanic II 25.70
23023 - Aircraft Mechanic III 26.98
23040 - Aircraft Mechanic Helper 18.50
23050 - Aircraft Painter 23.80
23060 - Aircraft Servicer 21.79
23070 - Aircraft Survival Flight Equipment Technician 23.80
23080 - Aircraft Worker 22.40
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.40

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.48
23110 - Appliance Mechanic 22.87
23120 - Bicycle Repairer 18.63
23125 - Cable Splicer 31.24
23130 - Carpenter Maintenance 20.74
23140 - Carpet Layer 21.14
23160 - Electrician Maintenance 28.46
23181 - Electronics Technician Maintenance I 25.02
23182 - Electronics Technician Maintenance II 26.38
23183 - Electronics Technician Maintenance III 27.69
23260 - Fabric Worker 19.88
23290 - Fire Alarm System Mechanic 23.07
23310 - Fire Extinguisher Repairer 18.65
23311 - Fuel Distribution System Mechanic 31.10
23312 - Fuel Distribution System Operator 24.83
23370 - General Maintenance Worker 17.33
23380 - Ground Support Equipment Mechanic 24.48
23381 - Ground Support Equipment Servicer 21.79
23382 - Ground Support Equipment Worker 22.40
23391 - Gunsmith I 18.65
23392 - Gunsmith II 21.14
23393 - Gunsmith III 23.39
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.01
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 20.95
23430 - Heavy Equipment Mechanic 26.04
23440 - Heavy Equipment Operator 21.77
23460 - Instrument Mechanic 31.38
23465 - Laboratory/Shelter Mechanic 22.87
23470 - Laborer 13.59
23510 - Locksmith 22.87
23530 - Machinery Maintenance Mechanic 25.54
23550 - Machinist Maintenance 22.83
23580 - Maintenance Trades Helper 17.11
23591 - Metrology Technician I 31.38
23592 - Metrology Technician II 32.90
23593 - Metrology Technician III 34.53
23640 - Millwright 28.58
23710 - Office Appliance Repairer 22.85
23760 - Painter Maintenance 19.67
23790 - Pipefitter Maintenance 29.22
23810 - Plumber Maintenance 28.21
23820 - Pneudraulic Systems Mechanic 23.39
23850 - Rigger 23.39
23870 - Scale Mechanic 21.14
23890 - Sheet-Metal Worker Maintenance 19.49
23910 - Small Engine Mechanic 17.33
23931 - Telecommunications Mechanic I 27.75

23932 - Telecommunications Mechanic II 28.75
23950 - Telephone Lineman 26.11
23960 - Welder Combination Maintenance 18.74
23965 - Well Driller 23.39
23970 - Woodcraft Worker 23.39
23980 - Woodworker 18.65
24000 - Personal Needs Occupations
24550 - Case Manager 12.86
24570 - Child Care Attendant 9.96
24580 - Child Care Center Clerk 12.09
24610 - Chore Aide 10.86
24620 - Family Readiness And Support Services Coordinator 12.86
24630 - Homemaker 12.86
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 23.39
25040 - Sewage Plant Operator 19.57
25070 - Stationary Engineer 23.39
25190 - Ventilation Equipment Tender 17.42
25210 - Water Treatment Plant Operator 19.15
27000 - Protective Service Occupations
27004 - Alarm Monitor 16.21
27007 - Baggage Inspector 12.90
27008 - Corrections Officer 17.26
27010 - Court Security Officer 17.31
27030 - Detection Dog Handler 16.01
27040 - Detention Officer 17.26
27070 - Firefighter 17.47
27101 - Guard I 12.90
27102 - Guard II 16.01
27131 - Police Officer I 19.87
27132 - Police Officer II 22.08
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.65
28042 - Carnival Equipment Repairer 13.54
28043 - Carnival Worker 9.89
28210 - Gate Attendant/Gate Tender 16.13
28310 - Lifeguard 12.26
28350 - Park Attendant (Aide) 18.05
28510 - Recreation Aide/Health Facility Attendant 13.43
28515 - Recreation Specialist 21.78
28630 - Sports Official 14.37
28690 - Swimming Pool Operator 15.74
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 27.37
29020 - Hatch Tender 27.37
29030 - Line Handler 27.37
29041 - Stevedore I 26.52
29042 - Stevedore II 28.75
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 18.17
30022 - Archeological Technician II 20.32
30023 - Archeological Technician III 25.19
30030 - Cartographic Technician 25.19
30040 - Civil Engineering Technician 24.71
30051 - Cryogenic Technician I 26.82
30052 - Cryogenic Technician II 29.61
30061 - Drafter/CAD Operator I 18.17
30062 - Drafter/CAD Operator II 20.32
30063 - Drafter/CAD Operator III 22.67
30064 - Drafter/CAD Operator IV 27.88
30081 - Engineering Technician I 19.98
30082 - Engineering Technician II 22.43
30083 - Engineering Technician III 25.09
30084 - Engineering Technician IV 31.08
30085 - Engineering Technician V 38.03
30086 - Engineering Technician VI 46.01
30090 - Environmental Technician 24.31
30095 - Evidence Control Specialist 24.21
30210 - Laboratory Technician 23.27
30221 - Latent Fingerprint Technician I 26.82
30222 - Latent Fingerprint Technician II 29.61
30240 - Mathematical Technician 26.61
30361 - Paralegal/Legal Assistant I 19.75
30362 - Paralegal/Legal Assistant II 26.15
30363 - Paralegal/Legal Assistant III 29.48
30364 - Paralegal/Legal Assistant IV 35.63
30375 - Petroleum Supply Specialist 29.61
30390 - Photo-Optics Technician 25.19
30395 - Radiation Control Technician 29.61
30461 - Technical Writer I 24.21
30462 - Technical Writer II 29.61
30463 - Technical Writer III 35.83
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 27.86
30502 - Weather Forecaster II 33.89
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.67
30621 - Weather Observer Senior (see 2) 25.15
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.59
31030 - Bus Driver 18.13

31043 - Driver Courier	14.19
31260 - Parking and Lot Attendant	12.78
31290 - Shuttle Bus Driver	15.90
31310 - Taxi Driver	12.34
31361 - Truckdriver Light	15.90
31362 - Truckdriver Medium	16.82
31363 - Truckdriver Heavy	19.82
31364 - Truckdriver Tractor-Trailer	19.82
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.32
99050 - Desk Clerk	10.99
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	10.70
99252 - Laboratory Animal Caretaker II	11.46
99260 - Marketing Analyst	24.07
99310 - Mortician	25.35
99410 - Pest Controller	17.42
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	15.02
99711 - Recycling Specialist	16.95
99730 - Refuse Collector	13.73
99810 - Sales Clerk	12.99
99820 - School Crossing Guard	15.74
99830 - Survey Party Chief	21.36
99831 - Surveying Aide	18.76
99832 - Surveying Technician	19.35
99840 - Vending Machine Attendant	20.13
99841 - Vending Machine Repairer	24.46
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 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.: 2015-4691
Revision No.: 15
Date Of Last Revision: 04/28/2021

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: Kentucky

Area: Kentucky Counties of Ballard Calloway Carlisle Fulton Graves Hickman Marshall McCracken

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.31
01012 - Accounting Clerk II		16.08
01013 - Accounting Clerk III		17.98
01020 - Administrative Assistant		21.69
01035 - Court Reporter		17.00
01041 - Customer Service Representative I		12.64
01042 - Customer Service Representative II		13.86
01043 - Customer Service Representative III		15.51
01051 - Data Entry Operator I		14.19
01052 - Data Entry Operator II		15.48
01060 - Dispatcher Motor Vehicle		17.85
01070 - Document Preparation Clerk		14.01
01090 - Duplicating Machine Operator		14.01
01111 - General Clerk I		12.77

01112 - General Clerk II	13.93
01113 - General Clerk III	15.65
01120 - Housing Referral Assistant	20.25
01141 - Messenger Courier	14.05
01191 - Order Clerk I	12.70
01192 - Order Clerk II	13.86
01261 - Personnel Assistant (Employment) I	16.04
01262 - Personnel Assistant (Employment) II	17.94
01263 - Personnel Assistant (Employment) III	20.00
01270 - Production Control Clerk	22.60
01290 - Rental Clerk	15.99
01300 - Scheduler Maintenance	15.74
01311 - Secretary I	15.74
01312 - Secretary II	17.61
01313 - Secretary III	19.63
01320 - Service Order Dispatcher	15.96
01410 - Supply Technician	21.69
01420 - Survey Worker	17.19
01460 - Switchboard Operator/Receptionist	13.23
01531 - Travel Clerk I	13.31
01532 - Travel Clerk II	14.24
01533 - Travel Clerk III	15.15
01611 - Word Processor I	13.10
01612 - Word Processor II	15.20
01613 - Word Processor III	17.17
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	24.02
05010 - Automotive Electrician	19.23
05040 - Automotive Glass Installer	17.17
05070 - Automotive Worker	17.21
05110 - Mobile Equipment Servicer	15.07
05130 - Motor Equipment Metal Mechanic	19.23
05160 - Motor Equipment Metal Worker	17.21
05190 - Motor Vehicle Mechanic	19.23
05220 - Motor Vehicle Mechanic Helper	13.97
05250 - Motor Vehicle Upholstery Worker	17.21
05280 - Motor Vehicle Wrecker	17.21
05310 - Painter Automotive	18.23
05340 - Radiator Repair Specialist	17.21
05370 - Tire Repairer	12.99
05400 - Transmission Repair Specialist	18.98
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.90
07041 - Cook I	11.55
07042 - Cook II	13.10
07070 - Dishwasher	10.44
07130 - Food Service Worker	9.50
07210 - Meat Cutter	15.42
07260 - Waiter/Waitress	8.94
09000 - Furniture Maintenance And Repair Occupations	

09010 - Electrostatic Spray Painter 19.61
09040 - Furniture Handler 12.53
09080 - Furniture Refinisher 19.61
09090 - Furniture Refinisher Helper 14.64
09110 - Furniture Repairer Minor 16.80
09130 - Upholsterer 19.77
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.22
11060 - Elevator Operator 12.96
11090 - Gardener 17.44
11122 - Housekeeping Aide 11.78
11150 - Janitor 11.78
11210 - Laborer Grounds Maintenance 13.92
11240 - Maid or Houseman 12.28
11260 - Pruner 12.73
11270 - Tractor Operator 16.34
11330 - Trail Maintenance Worker 13.92
11360 - Window Cleaner 12.88
12000 - Health Occupations
12010 - Ambulance Driver 17.33
12011 - Breath Alcohol Technician 18.95
12012 - Certified Occupational Therapist Assistant 28.33
12015 - Certified Physical Therapist Assistant 24.92
12020 - Dental Assistant 15.47
12025 - Dental Hygienist 31.43
12030 - EKG Technician 21.27
12035 - Electroneurodiagnostic Technologist 21.27
12040 - Emergency Medical Technician 17.33
12071 - Licensed Practical Nurse I 16.95
12072 - Licensed Practical Nurse II 18.95
12073 - Licensed Practical Nurse III 21.12
12100 - Medical Assistant 14.77
12130 - Medical Laboratory Technician 25.03
12160 - Medical Record Clerk 15.33
12190 - Medical Record Technician 17.33
12195 - Medical Transcriptionist 17.58
12210 - Nuclear Medicine Technologist 40.85
12221 - Nursing Assistant I 11.65
12222 - Nursing Assistant II 13.09
12223 - Nursing Assistant III 14.29
12224 - Nursing Assistant IV 16.05
12235 - Optical Dispenser 18.36
12236 - Optical Technician 15.49
12250 - Pharmacy Technician 14.22
12280 - Phlebotomist 14.14
12305 - Radiologic Technologist 24.39
12311 - Registered Nurse I 25.41
12312 - Registered Nurse II 30.43
12313 - Registered Nurse II Specialist 30.43
12314 - Registered Nurse III 36.80

12315 - Registered Nurse III Anesthetist		36.80
12316 - Registered Nurse IV		44.11
12317 - Scheduler (Drug and Alcohol Testing)		23.47
12320 - Substance Abuse Treatment Counselor		18.02
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.51
13012 - Exhibits Specialist II		25.41
13013 - Exhibits Specialist III		31.08
13041 - Illustrator I		20.51
13042 - Illustrator II		25.41
13043 - Illustrator III		31.08
13047 - Librarian		28.14
13050 - Library Aide/Clerk		11.87
13054 - Library Information Technology Systems Administrator		25.41
13058 - Library Technician		14.38
13061 - Media Specialist I		18.34
13062 - Media Specialist II		20.51
13063 - Media Specialist III		22.86
13071 - Photographer I		18.34
13072 - Photographer II		20.51
13073 - Photographer III		25.41
13074 - Photographer IV		31.08
13075 - Photographer V		37.61
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		18.34
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.74
14042 - Computer Operator II		18.72
14043 - Computer Operator III		20.86
14044 - Computer Operator IV		23.19
14045 - Computer Operator V		25.68
14071 - Computer Programmer I	(see 1)	23.37
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.74
14160 - Personal Computer Support Technician		23.19
14170 - System Support Specialist		28.73
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.99
15020 - Aircrew Training Devices Instructor (Rated)		36.76
15030 - Air Crew Training Devices Instructor (Pilot)		42.05
15050 - Computer Based Training Specialist / Instructor		28.99
15060 - Educational Technologist		29.39
15070 - Flight Instructor (Pilot)		42.05
15080 - Graphic Artist		23.07

15085 - Maintenance Test Pilot Fixed Jet/Prop 42.05
15086 - Maintenance Test Pilot Rotary Wing 42.05
15088 - Non-Maintenance Test/Co-Pilot 42.05
15090 - Technical Instructor 24.01
15095 - Technical Instructor/Course Developer 29.37
15110 - Test Proctor 19.38
15120 - Tutor 19.38
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.52
16030 - Counter Attendant 9.52
16040 - Dry Cleaner 11.68
16070 - Finisher Flatwork Machine 9.52
16090 - Presser Hand 9.52
16110 - Presser Machine Drycleaning 9.52
16130 - Presser Machine Shirts 9.52
16160 - Presser Machine Wearing Apparel Laundry 9.52
16190 - Sewing Machine Operator 12.50
16220 - Tailor 13.31
16250 - Washer Machine 10.31
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.65
19040 - Tool And Die Maker 23.60
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.38
21030 - Material Coordinator 22.60
21040 - Material Expediter 22.60
21050 - Material Handling Laborer 14.36
21071 - Order Filler 12.25
21080 - Production Line Worker (Food Processing) 19.38
21110 - Shipping Packer 16.35
21130 - Shipping/Receiving Clerk 16.35
21140 - Store Worker I 14.28
21150 - Stock Clerk 18.77
21210 - Tools And Parts Attendant 19.38
21410 - Warehouse Specialist 19.38
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.87
23019 - Aircraft Logs and Records Technician 20.94
23021 - Aircraft Mechanic I 24.66
23022 - Aircraft Mechanic II 25.87
23023 - Aircraft Mechanic III 27.14
23040 - Aircraft Mechanic Helper 18.34
23050 - Aircraft Painter 23.49
23060 - Aircraft Servicer 20.94
23070 - Aircraft Survival Flight Equipment Technician 23.49
23080 - Aircraft Worker 22.28
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.28
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.66

23110 - Appliance Mechanic 23.49
23120 - Bicycle Repairer 19.64
23125 - Cable Splicer 31.39
23130 - Carpenter Maintenance 20.85
23140 - Carpet Layer 21.14
23160 - Electrician Maintenance 28.46
23181 - Electronics Technician Maintenance I 25.62
23182 - Electronics Technician Maintenance II 27.42
23183 - Electronics Technician Maintenance III 29.12
23260 - Fabric Worker 20.94
23290 - Fire Alarm System Mechanic 20.41
23310 - Fire Extinguisher Repairer 19.64
23311 - Fuel Distribution System Mechanic 28.78
23312 - Fuel Distribution System Operator 24.83
23370 - General Maintenance Worker 17.70
23380 - Ground Support Equipment Mechanic 24.66
23381 - Ground Support Equipment Servicer 20.94
23382 - Ground Support Equipment Worker 22.28
23391 - Gunsmith I 19.64
23392 - Gunsmith II 22.28
23393 - Gunsmith III 24.66
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.18
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.55
23430 - Heavy Equipment Mechanic 26.56
23440 - Heavy Equipment Operator 22.01
23460 - Instrument Mechanic 33.63
23465 - Laboratory/Shelter Mechanic 23.49
23470 - Laborer 14.36
23510 - Locksmith 23.49
23530 - Machinery Maintenance Mechanic 25.08
23550 - Machinist Maintenance 22.83
23580 - Maintenance Trades Helper 17.38
23591 - Metrology Technician I 33.63
23592 - Metrology Technician II 35.19
23593 - Metrology Technician III 36.81
23640 - Millwright 25.99
23710 - Office Appliance Repairer 24.01
23760 - Painter Maintenance 17.49
23790 - Pipefitter Maintenance 31.08
23810 - Plumber Maintenance 29.60
23820 - Pneudraulic Systems Mechanic 24.66
23850 - Rigger 24.66
23870 - Scale Mechanic 22.28
23890 - Sheet-Metal Worker Maintenance 21.44
23910 - Small Engine Mechanic 17.13
23931 - Telecommunications Mechanic I 29.01
23932 - Telecommunications Mechanic II 30.73
23950 - Telephone Lineman 26.11

23960 - Welder Combination Maintenance		19.28
23965 - Well Driller		23.78
23970 - Woodcraft Worker		24.66
23980 - Woodworker		19.64
24000 - Personal Needs Occupations		
24550 - Case Manager		13.10
24570 - Child Care Attendant		11.22
24580 - Child Care Center Clerk		14.11
24610 - Chore Aide		10.86
24620 - Family Readiness And Support Services Coordinator		13.10
24630 - Homemaker		16.62
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		24.66
25040 - Sewage Plant Operator		19.58
25070 - Stationary Engineer		24.66
25190 - Ventilation Equipment Tender		18.34
25210 - Water Treatment Plant Operator		19.58
27000 - Protective Service Occupations		
27004 - Alarm Monitor		14.76
27007 - Baggage Inspector		14.19
27008 - Corrections Officer		19.23
27010 - Court Security Officer		18.53
27030 - Detection Dog Handler		15.88
27040 - Detention Officer		19.23
27070 - Firefighter		17.14
27101 - Guard I		14.19
27102 - Guard II		15.88
27131 - Police Officer I		21.51
27132 - Police Officer II		23.90
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.65
28042 - Carnival Equipment Repairer		13.54
28043 - Carnival Worker		9.89
28210 - Gate Attendant/Gate Tender		17.74
28310 - Lifeguard		12.26
28350 - Park Attendant (Aide)		19.86
28510 - Recreation Aide/Health Facility Attendant		14.49
28515 - Recreation Specialist		22.50
28630 - Sports Official		15.81
28690 - Swimming Pool Operator		15.36
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		22.28
29020 - Hatch Tender		22.28
29030 - Line Handler		22.28
29041 - Stevedore I		21.20
29042 - Stevedore II		23.95
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 18.15
30022 - Archeological Technician II 20.31
30023 - Archeological Technician III 25.15
30030 - Cartographic Technician 25.15
30040 - Civil Engineering Technician 23.25
30051 - Cryogenic Technician I 26.82
30052 - Cryogenic Technician II 29.61
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 17.14
30082 - Engineering Technician II 18.54
30083 - Engineering Technician III 21.52
30084 - Engineering Technician IV 25.66
30085 - Engineering Technician V 30.95
30086 - Engineering Technician VI 37.45
30090 - Environmental Technician 24.31
30095 - Evidence Control Specialist 24.21
30210 - Laboratory Technician 23.27
30221 - Latent Fingerprint Technician I 26.82
30222 - Latent Fingerprint Technician II 29.61
30240 - Mathematical Technician 25.15
30361 - Paralegal/Legal Assistant I 19.05
30362 - Paralegal/Legal Assistant II 23.59
30363 - Paralegal/Legal Assistant III 28.85
30364 - Paralegal/Legal Assistant IV 34.91
30375 - Petroleum Supply Specialist 29.61
30390 - Photo-Optics Technician 22.93
30395 - Radiation Control Technician 29.61
30461 - Technical Writer I 24.71
30462 - Technical Writer II 30.23
30463 - Technical Writer III 36.56
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 27.86
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 30.98
31020 - Bus Aide 12.84
31030 - Bus Driver 18.40
31043 - Driver Courier 15.97
31260 - Parking and Lot Attendant 12.59

31290 - Shuttle Bus Driver	15.28
31310 - Taxi Driver	13.35
31361 - Truckdriver Light	16.81
31362 - Truckdriver Medium	18.19
31363 - Truckdriver Heavy	20.14
31364 - Truckdriver Tractor-Trailer	20.14
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	9.76
99050 - Desk Clerk	11.17
99095 - Embalmer	25.60
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	11.95
99252 - Laboratory Animal Caretaker II	13.40
99260 - Marketing Analyst	24.07
99310 - Mortician	25.60
99410 - Pest Controller	17.42
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	15.49
99711 - Recycling Specialist	17.56
99730 - Refuse Collector	13.79
99810 - Sales Clerk	11.81
99820 - School Crossing Guard	15.80
99830 - Survey Party Chief	23.58
99831 - Surveying Aide	15.46
99832 - Surveying Technician	21.16
99840 - Vending Machine Attendant	20.20
99841 - Vending Machine Repairer	24.54
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 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.: 2015-4693
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: Kentucky

Area: Kentucky County of Logan

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		19.25
01035 - Court Reporter		16.20
01041 - Customer Service Representative I		11.86
01042 - Customer Service Representative II		13.33
01043 - Customer Service Representative III		14.54
01051 - Data Entry Operator I		13.30
01052 - Data Entry Operator II		14.51
01060 - Dispatcher Motor Vehicle		15.79
01070 - Document Preparation Clerk		12.90
01090 - Duplicating Machine Operator		12.90
01111 - General Clerk I		12.93
01112 - General Clerk II		14.11

01113 - General Clerk III 15.85
01120 - Housing Referral Assistant 18.06
01141 - Messenger Courier 13.55
01191 - Order Clerk I 12.51
01192 - Order Clerk II 13.65
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 21.46
01290 - Rental Clerk 12.49
01300 - Scheduler Maintenance 14.49
01311 - Secretary I 14.49
01312 - Secretary II 16.20
01313 - Secretary III 18.06
01320 - Service Order Dispatcher 14.35
01410 - Supply Technician 19.25
01420 - Survey Worker 13.62
01460 - Switchboard Operator/Receptionist 12.05
01531 - Travel Clerk I 14.15
01532 - Travel Clerk II 14.81
01533 - Travel Clerk III 15.47
01611 - Word Processor I 12.90
01612 - Word Processor II 14.49
01613 - Word Processor III 16.20
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.06
05010 - Automotive Electrician 17.29
05040 - Automotive Glass Installer 16.40
05070 - Automotive Worker 16.40
05110 - Mobile Equipment Servicer 14.59
05130 - Motor Equipment Metal Mechanic 18.12
05160 - Motor Equipment Metal Worker 16.40
05190 - Motor Vehicle Mechanic 18.12
05220 - Motor Vehicle Mechanic Helper 13.73
05250 - Motor Vehicle Upholstery Worker 15.45
05280 - Motor Vehicle Wrecker 16.40
05310 - Painter Automotive 17.29
05340 - Radiator Repair Specialist 16.40
05370 - Tire Repairer 14.15
05400 - Transmission Repair Specialist 18.12
07000 - Food Preparation And Service Occupations
07010 - Baker 14.71
07041 - Cook I 11.40
07042 - Cook II 12.94
07070 - Dishwasher 9.81
07130 - Food Service Worker 11.07
07210 - Meat Cutter 13.12
07260 - Waiter/Waitress 8.97
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 17.17

09040 - Furniture Handler 11.82
09080 - Furniture Refinisher 17.17
09090 - Furniture Refinisher Helper 13.82
09110 - Furniture Repairer Minor 15.50
09130 - Upholsterer 17.17
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.56
11060 - Elevator Operator 11.34
11090 - Gardener 15.07
11122 - Housekeeping Aide 11.34
11150 - Janitor 11.34
11210 - Laborer Grounds Maintenance 12.00
11240 - Maid or Houseman 9.86
11260 - Pruner 10.93
11270 - Tractor Operator 14.06
11330 - Trail Maintenance Worker 12.00
11360 - Window Cleaner 12.45
12000 - Health Occupations
12010 - Ambulance Driver 15.96
12011 - Breath Alcohol Technician 18.51
12012 - Certified Occupational Therapist Assistant 28.66
12015 - Certified Physical Therapist Assistant 26.70
12020 - Dental Assistant 17.73
12025 - Dental Hygienist 35.49
12030 - EKG Technician 27.13
12035 - Electroneurodiagnostic Technologist 27.13
12040 - Emergency Medical Technician 15.96
12071 - Licensed Practical Nurse I 16.55
12072 - Licensed Practical Nurse II 18.51
12073 - Licensed Practical Nurse III 20.63
12100 - Medical Assistant 14.52
12130 - Medical Laboratory Technician 24.10
12160 - Medical Record Clerk 15.70
12190 - Medical Record Technician 17.56
12195 - Medical Transcriptionist 17.83
12210 - Nuclear Medicine Technologist 38.79
12221 - Nursing Assistant I 12.05
12222 - Nursing Assistant II 13.54
12223 - Nursing Assistant III 14.78
12224 - Nursing Assistant IV 16.60
12235 - Optical Dispenser 17.35
12236 - Optical Technician 16.55
12250 - Pharmacy Technician 14.75
12280 - Phlebotomist 15.38
12305 - Radiologic Technologist 24.68
12311 - Registered Nurse I 23.83
12312 - Registered Nurse II 29.16
12313 - Registered Nurse II Specialist 29.16
12314 - Registered Nurse III 35.28
12315 - Registered Nurse III Anesthetist 35.28

12316 - Registered Nurse IV		42.28
12317 - Scheduler (Drug and Alcohol Testing)		22.92
12320 - Substance Abuse Treatment Counselor		21.25
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.87
13012 - Exhibits Specialist II		25.86
13013 - Exhibits Specialist III		31.63
13041 - Illustrator I		20.87
13042 - Illustrator II		25.86
13043 - Illustrator III		31.63
13047 - Librarian		28.64
13050 - Library Aide/Clerk		11.97
13054 - Library Information Technology Systems Administrator		25.86
13058 - Library Technician		13.35
13061 - Media Specialist I		18.67
13062 - Media Specialist II		20.87
13063 - Media Specialist III		23.27
13071 - Photographer I		18.67
13072 - Photographer II		20.87
13073 - Photographer III		25.86
13074 - Photographer IV		31.63
13075 - Photographer V		36.85
13090 - Technical Order Library Clerk		15.03
13110 - Video Teleconference Technician		18.67
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.54
14042 - Computer Operator II		17.61
14043 - Computer Operator III		19.64
14044 - Computer Operator IV		21.82
14045 - Computer Operator V		24.18
14071 - Computer Programmer I	(see 1)	20.94
14072 - Computer Programmer II	(see 1)	25.96
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.54
14160 - Personal Computer Support Technician		22.56
14170 - System Support Specialist		24.18
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.98
15020 - Aircrew Training Devices Instructor (Rated)		36.28
15030 - Air Crew Training Devices Instructor (Pilot)		43.48
15050 - Computer Based Training Specialist / Instructor		29.98
15060 - Educational Technologist		31.00
15070 - Flight Instructor (Pilot)		43.48
15080 - Graphic Artist		19.39
15085 - Maintenance Test Pilot Fixed Jet/Prop		43.48

15086 - Maintenance Test Pilot Rotary Wing 43.48
15088 - Non-Maintenance Test/Co-Pilot 43.48
15090 - Technical Instructor 18.93
15095 - Technical Instructor/Course Developer 23.16
15110 - Test Proctor 15.28
15120 - Tutor 15.28
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.81
16030 - Counter Attendant 10.81
16040 - Dry Cleaner 13.62
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 14.45
16220 - Tailor 15.24
16250 - Washer Machine 11.82
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.65
19040 - Tool And Die Maker 23.48
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.22
21030 - Material Coordinator 21.46
21040 - Material Expediter 21.46
21050 - Material Handling Laborer 13.44
21071 - Order Filler 12.87
21080 - Production Line Worker (Food Processing) 16.22
21110 - Shipping Packer 16.13
21130 - Shipping/Receiving Clerk 16.13
21140 - Store Worker I 13.83
21150 - Stock Clerk 18.35
21210 - Tools And Parts Attendant 16.22
21410 - Warehouse Specialist 16.22
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 22.08
23019 - Aircraft Logs and Records Technician 17.92
23021 - Aircraft Mechanic I 21.05
23022 - Aircraft Mechanic II 22.08
23023 - Aircraft Mechanic III 23.09
23040 - Aircraft Mechanic Helper 15.70
23050 - Aircraft Painter 20.07
23060 - Aircraft Servicer 17.92
23070 - Aircraft Survival Flight Equipment Technician 20.07
23080 - Aircraft Worker 19.03
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 19.03
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 21.05
23110 - Appliance Mechanic 20.07

23120 - Bicycle Repairer 16.76
23125 - Cable Splicer 32.98
23130 - Carpenter Maintenance 18.43
23140 - Carpet Layer 19.03
23160 - Electrician Maintenance 21.32
23181 - Electronics Technician Maintenance I 24.74
23182 - Electronics Technician Maintenance II 26.10
23183 - Electronics Technician Maintenance III 27.35
23260 - Fabric Worker 17.92
23290 - Fire Alarm System Mechanic 22.53
23310 - Fire Extinguisher Repairer 16.76
23311 - Fuel Distribution System Mechanic 22.92
23312 - Fuel Distribution System Operator 19.33
23370 - General Maintenance Worker 16.99
23380 - Ground Support Equipment Mechanic 21.05
23381 - Ground Support Equipment Servicer 17.92
23382 - Ground Support Equipment Worker 19.03
23391 - Gunsmith I 16.76
23392 - Gunsmith II 19.03
23393 - Gunsmith III 21.03
23410 - Heating Ventilation And Air-Conditioning Mechanic 18.16
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 19.01
23430 - Heavy Equipment Mechanic 21.84
23440 - Heavy Equipment Operator 22.58
23460 - Instrument Mechanic 22.75
23465 - Laboratory/Shelter Mechanic 20.07
23470 - Laborer 13.44
23510 - Locksmith 20.07
23530 - Machinery Maintenance Mechanic 25.58
23550 - Machinist Maintenance 19.91
23580 - Maintenance Trades Helper 16.70
23591 - Metrology Technician I 22.75
23592 - Metrology Technician II 23.79
23593 - Metrology Technician III 24.89
23640 - Millwright 24.12
23710 - Office Appliance Repairer 21.14
23760 - Painter Maintenance 16.96
23790 - Pipefitter Maintenance 23.23
23810 - Plumber Maintenance 22.17
23820 - Pneudraulic Systems Mechanic 21.03
23850 - Rigger 21.03
23870 - Scale Mechanic 19.03
23890 - Sheet-Metal Worker Maintenance 22.51
23910 - Small Engine Mechanic 17.73
23931 - Telecommunications Mechanic I 27.49
23932 - Telecommunications Mechanic II 28.78
23950 - Telephone Lineman 23.22
23960 - Welder Combination Maintenance 17.97

23965 - Well Driller	21.03
23970 - Woodcraft Worker	21.03
23980 - Woodworker	16.76
24000 - Personal Needs Occupations	
24550 - Case Manager	12.52
24570 - Child Care Attendant	9.70
24580 - Child Care Center Clerk	12.43
24610 - Chore Aide	12.99
24620 - Family Readiness And Support Services Coordinator	12.52
24630 - Homemaker	13.11
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.03
25040 - Sewage Plant Operator	17.69
25070 - Stationary Engineer	21.03
25190 - Ventilation Equipment Tender	15.64
25210 - Water Treatment Plant Operator	17.69
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.65
27007 - Baggage Inspector	11.43
27008 - Corrections Officer	17.96
27010 - Court Security Officer	16.68
27030 - Detection Dog Handler	13.60
27040 - Detention Officer	17.96
27070 - Firefighter	18.17
27101 - Guard I	11.43
27102 - Guard II	13.60
27131 - Police Officer I	18.21
27132 - Police Officer II	20.24
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.33
28042 - Carnival Equipment Repairer	14.17
28043 - Carnival Worker	10.28
28210 - Gate Attendant/Gate Tender	14.75
28310 - Lifeguard	11.74
28350 - Park Attendant (Aide)	16.51
28510 - Recreation Aide/Health Facility Attendant	12.05
28515 - Recreation Specialist	20.45
28630 - Sports Official	13.15
28690 - Swimming Pool Operator	16.81
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.87
29020 - Hatch Tender	23.87
29030 - Line Handler	23.87
29041 - Stevedore I	22.53
29042 - Stevedore II	25.17
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.29
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.78
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.59

30021 - Archeological Technician I		17.66
30022 - Archeological Technician II		19.75
30023 - Archeological Technician III		24.48
30030 - Cartographic Technician		24.48
30040 - Civil Engineering Technician		24.86
30051 - Cryogenic Technician I		25.74
30052 - Cryogenic Technician II		28.43
30061 - Drafter/CAD Operator I		17.66
30062 - Drafter/CAD Operator II		19.75
30063 - Drafter/CAD Operator III		22.03
30064 - Drafter/CAD Operator IV		27.10
30081 - Engineering Technician I		15.52
30082 - Engineering Technician II		17.41
30083 - Engineering Technician III		19.48
30084 - Engineering Technician IV		24.14
30085 - Engineering Technician V		29.66
30086 - Engineering Technician VI		35.90
30090 - Environmental Technician		24.14
30095 - Evidence Control Specialist		24.14
30210 - Laboratory Technician		21.43
30221 - Latent Fingerprint Technician I		25.74
30222 - Latent Fingerprint Technician II		28.43
30240 - Mathematical Technician		24.48
30361 - Paralegal/Legal Assistant I		17.51
30362 - Paralegal/Legal Assistant II		21.16
30363 - Paralegal/Legal Assistant III		25.89
30364 - Paralegal/Legal Assistant IV		31.33
30375 - Petroleum Supply Specialist		28.43
30390 - Photo-Optics Technician		24.48
30395 - Radiation Control Technician		28.43
30461 - Technical Writer I		24.48
30462 - Technical Writer II		29.66
30463 - Technical Writer III		35.90
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		26.10
30502 - Weather Forecaster II		31.31
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.03
30621 - Weather Observer Senior	(see 2)	24.48
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		14.12
31030 - Bus Driver		18.91
31043 - Driver Courier		14.60
31260 - Parking and Lot Attendant		12.98
31290 - Shuttle Bus Driver		15.64

31310 - Taxi Driver	12.82
31361 - Truckdriver Light	15.64
31362 - Truckdriver Medium	16.71
31363 - Truckdriver Heavy	20.32
31364 - Truckdriver Tractor-Trailer	20.32
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	9.51
99050 - Desk Clerk	8.99
99095 - Embalmer	26.14
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	14.27
99252 - Laboratory Animal Caretaker II	15.29
99260 - Marketing Analyst	20.96
99310 - Mortician	26.14
99410 - Pest Controller	13.87
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	15.81
99711 - Recycling Specialist	18.53
99730 - Refuse Collector	14.40
99810 - Sales Clerk	11.55
99820 - School Crossing Guard	15.34
99830 - Survey Party Chief	22.59
99831 - Surveying Aide	13.42
99832 - Surveying Technician	20.54
99840 - Vending Machine Attendant	19.15
99841 - Vending Machine Repairer	22.71
99842 - Vending Machine Repairer Helper	19.15

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of 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.: 2015-4694
Revision No.: 16
Date Of Last Revision: 05/05/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Kentucky

Area: Kentucky County of Logan

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.95
01012 - Accounting Clerk II		14.54
01013 - Accounting Clerk III		16.27
01020 - Administrative Assistant		19.25
01035 - Court Reporter		15.63
01041 - Customer Service Representative I		10.78
01042 - Customer Service Representative II		12.12
01043 - Customer Service Representative III		13.22
01051 - Data Entry Operator I		13.04
01052 - Data Entry Operator II		14.23
01060 - Dispatcher Motor Vehicle		15.79
01070 - Document Preparation Clerk		12.45

01090 - Duplicating Machine Operator 12.45
01111 - General Clerk I 11.86
01112 - General Clerk II 12.94
01113 - General Clerk III 14.52
01120 - Housing Referral Assistant 17.43
01141 - Messenger Courier 12.32
01191 - Order Clerk I 12.23
01192 - Order Clerk II 13.34
01261 - Personnel Assistant (Employment) I 16.17
01262 - Personnel Assistant (Employment) II 18.09
01263 - Personnel Assistant (Employment) III 20.16
01270 - Production Control Clerk 20.23
01290 - Rental Clerk 11.88
01300 - Scheduler Maintenance 13.97
01311 - Secretary I 13.97
01312 - Secretary II 15.63
01313 - Secretary III 17.43
01320 - Service Order Dispatcher 14.35
01410 - Supply Technician 19.25
01420 - Survey Worker 12.38
01460 - Switchboard Operator/Receptionist 11.98
01531 - Travel Clerk I 13.62
01532 - Travel Clerk II 14.25
01533 - Travel Clerk III 14.95
01611 - Word Processor I 12.45
01612 - Word Processor II 13.97
01613 - Word Processor III 15.63
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.06
05010 - Automotive Electrician 17.29
05040 - Automotive Glass Installer 16.40
05070 - Automotive Worker 16.40
05110 - Mobile Equipment Servicer 14.59
05130 - Motor Equipment Metal Mechanic 18.12
05160 - Motor Equipment Metal Worker 16.40
05190 - Motor Vehicle Mechanic 18.12
05220 - Motor Vehicle Mechanic Helper 13.73
05250 - Motor Vehicle Upholstery Worker 15.45
05280 - Motor Vehicle Wrecker 16.40
05310 - Painter Automotive 17.29
05340 - Radiator Repair Specialist 16.40
05370 - Tire Repairer 14.15
05400 - Transmission Repair Specialist 18.12
07000 - Food Preparation And Service Occupations
07010 - Baker 14.71
07041 - Cook I 11.06
07042 - Cook II 12.56
07070 - Dishwasher 9.31
07130 - Food Service Worker 10.36
07210 - Meat Cutter 13.12

07260 - Waiter/Waitress	8.97
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.17
09040 - Furniture Handler	11.82
09080 - Furniture Refinisher	17.17
09090 - Furniture Refinisher Helper	13.82
09110 - Furniture Repairer Minor	15.50
09130 - Upholsterer	17.17
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.51
11060 - Elevator Operator	11.00
11090 - Gardener	14.57
11122 - Housekeeping Aide	11.00
11150 - Janitor	11.00
11210 - Laborer Grounds Maintenance	11.68
11240 - Maid or Houseman	9.47
11260 - Pruner	10.56
11270 - Tractor Operator	13.59
11330 - Trail Maintenance Worker	11.68
11360 - Window Cleaner	12.16
12000 - Health Occupations	
12010 - Ambulance Driver	15.96
12011 - Breath Alcohol Technician	17.72
12012 - Certified Occupational Therapist Assistant	26.05
12015 - Certified Physical Therapist Assistant	26.70
12020 - Dental Assistant	17.73
12025 - Dental Hygienist	32.26
12030 - EKG Technician	27.13
12035 - Electroneurodiagnostic Technologist	27.13
12040 - Emergency Medical Technician	15.96
12071 - Licensed Practical Nurse I	15.84
12072 - Licensed Practical Nurse II	17.72
12073 - Licensed Practical Nurse III	19.76
12100 - Medical Assistant	14.10
12130 - Medical Laboratory Technician	23.19
12160 - Medical Record Clerk	14.61
12190 - Medical Record Technician	16.78
12195 - Medical Transcriptionist	17.60
12210 - Nuclear Medicine Technologist	35.26
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	17.35
12236 - Optical Technician	15.84
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	15.38
12305 - Radiologic Technologist	24.57
12311 - Registered Nurse I	23.83
12312 - Registered Nurse II	29.16

12313 - Registered Nurse II Specialist		29.16
12314 - Registered Nurse III		35.28
12315 - Registered Nurse III Anesthetist		35.28
12316 - Registered Nurse IV		42.28
12317 - Scheduler (Drug and Alcohol Testing)		21.95
12320 - Substance Abuse Treatment Counselor		19.32
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.83
13012 - Exhibits Specialist II		24.56
13013 - Exhibits Specialist III		30.05
13041 - Illustrator I		19.83
13042 - Illustrator II		24.56
13043 - Illustrator III		30.05
13047 - Librarian		27.21
13050 - Library Aide/Clerk		11.36
13054 - Library Information Technology Systems Administrator		24.56
13058 - Library Technician		13.35
13061 - Media Specialist I		17.73
13062 - Media Specialist II		19.83
13063 - Media Specialist III		22.10
13071 - Photographer I		17.73
13072 - Photographer II		19.83
13073 - Photographer III		24.56
13074 - Photographer IV		30.05
13075 - Photographer V		33.50
13090 - Technical Order Library Clerk		14.63
13110 - Video Teleconference Technician		17.48
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.13
14042 - Computer Operator II		16.01
14043 - Computer Operator III		17.85
14044 - Computer Operator IV		19.84
14045 - Computer Operator V		21.98
14071 - Computer Programmer I	(see 1)	20.94
14072 - Computer Programmer II	(see 1)	25.96
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.13
14160 - Personal Computer Support Technician		21.98
14170 - System Support Specialist		21.98
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.95
15020 - Aircrew Training Devices Instructor (Rated)		36.23
15030 - Air Crew Training Devices Instructor (Pilot)		39.68
15050 - Computer Based Training Specialist / Instructor		29.95
15060 - Educational Technologist		31.00

15070 - Flight Instructor (Pilot) 39.68
15080 - Graphic Artist 19.39
15085 - Maintenance Test Pilot Fixed Jet/Prop 39.58
15086 - Maintenance Test Pilot Rotary Wing 39.58
15088 - Non-Maintenance Test/Co-Pilot 39.58
15090 - Technical Instructor 18.54
15095 - Technical Instructor/Course Developer 22.68
15110 - Test Proctor 14.96
15120 - Tutor 14.96
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.47
16030 - Counter Attendant 10.47
16040 - Dry Cleaner 13.24
16070 - Finisher Flatwork Machine 10.47
16090 - Presser Hand 10.47
16110 - Presser Machine Drycleaning 10.47
16130 - Presser Machine Shirts 10.47
16160 - Presser Machine Wearing Apparel Laundry 10.47
16190 - Sewing Machine Operator 14.04
16220 - Tailor 14.81
16250 - Washer Machine 11.45
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.65
19040 - Tool And Die Maker 23.48
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.22
21030 - Material Coordinator 20.23
21040 - Material Expediter 20.23
21050 - Material Handling Laborer 12.75
21071 - Order Filler 12.87
21080 - Production Line Worker (Food Processing) 16.22
21110 - Shipping Packer 16.13
21130 - Shipping/Receiving Clerk 16.13
21140 - Store Worker I 13.83
21150 - Stock Clerk 18.35
21210 - Tools And Parts Attendant 16.22
21410 - Warehouse Specialist 16.22
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 22.08
23019 - Aircraft Logs and Records Technician 17.92
23021 - Aircraft Mechanic I 21.05
23022 - Aircraft Mechanic II 22.08
23023 - Aircraft Mechanic III 23.09
23040 - Aircraft Mechanic Helper 15.70
23050 - Aircraft Painter 20.07
23060 - Aircraft Servicer 17.92
23070 - Aircraft Survival Flight Equipment Technician 20.07
23080 - Aircraft Worker 19.03
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 19.03

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 21.05
23110 - Appliance Mechanic 20.07
23120 - Bicycle Repairer 16.76
23125 - Cable Splicer 32.98
23130 - Carpenter Maintenance 18.43
23140 - Carpet Layer 19.03
23160 - Electrician Maintenance 21.32
23181 - Electronics Technician Maintenance I 24.74
23182 - Electronics Technician Maintenance II 26.10
23183 - Electronics Technician Maintenance III 27.35
23260 - Fabric Worker 17.92
23290 - Fire Alarm System Mechanic 20.48
23310 - Fire Extinguisher Repairer 16.76
23311 - Fuel Distribution System Mechanic 22.92
23312 - Fuel Distribution System Operator 19.33
23370 - General Maintenance Worker 16.99
23380 - Ground Support Equipment Mechanic 21.05
23381 - Ground Support Equipment Servicer 17.92
23382 - Ground Support Equipment Worker 19.03
23391 - Gunsmith I 16.76
23392 - Gunsmith II 19.03
23393 - Gunsmith III 21.03
23410 - Heating Ventilation And Air-Conditioning Mechanic 17.97
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 18.88
23430 - Heavy Equipment Mechanic 20.87
23440 - Heavy Equipment Operator 22.58
23460 - Instrument Mechanic 22.75
23465 - Laboratory/Shelter Mechanic 20.07
23470 - Laborer 12.72
23510 - Locksmith 20.07
23530 - Machinery Maintenance Mechanic 23.25
23550 - Machinist Maintenance 19.91
23580 - Maintenance Trades Helper 15.18
23591 - Metrology Technician I 22.75
23592 - Metrology Technician II 23.79
23593 - Metrology Technician III 24.89
23640 - Millwright 24.12
23710 - Office Appliance Repairer 21.14
23760 - Painter Maintenance 16.96
23790 - Pipefitter Maintenance 23.23
23810 - Plumber Maintenance 22.17
23820 - Pneudraulic Systems Mechanic 21.03
23850 - Rigger 21.03
23870 - Scale Mechanic 19.03
23890 - Sheet-Metal Worker Maintenance 22.51
23910 - Small Engine Mechanic 17.73
23931 - Telecommunications Mechanic I 26.47

23932 - Telecommunications Mechanic II 27.67
23950 - Telephone Lineman 23.22
23960 - Welder Combination Maintenance 17.97
23965 - Well Driller 21.03
23970 - Woodcraft Worker 21.03
23980 - Woodworker 16.76
24000 - Personal Needs Occupations
24550 - Case Manager 12.52
24570 - Child Care Attendant 9.70
24580 - Child Care Center Clerk 12.43
24610 - Chore Aide 12.99
24620 - Family Readiness And Support Services Coordinator 12.52
24630 - Homemaker 13.11
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 21.03
25040 - Sewage Plant Operator 17.69
25070 - Stationary Engineer 21.03
25190 - Ventilation Equipment Tender 15.64
25210 - Water Treatment Plant Operator 17.69
27000 - Protective Service Occupations
27004 - Alarm Monitor 15.63
27007 - Baggage Inspector 11.43
27008 - Corrections Officer 16.54
27010 - Court Security Officer 16.68
27030 - Detection Dog Handler 13.60
27040 - Detention Officer 16.54
27070 - Firefighter 18.17
27101 - Guard I 11.43
27102 - Guard II 13.60
27131 - Police Officer I 18.21
27132 - Police Officer II 20.24
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.33
28042 - Carnival Equipment Repairer 14.17
28043 - Carnival Worker 9.87
28210 - Gate Attendant/Gate Tender 14.75
28310 - Lifeguard 11.74
28350 - Park Attendant (Aide) 16.51
28510 - Recreation Aide/Health Facility Attendant 12.05
28515 - Recreation Specialist 20.45
28630 - Sports Official 13.15
28690 - Swimming Pool Operator 16.81
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 23.87
29020 - Hatch Tender 23.87
29030 - Line Handler 23.87
29041 - Stevedore I 22.53
29042 - Stevedore II 25.17
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.66
30022 - Archeological Technician II 19.75
30023 - Archeological Technician III 24.48
30030 - Cartographic Technician 24.48
30040 - Civil Engineering Technician 24.86
30051 - Cryogenic Technician I 25.74
30052 - Cryogenic Technician II 28.43
30061 - Drafter/CAD Operator I 17.66
30062 - Drafter/CAD Operator II 19.75
30063 - Drafter/CAD Operator III 22.03
30064 - Drafter/CAD Operator IV 27.10
30081 - Engineering Technician I 15.52
30082 - Engineering Technician II 17.41
30083 - Engineering Technician III 19.48
30084 - Engineering Technician IV 24.14
30085 - Engineering Technician V 29.66
30086 - Engineering Technician VI 35.90
30090 - Environmental Technician 24.14
30095 - Evidence Control Specialist 24.14
30210 - Laboratory Technician 21.43
30221 - Latent Fingerprint Technician I 25.74
30222 - Latent Fingerprint Technician II 28.43
30240 - Mathematical Technician 24.48
30361 - Paralegal/Legal Assistant I 17.51
30362 - Paralegal/Legal Assistant II 21.16
30363 - Paralegal/Legal Assistant III 25.89
30364 - Paralegal/Legal Assistant IV 31.33
30375 - Petroleum Supply Specialist 28.43
30390 - Photo-Optics Technician 24.48
30395 - Radiation Control Technician 28.43
30461 - Technical Writer I 24.48
30462 - Technical Writer II 29.66
30463 - Technical Writer III 35.90
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 26.10
30502 - Weather Forecaster II 31.31
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.03
30621 - Weather Observer Senior (see 2) 24.48
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.12
31030 - Bus Driver 18.91

31043 - Driver Courier	14.60
31260 - Parking and Lot Attendant	12.98
31290 - Shuttle Bus Driver	15.64
31310 - Taxi Driver	11.65
31361 - Truckdriver Light	15.64
31362 - Truckdriver Medium	16.71
31363 - Truckdriver Heavy	20.32
31364 - Truckdriver Tractor-Trailer	20.32
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.16
99050 - Desk Clerk	8.97
99095 - Embalmer	24.27
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.74
99252 - Laboratory Animal Caretaker II	14.72
99260 - Marketing Analyst	20.96
99310 - Mortician	24.27
99410 - Pest Controller	13.87
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	14.53
99711 - Recycling Specialist	17.02
99730 - Refuse Collector	13.30
99810 - Sales Clerk	11.34
99820 - School Crossing Guard	15.34
99830 - Survey Party Chief	22.59
99831 - Surveying Aide	13.42
99832 - Surveying Technician	20.54
99840 - Vending Machine Attendant	17.41
99841 - Vending Machine Repairer	20.65
99842 - Vending Machine Repairer Helper	17.41

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of 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.: 2015-4695
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: Kentucky

Area: Kentucky Counties of Casey Green Knox Laurel Marion McCreary Pulaski Taylor Wayne Whitley

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		19.25
01035 - Court Reporter		16.20
01041 - Customer Service Representative I		11.86
01042 - Customer Service Representative II		13.33
01043 - Customer Service Representative III		14.54
01051 - Data Entry Operator I		13.30
01052 - Data Entry Operator II		14.51
01060 - Dispatcher Motor Vehicle		15.71
01070 - Document Preparation Clerk		12.90
01090 - Duplicating Machine Operator		12.90
01111 - General Clerk I		12.93

01112 - General Clerk II	14.11
01113 - General Clerk III	15.85
01120 - Housing Referral Assistant	18.06
01141 - Messenger Courier	13.55
01191 - Order Clerk I	12.51
01192 - Order Clerk II	13.65
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	21.46
01290 - Rental Clerk	12.49
01300 - Scheduler Maintenance	14.49
01311 - Secretary I	14.49
01312 - Secretary II	16.20
01313 - Secretary III	18.06
01320 - Service Order Dispatcher	14.11
01410 - Supply Technician	19.25
01420 - Survey Worker	13.72
01460 - Switchboard Operator/Receptionist	12.05
01531 - Travel Clerk I	14.15
01532 - Travel Clerk II	14.81
01533 - Travel Clerk III	15.47
01611 - Word Processor I	12.90
01612 - Word Processor II	14.49
01613 - Word Processor III	16.20
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	20.75
05010 - Automotive Electrician	17.29
05040 - Automotive Glass Installer	16.40
05070 - Automotive Worker	16.40
05110 - Mobile Equipment Servicer	14.46
05130 - Motor Equipment Metal Mechanic	18.22
05160 - Motor Equipment Metal Worker	16.40
05190 - Motor Vehicle Mechanic	18.22
05220 - Motor Vehicle Mechanic Helper	13.49
05250 - Motor Vehicle Upholstery Worker	15.44
05280 - Motor Vehicle Wrecker	16.40
05310 - Painter Automotive	17.29
05340 - Radiator Repair Specialist	16.40
05370 - Tire Repairer	13.71
05400 - Transmission Repair Specialist	18.22
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.10
07041 - Cook I	11.40
07042 - Cook II	12.94
07070 - Dishwasher	9.81
07130 - Food Service Worker	11.07
07210 - Meat Cutter	13.26
07260 - Waiter/Waitress	8.90
09000 - Furniture Maintenance And Repair Occupations	

09010 - Electrostatic Spray Painter 16.79
09040 - Furniture Handler 11.90
09080 - Furniture Refinisher 16.79
09090 - Furniture Refinisher Helper 13.79
09110 - Furniture Repairer Minor 15.38
09130 - Upholsterer 16.79
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.56
11060 - Elevator Operator 11.34
11090 - Gardener 15.07
11122 - Housekeeping Aide 11.34
11150 - Janitor 11.34
11210 - Laborer Grounds Maintenance 12.00
11240 - Maid or Houseman 9.86
11260 - Pruner 10.93
11270 - Tractor Operator 14.06
11330 - Trail Maintenance Worker 12.00
11360 - Window Cleaner 12.45
12000 - Health Occupations
12010 - Ambulance Driver 15.96
12011 - Breath Alcohol Technician 18.51
12012 - Certified Occupational Therapist Assistant 29.09
12015 - Certified Physical Therapist Assistant 26.70
12020 - Dental Assistant 17.73
12025 - Dental Hygienist 36.12
12030 - EKG Technician 27.13
12035 - Electroneurodiagnostic Technologist 27.13
12040 - Emergency Medical Technician 15.96
12071 - Licensed Practical Nurse I 16.55
12072 - Licensed Practical Nurse II 18.51
12073 - Licensed Practical Nurse III 20.63
12100 - Medical Assistant 14.52
12130 - Medical Laboratory Technician 24.10
12160 - Medical Record Clerk 15.70
12190 - Medical Record Technician 17.56
12195 - Medical Transcriptionist 17.83
12210 - Nuclear Medicine Technologist 38.79
12221 - Nursing Assistant I 12.05
12222 - Nursing Assistant II 13.54
12223 - Nursing Assistant III 14.78
12224 - Nursing Assistant IV 16.60
12235 - Optical Dispenser 17.06
12236 - Optical Technician 16.55
12250 - Pharmacy Technician 16.21
12280 - Phlebotomist 14.97
12305 - Radiologic Technologist 24.68
12311 - Registered Nurse I 23.83
12312 - Registered Nurse II 29.16
12313 - Registered Nurse II Specialist 29.16
12314 - Registered Nurse III 35.28

12315 - Registered Nurse III Anesthetist		35.28
12316 - Registered Nurse IV		42.28
12317 - Scheduler (Drug and Alcohol Testing)		22.92
12320 - Substance Abuse Treatment Counselor		21.25
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.87
13012 - Exhibits Specialist II		25.86
13013 - Exhibits Specialist III		31.63
13041 - Illustrator I		20.87
13042 - Illustrator II		25.86
13043 - Illustrator III		31.63
13047 - Librarian		28.64
13050 - Library Aide/Clerk		11.97
13054 - Library Information Technology Systems Administrator		25.86
13058 - Library Technician		16.11
13061 - Media Specialist I		18.67
13062 - Media Specialist II		20.87
13063 - Media Specialist III		23.27
13071 - Photographer I		18.67
13072 - Photographer II		20.87
13073 - Photographer III		25.86
13074 - Photographer IV		31.63
13075 - Photographer V		38.28
13090 - Technical Order Library Clerk		15.03
13110 - Video Teleconference Technician		18.67
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.19
14042 - Computer Operator II		18.12
14043 - Computer Operator III		20.21
14044 - Computer Operator IV		22.45
14045 - Computer Operator V		24.86
14071 - Computer Programmer I	(see 1)	22.36
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		16.29
14160 - Personal Computer Support Technician		22.56
14170 - System Support Specialist		24.86
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.98
15020 - Aircrew Training Devices Instructor (Rated)		36.28
15030 - Air Crew Training Devices Instructor (Pilot)		43.29
15050 - Computer Based Training Specialist / Instructor		29.98
15060 - Educational Technologist		31.00
15070 - Flight Instructor (Pilot)		43.29
15080 - Graphic Artist		22.34

15085 - Maintenance Test Pilot Fixed Jet/Prop 43.48
15086 - Maintenance Test Pilot Rotary Wing 43.48
15088 - Non-Maintenance Test/Co-Pilot 43.48
15090 - Technical Instructor 19.54
15095 - Technical Instructor/Course Developer 23.90
15110 - Test Proctor 15.79
15120 - Tutor 15.79
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.81
16030 - Counter Attendant 10.81
16040 - Dry Cleaner 13.62
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 14.45
16220 - Tailor 15.24
16250 - Washer Machine 11.82
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.81
19040 - Tool And Die Maker 23.79
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.22
21030 - Material Coordinator 21.46
21040 - Material Expediter 21.46
21050 - Material Handling Laborer 13.80
21071 - Order Filler 15.08
21080 - Production Line Worker (Food Processing) 16.22
21110 - Shipping Packer 16.13
21130 - Shipping/Receiving Clerk 16.13
21140 - Store Worker I 13.83
21150 - Stock Clerk 18.35
21210 - Tools And Parts Attendant 16.22
21410 - Warehouse Specialist 16.22
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.71
23019 - Aircraft Logs and Records Technician 20.10
23021 - Aircraft Mechanic I 23.53
23022 - Aircraft Mechanic II 24.71
23023 - Aircraft Mechanic III 25.94
23040 - Aircraft Mechanic Helper 18.37
23050 - Aircraft Painter 21.24
23060 - Aircraft Servicer 20.10
23070 - Aircraft Survival Flight Equipment Technician 21.24
23080 - Aircraft Worker 21.24
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.24
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.53

23110 - Appliance Mechanic 20.07
23120 - Bicycle Repairer 16.76
23125 - Cable Splicer 32.27
23130 - Carpenter Maintenance 18.99
23140 - Carpet Layer 19.03
23160 - Electrician Maintenance 21.32
23181 - Electronics Technician Maintenance I 24.74
23182 - Electronics Technician Maintenance II 26.10
23183 - Electronics Technician Maintenance III 27.35
23260 - Fabric Worker 17.92
23290 - Fire Alarm System Mechanic 22.53
23310 - Fire Extinguisher Repairer 16.76
23311 - Fuel Distribution System Mechanic 22.92
23312 - Fuel Distribution System Operator 18.29
23370 - General Maintenance Worker 17.68
23380 - Ground Support Equipment Mechanic 23.53
23381 - Ground Support Equipment Servicer 20.10
23382 - Ground Support Equipment Worker 21.24
23391 - Gunsmith I 16.76
23392 - Gunsmith II 19.03
23393 - Gunsmith III 21.03
23410 - Heating Ventilation And Air-Conditioning Mechanic 19.91
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 20.78
23430 - Heavy Equipment Mechanic 21.84
23440 - Heavy Equipment Operator 22.58
23460 - Instrument Mechanic 21.03
23465 - Laboratory/Shelter Mechanic 20.07
23470 - Laborer 13.44
23510 - Locksmith 20.07
23530 - Machinery Maintenance Mechanic 25.58
23550 - Machinist Maintenance 19.91
23580 - Maintenance Trades Helper 16.70
23591 - Metrology Technician I 21.03
23592 - Metrology Technician II 22.02
23593 - Metrology Technician III 23.04
23640 - Millwright 25.30
23710 - Office Appliance Repairer 21.14
23760 - Painter Maintenance 18.99
23790 - Pipefitter Maintenance 23.23
23810 - Plumber Maintenance 22.17
23820 - Pneudraulic Systems Mechanic 21.03
23850 - Rigger 21.03
23870 - Scale Mechanic 19.03
23890 - Sheet-Metal Worker Maintenance 22.51
23910 - Small Engine Mechanic 18.09
23931 - Telecommunications Mechanic I 27.49
23932 - Telecommunications Mechanic II 28.78
23950 - Telephone Lineman 20.98

23960 - Welder Combination Maintenance		19.91
23965 - Well Driller		21.03
23970 - Woodcraft Worker		21.03
23980 - Woodworker		16.76
24000 - Personal Needs Occupations		
24550 - Case Manager		13.53
24570 - Child Care Attendant		12.09
24580 - Child Care Center Clerk		15.29
24610 - Chore Aide		12.99
24620 - Family Readiness And Support Services Coordinator		13.53
24630 - Homemaker		18.10
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		22.02
25040 - Sewage Plant Operator		18.07
25070 - Stationary Engineer		22.02
25190 - Ventilation Equipment Tender		15.64
25210 - Water Treatment Plant Operator		18.07
27000 - Protective Service Occupations		
27004 - Alarm Monitor		16.41
27007 - Baggage Inspector		11.43
27008 - Corrections Officer		17.96
27010 - Court Security Officer		16.65
27030 - Detection Dog Handler		15.17
27040 - Detention Officer		17.96
27070 - Firefighter		16.64
27101 - Guard I		11.43
27102 - Guard II		15.17
27131 - Police Officer I		18.00
27132 - Police Officer II		20.00
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.23
28042 - Carnival Equipment Repairer		14.17
28043 - Carnival Worker		10.28
28210 - Gate Attendant/Gate Tender		14.75
28310 - Lifeguard		11.14
28350 - Park Attendant (Aide)		16.51
28510 - Recreation Aide/Health Facility Attendant		12.05
28515 - Recreation Specialist		20.45
28630 - Sports Official		13.15
28690 - Swimming Pool Operator		16.46
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		24.40
29020 - Hatch Tender		24.40
29030 - Line Handler		24.40
29041 - Stevedore I		22.59
29042 - Stevedore II		25.74
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 17.49
30022 - Archeological Technician II 19.80
30023 - Archeological Technician III 24.23
30030 - Cartographic Technician 24.23
30040 - Civil Engineering Technician 22.31
30051 - Cryogenic Technician I 25.74
30052 - Cryogenic Technician II 28.43
30061 - Drafter/CAD Operator I 17.49
30062 - Drafter/CAD Operator II 19.80
30063 - Drafter/CAD Operator III 20.92
30064 - Drafter/CAD Operator IV 25.74
30081 - Engineering Technician I 15.91
30082 - Engineering Technician II 17.49
30083 - Engineering Technician III 20.67
30084 - Engineering Technician IV 24.23
30085 - Engineering Technician V 31.34
30086 - Engineering Technician VI 35.87
30090 - Environmental Technician 23.24
30095 - Evidence Control Specialist 24.23
30210 - Laboratory Technician 20.92
30221 - Latent Fingerprint Technician I 25.74
30222 - Latent Fingerprint Technician II 28.43
30240 - Mathematical Technician 24.23
30361 - Paralegal/Legal Assistant I 19.13
30362 - Paralegal/Legal Assistant II 26.11
30363 - Paralegal/Legal Assistant III 31.92
30364 - Paralegal/Legal Assistant IV 38.63
30375 - Petroleum Supply Specialist 28.43
30390 - Photo-Optics Technician 24.23
30395 - Radiation Control Technician 28.43
30461 - Technical Writer I 24.23
30462 - Technical Writer II 29.82
30463 - Technical Writer III 35.87
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 26.10
30502 - Weather Forecaster II 31.31
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.92
30621 - Weather Observer Senior (see 2) 24.23
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.98
31020 - Bus Aide 14.12
31030 - Bus Driver 19.14
31043 - Driver Courier 14.60
31260 - Parking and Lot Attendant 12.98

31290 - Shuttle Bus Driver	15.64
31310 - Taxi Driver	12.24
31361 - Truckdriver Light	15.64
31362 - Truckdriver Medium	18.91
31363 - Truckdriver Heavy	20.32
31364 - Truckdriver Tractor-Trailer	20.32
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	9.51
99050 - Desk Clerk	9.96
99095 - Embalmer	26.14
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	14.27
99252 - Laboratory Animal Caretaker II	15.29
99260 - Marketing Analyst	20.96
99310 - Mortician	26.14
99410 - Pest Controller	14.43
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	15.81
99711 - Recycling Specialist	18.52
99730 - Refuse Collector	14.40
99810 - Sales Clerk	11.59
99820 - School Crossing Guard	15.34
99830 - Survey Party Chief	21.90
99831 - Surveying Aide	12.91
99832 - Surveying Technician	19.45
99840 - Vending Machine Attendant	19.74
99841 - Vending Machine Repairer	23.71
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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and 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.: 2015-4696
Revision No.: 16
Date Of Last Revision: 05/05/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Kentucky

Area: Kentucky Counties of Casey Green Knox Laurel Marion McCreary Pulaski Taylor Wayne Whitley

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.95
01012 - Accounting Clerk II		14.54
01013 - Accounting Clerk III		16.27
01020 - Administrative Assistant		19.25
01035 - Court Reporter		15.63
01041 - Customer Service Representative I		10.78
01042 - Customer Service Representative II		12.12
01043 - Customer Service Representative III		13.22
01051 - Data Entry Operator I		13.04
01052 - Data Entry Operator II		14.23
01060 - Dispatcher Motor Vehicle		15.71

01070 - Document Preparation Clerk 12.45
01090 - Duplicating Machine Operator 12.45
01111 - General Clerk I 11.86
01112 - General Clerk II 12.94
01113 - General Clerk III 14.52
01120 - Housing Referral Assistant 17.43
01141 - Messenger Courier 12.32
01191 - Order Clerk I 12.23
01192 - Order Clerk II 13.34
01261 - Personnel Assistant (Employment) I 16.17
01262 - Personnel Assistant (Employment) II 18.09
01263 - Personnel Assistant (Employment) III 20.16
01270 - Production Control Clerk 20.23
01290 - Rental Clerk 11.88
01300 - Scheduler Maintenance 13.97
01311 - Secretary I 13.97
01312 - Secretary II 15.63
01313 - Secretary III 17.43
01320 - Service Order Dispatcher 14.11
01410 - Supply Technician 19.25
01420 - Survey Worker 13.72
01460 - Switchboard Operator/Receptionist 11.98
01531 - Travel Clerk I 13.62
01532 - Travel Clerk II 14.25
01533 - Travel Clerk III 14.95
01611 - Word Processor I 12.59
01612 - Word Processor II 14.13
01613 - Word Processor III 15.81
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.75
05010 - Automotive Electrician 17.29
05040 - Automotive Glass Installer 16.40
05070 - Automotive Worker 16.40
05110 - Mobile Equipment Servicer 14.46
05130 - Motor Equipment Metal Mechanic 18.22
05160 - Motor Equipment Metal Worker 16.40
05190 - Motor Vehicle Mechanic 18.22
05220 - Motor Vehicle Mechanic Helper 13.49
05250 - Motor Vehicle Upholstery Worker 15.44
05280 - Motor Vehicle Wrecker 16.40
05310 - Painter Automotive 17.29
05340 - Radiator Repair Specialist 16.40
05370 - Tire Repairer 13.28
05400 - Transmission Repair Specialist 18.22
07000 - Food Preparation And Service Occupations
07010 - Baker 14.10
07041 - Cook I 11.06
07042 - Cook II 12.56
07070 - Dishwasher 9.31
07130 - Food Service Worker 10.36

07210 - Meat Cutter	13.26
07260 - Waiter/Waitress	8.90
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.79
09040 - Furniture Handler	11.90
09080 - Furniture Refinisher	16.79
09090 - Furniture Refinisher Helper	13.79
09110 - Furniture Repairer Minor	15.38
09130 - Upholsterer	16.79
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.51
11060 - Elevator Operator	11.00
11090 - Gardener	14.57
11122 - Housekeeping Aide	11.00
11150 - Janitor	11.00
11210 - Laborer Grounds Maintenance	11.68
11240 - Maid or Houseman	9.47
11260 - Pruner	10.67
11270 - Tractor Operator	13.59
11330 - Trail Maintenance Worker	11.68
11360 - Window Cleaner	12.16
12000 - Health Occupations	
12010 - Ambulance Driver	15.96
12011 - Breath Alcohol Technician	17.72
12012 - Certified Occupational Therapist Assistant	26.79
12015 - Certified Physical Therapist Assistant	26.70
12020 - Dental Assistant	17.73
12025 - Dental Hygienist	32.84
12030 - EKG Technician	27.13
12035 - Electroneurodiagnostic Technologist	27.13
12040 - Emergency Medical Technician	15.96
12071 - Licensed Practical Nurse I	15.84
12072 - Licensed Practical Nurse II	17.72
12073 - Licensed Practical Nurse III	19.76
12100 - Medical Assistant	14.11
12130 - Medical Laboratory Technician	23.19
12160 - Medical Record Clerk	14.74
12190 - Medical Record Technician	16.83
12195 - Medical Transcriptionist	17.60
12210 - Nuclear Medicine Technologist	35.26
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	17.06
12236 - Optical Technician	15.84
12250 - Pharmacy Technician	16.21
12280 - Phlebotomist	14.97
12305 - Radiologic Technologist	24.57
12311 - Registered Nurse I	23.83

12312 - Registered Nurse II		29.16
12313 - Registered Nurse II Specialist		29.16
12314 - Registered Nurse III		35.28
12315 - Registered Nurse III Anesthetist		35.28
12316 - Registered Nurse IV		42.28
12317 - Scheduler (Drug and Alcohol Testing)		21.95
12320 - Substance Abuse Treatment Counselor		19.32
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.83
13012 - Exhibits Specialist II		24.56
13013 - Exhibits Specialist III		30.05
13041 - Illustrator I		19.83
13042 - Illustrator II		24.56
13043 - Illustrator III		30.05
13047 - Librarian		27.21
13050 - Library Aide/Clerk		11.65
13054 - Library Information Technology Systems Administrator		24.56
13058 - Library Technician		16.11
13061 - Media Specialist I		17.73
13062 - Media Specialist II		19.83
13063 - Media Specialist III		22.10
13071 - Photographer I		17.73
13072 - Photographer II		19.83
13073 - Photographer III		24.56
13074 - Photographer IV		30.05
13075 - Photographer V		36.35
13090 - Technical Order Library Clerk		14.63
13110 - Video Teleconference Technician		17.99
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.72
14042 - Computer Operator II		16.47
14043 - Computer Operator III		18.37
14044 - Computer Operator IV		20.41
14045 - Computer Operator V		22.60
14071 - Computer Programmer I	(see 1)	22.36
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		15.39
14160 - Personal Computer Support Technician		21.42
14170 - System Support Specialist		22.60
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.29
15020 - Aircrew Training Devices Instructor (Rated)		33.02
15030 - Air Crew Training Devices Instructor (Pilot)		39.35
15050 - Computer Based Training Specialist / Instructor		27.29

15060 - Educational Technologist 31.00
15070 - Flight Instructor (Pilot) 39.35
15080 - Graphic Artist 22.34
15085 - Maintenance Test Pilot Fixed Jet/Prop 39.58
15086 - Maintenance Test Pilot Rotary Wing 39.58
15088 - Non-Maintenance Test/Co-Pilot 39.58
15090 - Technical Instructor 19.54
15095 - Technical Instructor/Course Developer 23.90
15110 - Test Proctor 15.79
15120 - Tutor 15.79
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.47
16030 - Counter Attendant 10.47
16040 - Dry Cleaner 13.24
16070 - Finisher Flatwork Machine 10.47
16090 - Presser Hand 10.47
16110 - Presser Machine Drycleaning 10.47
16130 - Presser Machine Shirts 10.47
16160 - Presser Machine Wearing Apparel Laundry 10.47
16190 - Sewing Machine Operator 14.04
16220 - Tailor 14.81
16250 - Washer Machine 11.45
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.81
19040 - Tool And Die Maker 23.79
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.22
21030 - Material Coordinator 20.23
21040 - Material Expediter 20.23
21050 - Material Handling Laborer 13.80
21071 - Order Filler 15.08
21080 - Production Line Worker (Food Processing) 16.22
21110 - Shipping Packer 16.13
21130 - Shipping/Receiving Clerk 16.13
21140 - Store Worker I 13.83
21150 - Stock Clerk 18.35
21210 - Tools And Parts Attendant 16.22
21410 - Warehouse Specialist 16.22
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.71
23019 - Aircraft Logs and Records Technician 20.10
23021 - Aircraft Mechanic I 23.53
23022 - Aircraft Mechanic II 24.71
23023 - Aircraft Mechanic III 25.94
23040 - Aircraft Mechanic Helper 18.37
23050 - Aircraft Painter 21.24
23060 - Aircraft Servicer 20.10
23070 - Aircraft Survival Flight Equipment Technician 21.24
23080 - Aircraft Worker 21.24
23091 - Aircrew Life Support Equipment (ALSE) Mechanic 21.24

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 23.53
II
23110 - Appliance Mechanic 20.07
23120 - Bicycle Repairer 16.76
23125 - Cable Splicer 32.27
23130 - Carpenter Maintenance 18.99
23140 - Carpet Layer 19.03
23160 - Electrician Maintenance 21.32
23181 - Electronics Technician Maintenance I 24.74
23182 - Electronics Technician Maintenance II 26.10
23183 - Electronics Technician Maintenance III 27.35
23260 - Fabric Worker 17.92
23290 - Fire Alarm System Mechanic 20.48
23310 - Fire Extinguisher Repairer 16.76
23311 - Fuel Distribution System Mechanic 22.92
23312 - Fuel Distribution System Operator 18.29
23370 - General Maintenance Worker 17.68
23380 - Ground Support Equipment Mechanic 23.53
23381 - Ground Support Equipment Servicer 20.10
23382 - Ground Support Equipment Worker 21.24
23391 - Gunsmith I 16.76
23392 - Gunsmith II 19.03
23393 - Gunsmith III 21.03
23410 - Heating Ventilation And Air-Conditioning 19.91
Mechanic
23411 - Heating Ventilation And Air Contidioning 20.78
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 20.87
23440 - Heavy Equipment Operator 22.58
23460 - Instrument Mechanic 21.03
23465 - Laboratory/Shelter Mechanic 20.07
23470 - Laborer 12.72
23510 - Locksmith 20.07
23530 - Machinery Maintenance Mechanic 23.25
23550 - Machinist Maintenance 19.91
23580 - Maintenance Trades Helper 15.18
23591 - Metrology Technician I 21.03
23592 - Metrology Technician II 22.02
23593 - Metrology Technician III 23.04
23640 - Millwright 25.30
23710 - Office Appliance Repairer 21.14
23760 - Painter Maintenance 18.99
23790 - Pipefitter Maintenance 23.23
23810 - Plumber Maintenance 22.17
23820 - Pneudraulic Systems Mechanic 21.03
23850 - Rigger 21.03
23870 - Scale Mechanic 19.03
23890 - Sheet-Metal Worker Maintenance 22.51
23910 - Small Engine Mechanic 18.09

23931 - Telecommunications Mechanic I	26.92
23932 - Telecommunications Mechanic II	28.18
23950 - Telephone Lineman	20.98
23960 - Welder Combination Maintenance	19.91
23965 - Well Driller	21.03
23970 - Woodcraft Worker	21.03
23980 - Woodworker	16.76
24000 - Personal Needs Occupations	
24550 - Case Manager	13.53
24570 - Child Care Attendant	12.09
24580 - Child Care Center Clerk	15.29
24610 - Chore Aide	12.99
24620 - Family Readiness And Support Services Coordinator	13.53
24630 - Homemaker	18.10
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.02
25040 - Sewage Plant Operator	18.07
25070 - Stationary Engineer	22.02
25190 - Ventilation Equipment Tender	15.64
25210 - Water Treatment Plant Operator	18.07
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.41
27007 - Baggage Inspector	11.43
27008 - Corrections Officer	16.58
27010 - Court Security Officer	16.65
27030 - Detection Dog Handler	15.17
27040 - Detention Officer	16.58
27070 - Firefighter	16.64
27101 - Guard I	11.43
27102 - Guard II	15.17
27131 - Police Officer I	18.00
27132 - Police Officer II	20.00
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.35
28042 - Carnival Equipment Repairer	13.24
28043 - Carnival Worker	9.60
28210 - Gate Attendant/Gate Tender	14.75
28310 - Lifeguard	11.14
28350 - Park Attendant (Aide)	16.51
28510 - Recreation Aide/Health Facility Attendant	12.05
28515 - Recreation Specialist	20.45
28630 - Sports Official	13.15
28690 - Swimming Pool Operator	16.46
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.40
29020 - Hatch Tender	24.40
29030 - Line Handler	24.40
29041 - Stevedore I	22.59
29042 - Stevedore II	25.74

30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29
30021 - Archeological Technician I		17.49
30022 - Archeological Technician II		19.80
30023 - Archeological Technician III		24.23
30030 - Cartographic Technician		24.23
30040 - Civil Engineering Technician		22.31
30051 - Cryogenic Technician I		25.74
30052 - Cryogenic Technician II		28.43
30061 - Drafter/CAD Operator I		17.49
30062 - Drafter/CAD Operator II		19.80
30063 - Drafter/CAD Operator III		20.92
30064 - Drafter/CAD Operator IV		25.74
30081 - Engineering Technician I		15.91
30082 - Engineering Technician II		17.49
30083 - Engineering Technician III		20.67
30084 - Engineering Technician IV		24.23
30085 - Engineering Technician V		31.34
30086 - Engineering Technician VI		35.87
30090 - Environmental Technician		23.24
30095 - Evidence Control Specialist		24.23
30210 - Laboratory Technician		20.92
30221 - Latent Fingerprint Technician I		25.74
30222 - Latent Fingerprint Technician II		28.43
30240 - Mathematical Technician		24.23
30361 - Paralegal/Legal Assistant I		19.13
30362 - Paralegal/Legal Assistant II		26.11
30363 - Paralegal/Legal Assistant III		31.92
30364 - Paralegal/Legal Assistant IV		38.63
30375 - Petroleum Supply Specialist		28.43
30390 - Photo-Optics Technician		24.23
30395 - Radiation Control Technician		28.43
30461 - Technical Writer I		24.23
30462 - Technical Writer II		29.82
30463 - Technical Writer III		35.87
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		26.10
30502 - Weather Forecaster II		31.31
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	20.92
30621 - Weather Observer Senior	(see 2)	24.23

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		30.67
31020 - Bus Aide		14.12

31030 - Bus Driver	19.14
31043 - Driver Courier	14.60
31260 - Parking and Lot Attendant	12.98
31290 - Shuttle Bus Driver	15.64
31310 - Taxi Driver	11.13
31361 - Truckdriver Light	15.64
31362 - Truckdriver Medium	18.91
31363 - Truckdriver Heavy	20.32
31364 - Truckdriver Tractor-Trailer	20.32
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.16
99050 - Desk Clerk	9.96
99095 - Embalmer	24.27
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.74
99252 - Laboratory Animal Caretaker II	14.72
99260 - Marketing Analyst	20.96
99310 - Mortician	24.27
99410 - Pest Controller	14.43
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	14.40
99711 - Recycling Specialist	16.84
99730 - Refuse Collector	13.15
99810 - Sales Clerk	11.59
99820 - School Crossing Guard	15.34
99830 - Survey Party Chief	21.90
99831 - Surveying Aide	12.91
99832 - Surveying Technician	19.45
99840 - Vending Machine Attendant	18.55
99841 - Vending Machine Repairer	21.55
99842 - Vending Machine Repairer Helper	18.55

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill

injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and 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.: 2015-4697
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: Kentucky

Area: Kentucky County of Hart

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.99
01012 - Accounting Clerk II		15.70
01013 - Accounting Clerk III		17.56
01020 - Administrative Assistant		21.20
01035 - Court Reporter		18.94
01041 - Customer Service Representative I		11.86
01042 - Customer Service Representative II		13.33
01043 - Customer Service Representative III		14.54
01051 - Data Entry Operator I		13.30
01052 - Data Entry Operator II		14.51
01060 - Dispatcher Motor Vehicle		17.22
01070 - Document Preparation Clerk		12.90
01090 - Duplicating Machine Operator		12.90
01111 - General Clerk I		12.93
01112 - General Clerk II		14.11

01113 - General Clerk III 15.85
01120 - Housing Referral Assistant 20.99
01141 - Messenger Courier 13.55
01191 - Order Clerk I 12.72
01192 - Order Clerk II 15.16
01261 - Personnel Assistant (Employment) I 16.78
01262 - Personnel Assistant (Employment) II 18.76
01263 - Personnel Assistant (Employment) III 20.96
01270 - Production Control Clerk 21.46
01290 - Rental Clerk 12.53
01300 - Scheduler Maintenance 16.39
01311 - Secretary I 16.39
01312 - Secretary II 18.99
01313 - Secretary III 20.99
01320 - Service Order Dispatcher 15.34
01410 - Supply Technician 21.20
01420 - Survey Worker 15.50
01460 - Switchboard Operator/Receptionist 12.23
01531 - Travel Clerk I 14.15
01532 - Travel Clerk II 14.81
01533 - Travel Clerk III 15.47
01611 - Word Processor I 13.37
01612 - Word Processor II 16.39
01613 - Word Processor III 18.94
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 23.22
05010 - Automotive Electrician 20.33
05040 - Automotive Glass Installer 19.78
05070 - Automotive Worker 19.35
05110 - Mobile Equipment Servicer 17.20
05130 - Motor Equipment Metal Mechanic 21.11
05160 - Motor Equipment Metal Worker 19.35
05190 - Motor Vehicle Mechanic 21.11
05220 - Motor Vehicle Mechanic Helper 16.14
05250 - Motor Vehicle Upholstery Worker 18.36
05280 - Motor Vehicle Wrecker 19.35
05310 - Painter Automotive 20.33
05340 - Radiator Repair Specialist 19.35
05370 - Tire Repairer 15.11
05400 - Transmission Repair Specialist 21.11
07000 - Food Preparation And Service Occupations
07010 - Baker 13.68
07041 - Cook I 11.40
07042 - Cook II 12.94
07070 - Dishwasher 9.81
07130 - Food Service Worker 11.07
07210 - Meat Cutter 14.54
07260 - Waiter/Waitress 8.90
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 17.88

09040 - Furniture Handler 13.90
09080 - Furniture Refinisher 17.88
09090 - Furniture Refinisher Helper 14.20
09110 - Furniture Repairer Minor 16.58
09130 - Upholsterer 17.88
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.02
11060 - Elevator Operator 11.83
11090 - Gardener 15.07
11122 - Housekeeping Aide 12.37
11150 - Janitor 12.37
11210 - Laborer Grounds Maintenance 12.22
11240 - Maid or Houseman 9.86
11260 - Pruner 11.43
11270 - Tractor Operator 14.06
11330 - Trail Maintenance Worker 12.22
11360 - Window Cleaner 12.80
12000 - Health Occupations
12010 - Ambulance Driver 15.96
12011 - Breath Alcohol Technician 18.51
12012 - Certified Occupational Therapist Assistant 30.24
12015 - Certified Physical Therapist Assistant 26.70
12020 - Dental Assistant 17.94
12025 - Dental Hygienist 36.07
12030 - EKG Technician 27.13
12035 - Electroneurodiagnostic Technologist 27.13
12040 - Emergency Medical Technician 15.96
12071 - Licensed Practical Nurse I 16.55
12072 - Licensed Practical Nurse II 18.51
12073 - Licensed Practical Nurse III 20.63
12100 - Medical Assistant 14.52
12130 - Medical Laboratory Technician 24.10
12160 - Medical Record Clerk 15.70
12190 - Medical Record Technician 17.56
12195 - Medical Transcriptionist 17.83
12210 - Nuclear Medicine Technologist 38.79
12221 - Nursing Assistant I 12.05
12222 - Nursing Assistant II 13.54
12223 - Nursing Assistant III 14.78
12224 - Nursing Assistant IV 16.60
12235 - Optical Dispenser 17.49
12236 - Optical Technician 16.55
12250 - Pharmacy Technician 13.53
12280 - Phlebotomist 15.94
12305 - Radiologic Technologist 24.68
12311 - Registered Nurse I 23.83
12312 - Registered Nurse II 29.16
12313 - Registered Nurse II Specialist 29.16
12314 - Registered Nurse III 35.28
12315 - Registered Nurse III Anesthetist 35.28

12316 - Registered Nurse IV		42.28
12317 - Scheduler (Drug and Alcohol Testing)		22.92
12320 - Substance Abuse Treatment Counselor		21.25
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.87
13012 - Exhibits Specialist II		25.86
13013 - Exhibits Specialist III		31.63
13041 - Illustrator I		20.87
13042 - Illustrator II		25.86
13043 - Illustrator III		31.63
13047 - Librarian		28.64
13050 - Library Aide/Clerk		12.22
13054 - Library Information Technology Systems Administrator		25.86
13058 - Library Technician		14.11
13061 - Media Specialist I		18.67
13062 - Media Specialist II		20.87
13063 - Media Specialist III		23.27
13071 - Photographer I		18.67
13072 - Photographer II		20.87
13073 - Photographer III		25.86
13074 - Photographer IV		31.63
13075 - Photographer V		38.28
13090 - Technical Order Library Clerk		15.03
13110 - Video Teleconference Technician		19.23
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.29
14042 - Computer Operator II		18.21
14043 - Computer Operator III		20.30
14044 - Computer Operator IV		22.56
14045 - Computer Operator V		24.99
14071 - Computer Programmer I	(see 1)	21.18
14072 - Computer Programmer II	(see 1)	26.25
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		16.29
14160 - Personal Computer Support Technician		22.56
14170 - System Support Specialist		24.99
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.98
15020 - Aircrew Training Devices Instructor (Rated)		36.28
15030 - Air Crew Training Devices Instructor (Pilot)		43.48
15050 - Computer Based Training Specialist / Instructor		29.98
15060 - Educational Technologist		31.00
15070 - Flight Instructor (Pilot)		43.48
15080 - Graphic Artist		21.68
15085 - Maintenance Test Pilot Fixed Jet/Prop		43.48

15086 - Maintenance Test Pilot Rotary Wing 43.48
15088 - Non-Maintenance Test/Co-Pilot 43.48
15090 - Technical Instructor 19.17
15095 - Technical Instructor/Course Developer 23.45
15110 - Test Proctor 15.71
15120 - Tutor 15.71
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.81
16030 - Counter Attendant 10.81
16040 - Dry Cleaner 13.62
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 14.45
16220 - Tailor 15.24
16250 - Washer Machine 11.82
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.65
19040 - Tool And Die Maker 23.48
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.22
21030 - Material Coordinator 21.46
21040 - Material Expediter 21.46
21050 - Material Handling Laborer 13.44
21071 - Order Filler 13.61
21080 - Production Line Worker (Food Processing) 16.22
21110 - Shipping Packer 16.13
21130 - Shipping/Receiving Clerk 16.13
21140 - Store Worker I 16.63
21150 - Stock Clerk 18.35
21210 - Tools And Parts Attendant 16.22
21410 - Warehouse Specialist 16.22
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.70
23019 - Aircraft Logs and Records Technician 21.79
23021 - Aircraft Mechanic I 24.48
23022 - Aircraft Mechanic II 25.70
23023 - Aircraft Mechanic III 26.98
23040 - Aircraft Mechanic Helper 18.50
23050 - Aircraft Painter 23.80
23060 - Aircraft Servicer 21.79
23070 - Aircraft Survival Flight Equipment Technician 23.80
23080 - Aircraft Worker 22.40
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.40
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.48
23110 - Appliance Mechanic 20.68

23120 - Bicycle Repairer 16.76
23125 - Cable Splicer 32.98
23130 - Carpenter Maintenance 18.43
23140 - Carpet Layer 19.03
23160 - Electrician Maintenance 21.32
23181 - Electronics Technician Maintenance I 24.74
23182 - Electronics Technician Maintenance II 26.10
23183 - Electronics Technician Maintenance III 27.35
23260 - Fabric Worker 18.95
23290 - Fire Alarm System Mechanic 22.64
23310 - Fire Extinguisher Repairer 17.81
23311 - Fuel Distribution System Mechanic 23.53
23312 - Fuel Distribution System Operator 18.84
23370 - General Maintenance Worker 17.33
23380 - Ground Support Equipment Mechanic 24.48
23381 - Ground Support Equipment Servicer 21.79
23382 - Ground Support Equipment Worker 22.40
23391 - Gunsmith I 17.81
23392 - Gunsmith II 19.99
23393 - Gunsmith III 21.83
23410 - Heating Ventilation And Air-Conditioning Mechanic 18.63
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 19.22
23430 - Heavy Equipment Mechanic 21.84
23440 - Heavy Equipment Operator 22.58
23460 - Instrument Mechanic 25.43
23465 - Laboratory/Shelter Mechanic 21.00
23470 - Laborer 13.44
23510 - Locksmith 20.07
23530 - Machinery Maintenance Mechanic 25.58
23550 - Machinist Maintenance 19.91
23580 - Maintenance Trades Helper 17.04
23591 - Metrology Technician I 25.43
23592 - Metrology Technician II 26.58
23593 - Metrology Technician III 27.73
23640 - Millwright 24.90
23710 - Office Appliance Repairer 21.14
23760 - Painter Maintenance 19.67
23790 - Pipefitter Maintenance 27.89
23810 - Plumber Maintenance 24.34
23820 - Pneudraulic Systems Mechanic 21.83
23850 - Rigger 21.83
23870 - Scale Mechanic 19.99
23890 - Sheet-Metal Worker Maintenance 22.51
23910 - Small Engine Mechanic 18.09
23931 - Telecommunications Mechanic I 27.49
23932 - Telecommunications Mechanic II 28.78
23950 - Telephone Lineman 21.18
23960 - Welder Combination Maintenance 18.63

23965 - Well Driller		21.03
23970 - Woodcraft Worker		21.03
23980 - Woodworker		17.62
24000 - Personal Needs Occupations		
24550 - Case Manager		12.86
24570 - Child Care Attendant		9.70
24580 - Child Care Center Clerk		12.10
24610 - Chore Aide		12.98
24620 - Family Readiness And Support Services Coordinator		12.86
24630 - Homemaker		12.86
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		21.03
25040 - Sewage Plant Operator		19.57
25070 - Stationary Engineer		21.03
25190 - Ventilation Equipment Tender		16.66
25210 - Water Treatment Plant Operator		17.88
27000 - Protective Service Occupations		
27004 - Alarm Monitor		16.21
27007 - Baggage Inspector		12.83
27008 - Corrections Officer		17.96
27010 - Court Security Officer		17.26
27030 - Detection Dog Handler		16.01
27040 - Detention Officer		17.96
27070 - Firefighter		17.47
27101 - Guard I		12.83
27102 - Guard II		16.01
27131 - Police Officer I		19.87
27132 - Police Officer II		22.08
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.23
28042 - Carnival Equipment Repairer		14.17
28043 - Carnival Worker		10.28
28210 - Gate Attendant/Gate Tender		15.17
28310 - Lifeguard		11.05
28350 - Park Attendant (Aide)		16.98
28510 - Recreation Aide/Health Facility Attendant		12.39
28515 - Recreation Specialist		20.45
28630 - Sports Official		13.52
28690 - Swimming Pool Operator		16.09
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		24.40
29020 - Hatch Tender		24.40
29030 - Line Handler		24.40
29041 - Stevedore I		22.98
29042 - Stevedore II		25.74
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		19.99
30022 - Archeological Technician II		22.35
30023 - Archeological Technician III		27.71
30030 - Cartographic Technician		27.71
30040 - Civil Engineering Technician		24.71
30051 - Cryogenic Technician I		25.74
30052 - Cryogenic Technician II		28.43
30061 - Drafter/CAD Operator I		19.99
30062 - Drafter/CAD Operator II		22.35
30063 - Drafter/CAD Operator III		22.67
30064 - Drafter/CAD Operator IV		27.88
30081 - Engineering Technician I		19.98
30082 - Engineering Technician II		22.43
30083 - Engineering Technician III		25.09
30084 - Engineering Technician IV		31.08
30085 - Engineering Technician V		38.03
30086 - Engineering Technician VI		46.01
30090 - Environmental Technician		23.24
30095 - Evidence Control Specialist		26.15
30210 - Laboratory Technician		21.00
30221 - Latent Fingerprint Technician I		25.74
30222 - Latent Fingerprint Technician II		28.43
30240 - Mathematical Technician		29.27
30361 - Paralegal/Legal Assistant I		19.75
30362 - Paralegal/Legal Assistant II		26.15
30363 - Paralegal/Legal Assistant III		29.48
30364 - Paralegal/Legal Assistant IV		35.63
30375 - Petroleum Supply Specialist		28.43
30390 - Photo-Optics Technician		27.71
30395 - Radiation Control Technician		28.43
30461 - Technical Writer I		23.24
30462 - Technical Writer II		28.43
30463 - Technical Writer III		34.40
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		32.35
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.67
30621 - Weather Observer Senior	(see 2)	26.76
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		14.12
31030 - Bus Driver		18.91
31043 - Driver Courier		14.60
31260 - Parking and Lot Attendant		12.98
31290 - Shuttle Bus Driver		15.90

31310 - Taxi Driver	12.34
31361 - Truckdriver Light	15.90
31362 - Truckdriver Medium	16.72
31363 - Truckdriver Heavy	20.32
31364 - Truckdriver Tractor-Trailer	20.32
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	9.51
99050 - Desk Clerk	9.28
99095 - Embalmer	26.14
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	14.27
99252 - Laboratory Animal Caretaker II	15.29
99260 - Marketing Analyst	20.96
99310 - Mortician	26.14
99410 - Pest Controller	13.87
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	15.81
99711 - Recycling Specialist	18.52
99730 - Refuse Collector	14.40
99810 - Sales Clerk	12.99
99820 - School Crossing Guard	15.34
99830 - Survey Party Chief	21.36
99831 - Surveying Aide	18.76
99832 - Surveying Technician	19.35
99840 - Vending Machine Attendant	19.74
99841 - Vending Machine Repairer	24.01
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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and 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.: 2015-4698
Revision No.: 16
Date Of Last Revision: 05/05/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Kentucky

Area: Kentucky County of Hart

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.99
01012 - Accounting Clerk II		15.70
01013 - Accounting Clerk III		17.56
01020 - Administrative Assistant		21.20
01035 - Court Reporter		18.94
01041 - Customer Service Representative I		10.78
01042 - Customer Service Representative II		12.12
01043 - Customer Service Representative III		13.22
01051 - Data Entry Operator I		13.04
01052 - Data Entry Operator II		14.23
01060 - Dispatcher Motor Vehicle		17.22
01070 - Document Preparation Clerk		12.72

01090 - Duplicating Machine Operator 12.72
01111 - General Clerk I 12.25
01112 - General Clerk II 13.37
01113 - General Clerk III 15.01
01120 - Housing Referral Assistant 20.99
01141 - Messenger Courier 12.32
01191 - Order Clerk I 12.72
01192 - Order Clerk II 15.16
01261 - Personnel Assistant (Employment) I 16.17
01262 - Personnel Assistant (Employment) II 18.09
01263 - Personnel Assistant (Employment) III 20.96
01270 - Production Control Clerk 20.23
01290 - Rental Clerk 12.53
01300 - Scheduler Maintenance 16.39
01311 - Secretary I 16.39
01312 - Secretary II 18.99
01313 - Secretary III 20.99
01320 - Service Order Dispatcher 15.34
01410 - Supply Technician 21.20
01420 - Survey Worker 15.50
01460 - Switchboard Operator/Receptionist 12.23
01531 - Travel Clerk I 13.62
01532 - Travel Clerk II 14.25
01533 - Travel Clerk III 14.95
01611 - Word Processor I 13.37
01612 - Word Processor II 16.39
01613 - Word Processor III 18.94
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 23.22
05010 - Automotive Electrician 20.33
05040 - Automotive Glass Installer 19.78
05070 - Automotive Worker 19.35
05110 - Mobile Equipment Servicer 17.20
05130 - Motor Equipment Metal Mechanic 21.11
05160 - Motor Equipment Metal Worker 19.35
05190 - Motor Vehicle Mechanic 21.11
05220 - Motor Vehicle Mechanic Helper 16.14
05250 - Motor Vehicle Upholstery Worker 18.36
05280 - Motor Vehicle Wrecker 19.35
05310 - Painter Automotive 20.33
05340 - Radiator Repair Specialist 19.35
05370 - Tire Repairer 15.11
05400 - Transmission Repair Specialist 21.11
07000 - Food Preparation And Service Occupations
07010 - Baker 13.68
07041 - Cook I 11.06
07042 - Cook II 12.56
07070 - Dishwasher 9.31
07130 - Food Service Worker 10.36
07210 - Meat Cutter 14.54

07260 - Waiter/Waitress	8.90
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.88
09040 - Furniture Handler	13.90
09080 - Furniture Refinisher	17.88
09090 - Furniture Refinisher Helper	14.20
09110 - Furniture Repairer Minor	16.58
09130 - Upholsterer	17.88
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.02
11060 - Elevator Operator	11.83
11090 - Gardener	14.57
11122 - Housekeeping Aide	12.37
11150 - Janitor	12.37
11210 - Laborer Grounds Maintenance	12.22
11240 - Maid or Houseman	9.47
11260 - Pruner	11.43
11270 - Tractor Operator	13.59
11330 - Trail Maintenance Worker	12.22
11360 - Window Cleaner	12.80
12000 - Health Occupations	
12010 - Ambulance Driver	15.96
12011 - Breath Alcohol Technician	17.72
12012 - Certified Occupational Therapist Assistant	30.24
12015 - Certified Physical Therapist Assistant	26.70
12020 - Dental Assistant	17.94
12025 - Dental Hygienist	32.79
12030 - EKG Technician	27.13
12035 - Electroneurodiagnostic Technologist	27.13
12040 - Emergency Medical Technician	15.96
12071 - Licensed Practical Nurse I	15.84
12072 - Licensed Practical Nurse II	17.72
12073 - Licensed Practical Nurse III	19.76
12100 - Medical Assistant	14.10
12130 - Medical Laboratory Technician	23.19
12160 - Medical Record Clerk	14.61
12190 - Medical Record Technician	16.78
12195 - Medical Transcriptionist	17.60
12210 - Nuclear Medicine Technologist	35.26
12221 - Nursing Assistant I	11.57
12222 - Nursing Assistant II	13.01
12223 - Nursing Assistant III	14.20
12224 - Nursing Assistant IV	15.94
12235 - Optical Dispenser	17.49
12236 - Optical Technician	15.84
12250 - Pharmacy Technician	13.53
12280 - Phlebotomist	15.94
12305 - Radiologic Technologist	24.57
12311 - Registered Nurse I	23.83
12312 - Registered Nurse II	29.16

12313 - Registered Nurse II Specialist		29.16
12314 - Registered Nurse III		35.28
12315 - Registered Nurse III Anesthetist		35.28
12316 - Registered Nurse IV		42.28
12317 - Scheduler (Drug and Alcohol Testing)		21.95
12320 - Substance Abuse Treatment Counselor		19.32
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.83
13012 - Exhibits Specialist II		24.56
13013 - Exhibits Specialist III		30.05
13041 - Illustrator I		19.83
13042 - Illustrator II		24.56
13043 - Illustrator III		30.05
13047 - Librarian		27.21
13050 - Library Aide/Clerk		12.22
13054 - Library Information Technology Systems Administrator		24.56
13058 - Library Technician		14.11
13061 - Media Specialist I		17.73
13062 - Media Specialist II		19.83
13063 - Media Specialist III		22.10
13071 - Photographer I		17.73
13072 - Photographer II		19.83
13073 - Photographer III		24.56
13074 - Photographer IV		30.05
13075 - Photographer V		36.35
13090 - Technical Order Library Clerk		14.63
13110 - Video Teleconference Technician		19.23
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.80
14042 - Computer Operator II		17.67
14043 - Computer Operator III		19.71
14044 - Computer Operator IV		21.90
14045 - Computer Operator V		24.24
14071 - Computer Programmer I	(see 1)	21.18
14072 - Computer Programmer II	(see 1)	26.25
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		15.80
14160 - Personal Computer Support Technician		21.90
14170 - System Support Specialist		22.99
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.29
15020 - Aircrew Training Devices Instructor (Rated)		33.02
15030 - Air Crew Training Devices Instructor (Pilot)		39.58
15050 - Computer Based Training Specialist / Instructor		27.29
15060 - Educational Technologist		31.00

15070 - Flight Instructor (Pilot) 39.58
15080 - Graphic Artist 21.68
15085 - Maintenance Test Pilot Fixed Jet/Prop 39.58
15086 - Maintenance Test Pilot Rotary Wing 39.58
15088 - Non-Maintenance Test/Co-Pilot 39.58
15090 - Technical Instructor 19.17
15095 - Technical Instructor/Course Developer 23.45
15110 - Test Proctor 15.71
15120 - Tutor 15.71
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.47
16030 - Counter Attendant 10.47
16040 - Dry Cleaner 13.24
16070 - Finisher Flatwork Machine 10.47
16090 - Presser Hand 10.47
16110 - Presser Machine Drycleaning 10.47
16130 - Presser Machine Shirts 10.47
16160 - Presser Machine Wearing Apparel Laundry 10.47
16190 - Sewing Machine Operator 14.04
16220 - Tailor 14.81
16250 - Washer Machine 11.45
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.65
19040 - Tool And Die Maker 23.48
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.22
21030 - Material Coordinator 20.23
21040 - Material Expediter 20.23
21050 - Material Handling Laborer 12.82
21071 - Order Filler 13.61
21080 - Production Line Worker (Food Processing) 16.22
21110 - Shipping Packer 16.13
21130 - Shipping/Receiving Clerk 16.13
21140 - Store Worker I 16.63
21150 - Stock Clerk 18.35
21210 - Tools And Parts Attendant 16.22
21410 - Warehouse Specialist 16.22
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.70
23019 - Aircraft Logs and Records Technician 21.79
23021 - Aircraft Mechanic I 24.48
23022 - Aircraft Mechanic II 25.70
23023 - Aircraft Mechanic III 26.98
23040 - Aircraft Mechanic Helper 18.50
23050 - Aircraft Painter 23.80
23060 - Aircraft Servicer 21.79
23070 - Aircraft Survival Flight Equipment Technician 23.80
23080 - Aircraft Worker 22.40
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.40

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.48
23110 - Appliance Mechanic 20.68
23120 - Bicycle Repairer 16.76
23125 - Cable Splicer 32.98
23130 - Carpenter Maintenance 18.43
23140 - Carpet Layer 19.03
23160 - Electrician Maintenance 21.32
23181 - Electronics Technician Maintenance I 24.74
23182 - Electronics Technician Maintenance II 26.10
23183 - Electronics Technician Maintenance III 27.35
23260 - Fabric Worker 18.95
23290 - Fire Alarm System Mechanic 21.16
23310 - Fire Extinguisher Repairer 17.81
23311 - Fuel Distribution System Mechanic 23.53
23312 - Fuel Distribution System Operator 18.84
23370 - General Maintenance Worker 17.33
23380 - Ground Support Equipment Mechanic 24.48
23381 - Ground Support Equipment Servicer 21.79
23382 - Ground Support Equipment Worker 22.40
23391 - Gunsmith I 17.81
23392 - Gunsmith II 19.99
23393 - Gunsmith III 21.83
23410 - Heating Ventilation And Air-Conditioning Mechanic 18.63
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 19.22
23430 - Heavy Equipment Mechanic 20.87
23440 - Heavy Equipment Operator 22.58
23460 - Instrument Mechanic 25.43
23465 - Laboratory/Shelter Mechanic 21.00
23470 - Laborer 12.85
23510 - Locksmith 20.07
23530 - Machinery Maintenance Mechanic 23.25
23550 - Machinist Maintenance 19.91
23580 - Maintenance Trades Helper 15.49
23591 - Metrology Technician I 25.43
23592 - Metrology Technician II 26.58
23593 - Metrology Technician III 27.73
23640 - Millwright 24.90
23710 - Office Appliance Repairer 21.14
23760 - Painter Maintenance 19.67
23790 - Pipefitter Maintenance 27.89
23810 - Plumber Maintenance 24.34
23820 - Pneudraulic Systems Mechanic 21.83
23850 - Rigger 21.83
23870 - Scale Mechanic 19.99
23890 - Sheet-Metal Worker Maintenance 22.51
23910 - Small Engine Mechanic 18.09
23931 - Telecommunications Mechanic I 26.47

23932 - Telecommunications Mechanic II 27.67
23950 - Telephone Lineman 21.18
23960 - Welder Combination Maintenance 18.63
23965 - Well Driller 21.03
23970 - Woodcraft Worker 21.03
23980 - Woodworker 17.62
24000 - Personal Needs Occupations
24550 - Case Manager 12.86
24570 - Child Care Attendant 9.70
24580 - Child Care Center Clerk 12.10
24610 - Chore Aide 12.98
24620 - Family Readiness And Support Services Coordinator 12.86
24630 - Homemaker 12.86
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 21.03
25040 - Sewage Plant Operator 19.57
25070 - Stationary Engineer 21.03
25190 - Ventilation Equipment Tender 16.66
25210 - Water Treatment Plant Operator 17.88
27000 - Protective Service Occupations
27004 - Alarm Monitor 16.21
27007 - Baggage Inspector 12.83
27008 - Corrections Officer 17.26
27010 - Court Security Officer 17.26
27030 - Detection Dog Handler 16.01
27040 - Detention Officer 17.26
27070 - Firefighter 17.47
27101 - Guard I 12.83
27102 - Guard II 16.01
27131 - Police Officer I 19.87
27132 - Police Officer II 22.08
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.35
28042 - Carnival Equipment Repairer 13.24
28043 - Carnival Worker 9.60
28210 - Gate Attendant/Gate Tender 15.17
28310 - Lifeguard 11.05
28350 - Park Attendant (Aide) 16.98
28510 - Recreation Aide/Health Facility Attendant 12.39
28515 - Recreation Specialist 20.45
28630 - Sports Official 13.52
28690 - Swimming Pool Operator 15.35
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 24.40
29020 - Hatch Tender 24.40
29030 - Line Handler 24.40
29041 - Stevedore I 22.98
29042 - Stevedore II 25.74
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 19.99
30022 - Archeological Technician II 22.35
30023 - Archeological Technician III 27.71
30030 - Cartographic Technician 27.71
30040 - Civil Engineering Technician 24.71
30051 - Cryogenic Technician I 25.74
30052 - Cryogenic Technician II 28.43
30061 - Drafter/CAD Operator I 19.99
30062 - Drafter/CAD Operator II 22.35
30063 - Drafter/CAD Operator III 22.67
30064 - Drafter/CAD Operator IV 27.88
30081 - Engineering Technician I 19.98
30082 - Engineering Technician II 22.43
30083 - Engineering Technician III 25.09
30084 - Engineering Technician IV 31.08
30085 - Engineering Technician V 38.03
30086 - Engineering Technician VI 46.01
30090 - Environmental Technician 23.24
30095 - Evidence Control Specialist 26.15
30210 - Laboratory Technician 21.00
30221 - Latent Fingerprint Technician I 25.74
30222 - Latent Fingerprint Technician II 28.43
30240 - Mathematical Technician 29.27
30361 - Paralegal/Legal Assistant I 19.75
30362 - Paralegal/Legal Assistant II 26.15
30363 - Paralegal/Legal Assistant III 29.48
30364 - Paralegal/Legal Assistant IV 35.63
30375 - Petroleum Supply Specialist 28.43
30390 - Photo-Optics Technician 27.71
30395 - Radiation Control Technician 28.43
30461 - Technical Writer I 23.24
30462 - Technical Writer II 28.43
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 26.61
30502 - Weather Forecaster II 32.35
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.67
30621 - Weather Observer Senior (see 2) 26.76
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.12
31030 - Bus Driver 18.91

31043 - Driver Courier	14.60
31260 - Parking and Lot Attendant	12.98
31290 - Shuttle Bus Driver	15.90
31310 - Taxi Driver	11.22
31361 - Truckdriver Light	15.90
31362 - Truckdriver Medium	16.72
31363 - Truckdriver Heavy	20.32
31364 - Truckdriver Tractor-Trailer	20.32
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.24
99050 - Desk Clerk	9.28
99095 - Embalmer	24.27
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.74
99252 - Laboratory Animal Caretaker II	14.72
99260 - Marketing Analyst	20.96
99310 - Mortician	24.27
99410 - Pest Controller	13.87
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	14.40
99711 - Recycling Specialist	16.84
99730 - Refuse Collector	13.15
99810 - Sales Clerk	12.99
99820 - School Crossing Guard	15.34
99830 - Survey Party Chief	21.36
99831 - Surveying Aide	18.76
99832 - Surveying Technician	19.35
99840 - Vending Machine Attendant	19.74
99841 - Vending Machine Repairer	24.01
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: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and 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.: 2015-4699
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: Kentucky

Area: Kentucky Counties of Adair Barren Clinton Cumberland Metcalfe Monroe Russell Simpson

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		19.25
01035 - Court Reporter		19.75
01041 - Customer Service Representative I		11.86
01042 - Customer Service Representative II		13.33
01043 - Customer Service Representative III		14.54
01051 - Data Entry Operator I		13.30
01052 - Data Entry Operator II		14.51
01060 - Dispatcher Motor Vehicle		17.02
01070 - Document Preparation Clerk		12.90
01090 - Duplicating Machine Operator		12.90
01111 - General Clerk I		12.93

01112 - General Clerk II	14.11
01113 - General Clerk III	15.85
01120 - Housing Referral Assistant	18.06
01141 - Messenger Courier	13.55
01191 - Order Clerk I	12.72
01192 - Order Clerk II	13.88
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	21.46
01290 - Rental Clerk	12.49
01300 - Scheduler Maintenance	14.49
01311 - Secretary I	14.49
01312 - Secretary II	16.20
01313 - Secretary III	18.06
01320 - Service Order Dispatcher	14.11
01410 - Supply Technician	19.25
01420 - Survey Worker	14.27
01460 - Switchboard Operator/Receptionist	12.23
01531 - Travel Clerk I	14.15
01532 - Travel Clerk II	14.81
01533 - Travel Clerk III	15.47
01611 - Word Processor I	12.90
01612 - Word Processor II	15.95
01613 - Word Processor III	16.29
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	23.66
05010 - Automotive Electrician	19.84
05040 - Automotive Glass Installer	18.19
05070 - Automotive Worker	18.79
05110 - Mobile Equipment Servicer	16.48
05130 - Motor Equipment Metal Mechanic	18.89
05160 - Motor Equipment Metal Worker	19.33
05190 - Motor Vehicle Mechanic	18.89
05220 - Motor Vehicle Mechanic Helper	15.33
05250 - Motor Vehicle Upholstery Worker	17.18
05280 - Motor Vehicle Wrecker	18.17
05310 - Painter Automotive	18.42
05340 - Radiator Repair Specialist	18.17
05370 - Tire Repairer	13.71
05400 - Transmission Repair Specialist	18.89
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.40
07041 - Cook I	11.40
07042 - Cook II	12.94
07070 - Dishwasher	9.81
07130 - Food Service Worker	11.07
07210 - Meat Cutter	13.40
07260 - Waiter/Waitress	8.90
09000 - Furniture Maintenance And Repair Occupations	

09010 - Electrostatic Spray Painter 15.86
09040 - Furniture Handler 12.18
09080 - Furniture Refinisher 17.51
09090 - Furniture Refinisher Helper 13.99
09110 - Furniture Repairer Minor 15.63
09130 - Upholsterer 16.89
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.56
11060 - Elevator Operator 11.34
11090 - Gardener 15.07
11122 - Housekeeping Aide 11.34
11150 - Janitor 11.34
11210 - Laborer Grounds Maintenance 12.00
11240 - Maid or Houseman 9.86
11260 - Pruner 10.93
11270 - Tractor Operator 14.06
11330 - Trail Maintenance Worker 12.00
11360 - Window Cleaner 12.54
12000 - Health Occupations
12010 - Ambulance Driver 16.78
12011 - Breath Alcohol Technician 18.51
12012 - Certified Occupational Therapist Assistant 29.52
12015 - Certified Physical Therapist Assistant 26.70
12020 - Dental Assistant 17.94
12025 - Dental Hygienist 35.49
12030 - EKG Technician 27.13
12035 - Electroneurodiagnostic Technologist 27.13
12040 - Emergency Medical Technician 16.78
12071 - Licensed Practical Nurse I 16.55
12072 - Licensed Practical Nurse II 18.51
12073 - Licensed Practical Nurse III 20.63
12100 - Medical Assistant 14.52
12130 - Medical Laboratory Technician 24.10
12160 - Medical Record Clerk 15.70
12190 - Medical Record Technician 17.56
12195 - Medical Transcriptionist 17.83
12210 - Nuclear Medicine Technologist 38.79
12221 - Nursing Assistant I 12.05
12222 - Nursing Assistant II 13.54
12223 - Nursing Assistant III 14.78
12224 - Nursing Assistant IV 16.60
12235 - Optical Dispenser 18.18
12236 - Optical Technician 16.55
12250 - Pharmacy Technician 14.31
12280 - Phlebotomist 15.37
12305 - Radiologic Technologist 24.80
12311 - Registered Nurse I 24.32
12312 - Registered Nurse II 29.75
12313 - Registered Nurse II Specialist 29.75
12314 - Registered Nurse III 35.99

12315 - Registered Nurse III Anesthetist		35.99
12316 - Registered Nurse IV		43.13
12317 - Scheduler (Drug and Alcohol Testing)		22.92
12320 - Substance Abuse Treatment Counselor		21.25
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.87
13012 - Exhibits Specialist II		25.86
13013 - Exhibits Specialist III		31.63
13041 - Illustrator I		20.87
13042 - Illustrator II		25.86
13043 - Illustrator III		31.63
13047 - Librarian		28.64
13050 - Library Aide/Clerk		12.03
13054 - Library Information Technology Systems Administrator		25.86
13058 - Library Technician		16.21
13061 - Media Specialist I		18.67
13062 - Media Specialist II		20.87
13063 - Media Specialist III		23.27
13071 - Photographer I		18.67
13072 - Photographer II		20.87
13073 - Photographer III		25.86
13074 - Photographer IV		31.63
13075 - Photographer V		38.28
13090 - Technical Order Library Clerk		15.03
13110 - Video Teleconference Technician		18.67
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.55
14042 - Computer Operator II		17.40
14043 - Computer Operator III		19.40
14044 - Computer Operator IV		21.56
14045 - Computer Operator V		23.87
14071 - Computer Programmer I	(see 1)	20.90
14072 - Computer Programmer II	(see 1)	24.85
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.55
14160 - Personal Computer Support Technician		22.56
14170 - System Support Specialist		23.87
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.75
15020 - Aircrew Training Devices Instructor (Rated)		36.28
15030 - Air Crew Training Devices Instructor (Pilot)		43.48
15050 - Computer Based Training Specialist / Instructor		30.75
15060 - Educational Technologist		31.00
15070 - Flight Instructor (Pilot)		43.48
15080 - Graphic Artist		18.69

15085 - Maintenance Test Pilot Fixed Jet/Prop 43.48
15086 - Maintenance Test Pilot Rotary Wing 43.48
15088 - Non-Maintenance Test/Co-Pilot 43.48
15090 - Technical Instructor 18.93
15095 - Technical Instructor/Course Developer 23.16
15110 - Test Proctor 15.28
15120 - Tutor 15.28
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.81
16030 - Counter Attendant 10.81
16040 - Dry Cleaner 13.62
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 14.45
16220 - Tailor 15.24
16250 - Washer Machine 11.82
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.65
19040 - Tool And Die Maker 23.48
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.22
21030 - Material Coordinator 21.46
21040 - Material Expediter 21.46
21050 - Material Handling Laborer 13.44
21071 - Order Filler 12.89
21080 - Production Line Worker (Food Processing) 16.22
21110 - Shipping Packer 16.13
21130 - Shipping/Receiving Clerk 16.13
21140 - Store Worker I 13.83
21150 - Stock Clerk 18.35
21210 - Tools And Parts Attendant 16.22
21410 - Warehouse Specialist 16.22
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.29
23019 - Aircraft Logs and Records Technician 21.64
23021 - Aircraft Mechanic I 23.16
23022 - Aircraft Mechanic II 24.29
23023 - Aircraft Mechanic III 25.33
23040 - Aircraft Mechanic Helper 19.23
23050 - Aircraft Painter 27.35
23060 - Aircraft Servicer 21.64
23070 - Aircraft Survival Flight Equipment Technician 27.35
23080 - Aircraft Worker 22.84
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.84
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.16

23110 - Appliance Mechanic 20.07
23120 - Bicycle Repairer 16.76
23125 - Cable Splicer 34.28
23130 - Carpenter Maintenance 18.43
23140 - Carpet Layer 19.03
23160 - Electrician Maintenance 21.32
23181 - Electronics Technician Maintenance I 24.74
23182 - Electronics Technician Maintenance II 26.10
23183 - Electronics Technician Maintenance III 27.35
23260 - Fabric Worker 17.92
23290 - Fire Alarm System Mechanic 22.53
23310 - Fire Extinguisher Repairer 16.76
23311 - Fuel Distribution System Mechanic 23.77
23312 - Fuel Distribution System Operator 18.98
23370 - General Maintenance Worker 16.99
23380 - Ground Support Equipment Mechanic 23.16
23381 - Ground Support Equipment Servicer 21.64
23382 - Ground Support Equipment Worker 22.84
23391 - Gunsmith I 16.76
23392 - Gunsmith II 19.03
23393 - Gunsmith III 21.03
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.10
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.26
23430 - Heavy Equipment Mechanic 21.84
23440 - Heavy Equipment Operator 22.58
23460 - Instrument Mechanic 21.03
23465 - Laboratory/Shelter Mechanic 20.07
23470 - Laborer 13.44
23510 - Locksmith 20.07
23530 - Machinery Maintenance Mechanic 25.58
23550 - Machinist Maintenance 19.91
23580 - Maintenance Trades Helper 16.70
23591 - Metrology Technician I 21.03
23592 - Metrology Technician II 22.02
23593 - Metrology Technician III 23.04
23640 - Millwright 25.95
23710 - Office Appliance Repairer 21.14
23760 - Painter Maintenance 16.96
23790 - Pipefitter Maintenance 22.88
23810 - Plumber Maintenance 22.17
23820 - Pneudraulic Systems Mechanic 21.03
23850 - Rigger 21.03
23870 - Scale Mechanic 19.03
23890 - Sheet-Metal Worker Maintenance 22.51
23910 - Small Engine Mechanic 18.15
23931 - Telecommunications Mechanic I 27.49
23932 - Telecommunications Mechanic II 28.78
23950 - Telephone Lineman 21.91

23960 - Welder Combination Maintenance		18.61
23965 - Well Driller		21.03
23970 - Woodcraft Worker		21.03
23980 - Woodworker		16.76
24000 - Personal Needs Occupations		
24550 - Case Manager		13.76
24570 - Child Care Attendant		9.70
24580 - Child Care Center Clerk		12.11
24610 - Chore Aide		12.99
24620 - Family Readiness And Support Services Coordinator		13.76
24630 - Homemaker		13.76
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		24.18
25040 - Sewage Plant Operator		17.52
25070 - Stationary Engineer		24.18
25190 - Ventilation Equipment Tender		17.24
25210 - Water Treatment Plant Operator		17.52
27000 - Protective Service Occupations		
27004 - Alarm Monitor		15.65
27007 - Baggage Inspector		11.81
27008 - Corrections Officer		17.96
27010 - Court Security Officer		19.46
27030 - Detection Dog Handler		15.10
27040 - Detention Officer		17.96
27070 - Firefighter		22.20
27101 - Guard I		11.81
27102 - Guard II		15.10
27131 - Police Officer I		19.83
27132 - Police Officer II		20.80
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.23
28042 - Carnival Equipment Repairer		14.17
28043 - Carnival Worker		10.28
28210 - Gate Attendant/Gate Tender		15.17
28310 - Lifeguard		11.01
28350 - Park Attendant (Aide)		16.98
28510 - Recreation Aide/Health Facility Attendant		12.39
28515 - Recreation Specialist		20.45
28630 - Sports Official		13.52
28690 - Swimming Pool Operator		17.27
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		22.40
29020 - Hatch Tender		22.40
29030 - Line Handler		22.40
29041 - Stevedore I		20.72
29042 - Stevedore II		24.28
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 17.35
30022 - Archeological Technician II 19.70
30023 - Archeological Technician III 25.20
30030 - Cartographic Technician 25.20
30040 - Civil Engineering Technician 24.58
30051 - Cryogenic Technician I 25.74
30052 - Cryogenic Technician II 28.43
30061 - Drafter/CAD Operator I 17.35
30062 - Drafter/CAD Operator II 19.70
30063 - Drafter/CAD Operator III 21.97
30064 - Drafter/CAD Operator IV 26.34
30081 - Engineering Technician I 15.25
30082 - Engineering Technician II 16.77
30083 - Engineering Technician III 21.48
30084 - Engineering Technician IV 25.20
30085 - Engineering Technician V 30.90
30086 - Engineering Technician VI 37.37
30090 - Environmental Technician 23.24
30095 - Evidence Control Specialist 25.20
30210 - Laboratory Technician 20.99
30221 - Latent Fingerprint Technician I 25.74
30222 - Latent Fingerprint Technician II 28.43
30240 - Mathematical Technician 25.20
30361 - Paralegal/Legal Assistant I 18.66
30362 - Paralegal/Legal Assistant II 23.11
30363 - Paralegal/Legal Assistant III 25.70
30364 - Paralegal/Legal Assistant IV 31.10
30375 - Petroleum Supply Specialist 28.43
30390 - Photo-Optics Technician 25.20
30395 - Radiation Control Technician 28.43
30461 - Technical Writer I 23.24
30462 - Technical Writer II 28.43
30463 - Technical Writer III 34.40
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 25.74
30502 - Weather Forecaster II 31.31
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.97
30621 - Weather Observer Senior (see 2) 23.57
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.98
31020 - Bus Aide 14.12
31030 - Bus Driver 18.91
31043 - Driver Courier 14.60
31260 - Parking and Lot Attendant 12.98

31290 - Shuttle Bus Driver	15.64
31310 - Taxi Driver	12.24
31361 - Truckdriver Light	15.64
31362 - Truckdriver Medium	19.71
31363 - Truckdriver Heavy	20.32
31364 - Truckdriver Tractor-Trailer	20.32
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	9.51
99050 - Desk Clerk	9.45
99095 - Embalmer	26.14
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	14.27
99252 - Laboratory Animal Caretaker II	15.29
99260 - Marketing Analyst	20.96
99310 - Mortician	26.14
99410 - Pest Controller	15.60
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	15.81
99711 - Recycling Specialist	18.52
99730 - Refuse Collector	14.40
99810 - Sales Clerk	11.55
99820 - School Crossing Guard	15.34
99830 - Survey Party Chief	22.72
99831 - Surveying Aide	15.33
99832 - Surveying Technician	20.37
99840 - Vending Machine Attendant	19.74
99841 - Vending Machine Repairer	24.01
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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and 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.: 2015-4700
Revision No.: 16
Date Of Last Revision: 05/05/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Kentucky

Area: Kentucky Counties of Adair Barren Clinton Cumberland Metcalfe Monroe Russell Simpson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.23
01012 - Accounting Clerk II		14.85
01013 - Accounting Clerk III		16.61
01020 - Administrative Assistant		19.25
01035 - Court Reporter		19.75
01041 - Customer Service Representative I		10.78
01042 - Customer Service Representative II		12.12
01043 - Customer Service Representative III		13.22
01051 - Data Entry Operator I		13.04
01052 - Data Entry Operator II		14.23
01060 - Dispatcher Motor Vehicle		17.02

01070 - Document Preparation Clerk 12.45
01090 - Duplicating Machine Operator 12.45
01111 - General Clerk I 12.54
01112 - General Clerk II 13.38
01113 - General Clerk III 15.02
01120 - Housing Referral Assistant 17.43
01141 - Messenger Courier 12.32
01191 - Order Clerk I 12.72
01192 - Order Clerk II 13.88
01261 - Personnel Assistant (Employment) I 16.17
01262 - Personnel Assistant (Employment) II 18.09
01263 - Personnel Assistant (Employment) III 20.16
01270 - Production Control Clerk 20.23
01290 - Rental Clerk 11.88
01300 - Scheduler Maintenance 13.97
01311 - Secretary I 13.97
01312 - Secretary II 15.92
01313 - Secretary III 17.43
01320 - Service Order Dispatcher 14.11
01410 - Supply Technician 19.25
01420 - Survey Worker 14.27
01460 - Switchboard Operator/Receptionist 12.23
01531 - Travel Clerk I 13.62
01532 - Travel Clerk II 14.25
01533 - Travel Clerk III 14.95
01611 - Word Processor I 12.77
01612 - Word Processor II 15.95
01613 - Word Processor III 16.29
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 23.66
05010 - Automotive Electrician 19.84
05040 - Automotive Glass Installer 18.19
05070 - Automotive Worker 18.79
05110 - Mobile Equipment Servicer 16.48
05130 - Motor Equipment Metal Mechanic 18.89
05160 - Motor Equipment Metal Worker 19.33
05190 - Motor Vehicle Mechanic 18.89
05220 - Motor Vehicle Mechanic Helper 15.33
05250 - Motor Vehicle Upholstery Worker 17.18
05280 - Motor Vehicle Wrecker 18.17
05310 - Painter Automotive 18.42
05340 - Radiator Repair Specialist 18.17
05370 - Tire Repairer 13.28
05400 - Transmission Repair Specialist 18.89
07000 - Food Preparation And Service Occupations
07010 - Baker 14.40
07041 - Cook I 11.06
07042 - Cook II 12.56
07070 - Dishwasher 9.31
07130 - Food Service Worker 10.36

07210 - Meat Cutter	13.40
07260 - Waiter/Waitress	8.90
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.86
09040 - Furniture Handler	12.18
09080 - Furniture Refinisher	17.51
09090 - Furniture Refinisher Helper	13.99
09110 - Furniture Repairer Minor	15.63
09130 - Upholsterer	16.89
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.51
11060 - Elevator Operator	11.13
11090 - Gardener	14.57
11122 - Housekeeping Aide	11.30
11150 - Janitor	11.30
11210 - Laborer Grounds Maintenance	11.68
11240 - Maid or Houseman	9.47
11260 - Pruner	10.56
11270 - Tractor Operator	13.76
11330 - Trail Maintenance Worker	11.68
11360 - Window Cleaner	12.54
12000 - Health Occupations	
12010 - Ambulance Driver	16.78
12011 - Breath Alcohol Technician	17.72
12012 - Certified Occupational Therapist Assistant	29.52
12015 - Certified Physical Therapist Assistant	26.70
12020 - Dental Assistant	17.94
12025 - Dental Hygienist	32.26
12030 - EKG Technician	27.13
12035 - Electroneurodiagnostic Technologist	27.13
12040 - Emergency Medical Technician	16.78
12071 - Licensed Practical Nurse I	15.84
12072 - Licensed Practical Nurse II	17.72
12073 - Licensed Practical Nurse III	19.76
12100 - Medical Assistant	14.10
12130 - Medical Laboratory Technician	23.19
12160 - Medical Record Clerk	15.14
12190 - Medical Record Technician	16.93
12195 - Medical Transcriptionist	17.60
12210 - Nuclear Medicine Technologist	35.26
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	18.18
12236 - Optical Technician	15.84
12250 - Pharmacy Technician	14.31
12280 - Phlebotomist	15.37
12305 - Radiologic Technologist	24.80
12311 - Registered Nurse I	24.32

12312 - Registered Nurse II		29.75
12313 - Registered Nurse II Specialist		29.75
12314 - Registered Nurse III		35.99
12315 - Registered Nurse III Anesthetist		35.99
12316 - Registered Nurse IV		43.13
12317 - Scheduler (Drug and Alcohol Testing)		21.95
12320 - Substance Abuse Treatment Counselor		19.32
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.83
13012 - Exhibits Specialist II		24.56
13013 - Exhibits Specialist III		30.05
13041 - Illustrator I		20.73
13042 - Illustrator II		25.68
13043 - Illustrator III		31.42
13047 - Librarian		27.21
13050 - Library Aide/Clerk		12.03
13054 - Library Information Technology Systems Administrator		24.56
13058 - Library Technician		16.21
13061 - Media Specialist I		17.73
13062 - Media Specialist II		19.83
13063 - Media Specialist III		22.10
13071 - Photographer I		17.73
13072 - Photographer II		19.83
13073 - Photographer III		24.56
13074 - Photographer IV		30.05
13075 - Photographer V		36.35
13090 - Technical Order Library Clerk		14.63
13110 - Video Teleconference Technician		17.90
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.14
14042 - Computer Operator II		15.82
14043 - Computer Operator III		17.64
14044 - Computer Operator IV		19.60
14045 - Computer Operator V		21.70
14071 - Computer Programmer I	(see 1)	20.90
14072 - Computer Programmer II	(see 1)	24.85
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.14
14160 - Personal Computer Support Technician		21.34
14170 - System Support Specialist		21.70
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.75
15020 - Aircrew Training Devices Instructor (Rated)		35.78
15030 - Air Crew Training Devices Instructor (Pilot)		42.00
15050 - Computer Based Training Specialist / Instructor		30.75

15060 - Educational Technologist 31.00
15070 - Flight Instructor (Pilot) 42.00
15080 - Graphic Artist 18.69
15085 - Maintenance Test Pilot Fixed Jet/Prop 39.58
15086 - Maintenance Test Pilot Rotary Wing 39.58
15088 - Non-Maintenance Test/Co-Pilot 39.58
15090 - Technical Instructor 18.77
15095 - Technical Instructor/Course Developer 22.96
15110 - Test Proctor 15.15
15120 - Tutor 15.15
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.47
16030 - Counter Attendant 10.47
16040 - Dry Cleaner 13.24
16070 - Finisher Flatwork Machine 10.47
16090 - Presser Hand 10.47
16110 - Presser Machine Drycleaning 10.47
16130 - Presser Machine Shirts 10.47
16160 - Presser Machine Wearing Apparel Laundry 10.47
16190 - Sewing Machine Operator 14.04
16220 - Tailor 14.81
16250 - Washer Machine 11.45
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.65
19040 - Tool And Die Maker 23.48
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.22
21030 - Material Coordinator 20.23
21040 - Material Expediter 20.23
21050 - Material Handling Laborer 12.87
21071 - Order Filler 12.89
21080 - Production Line Worker (Food Processing) 16.22
21110 - Shipping Packer 16.13
21130 - Shipping/Receiving Clerk 16.13
21140 - Store Worker I 13.83
21150 - Stock Clerk 18.35
21210 - Tools And Parts Attendant 16.22
21410 - Warehouse Specialist 16.22
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.29
23019 - Aircraft Logs and Records Technician 21.64
23021 - Aircraft Mechanic I 23.16
23022 - Aircraft Mechanic II 24.29
23023 - Aircraft Mechanic III 25.33
23040 - Aircraft Mechanic Helper 19.23
23050 - Aircraft Painter 27.35
23060 - Aircraft Servicer 21.64
23070 - Aircraft Survival Flight Equipment Technician 27.35
23080 - Aircraft Worker 22.84
23091 - Aircrew Life Support Equipment (ALSE) Mechanic 22.84

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 23.16
II
23110 - Appliance Mechanic 20.07
23120 - Bicycle Repairer 16.76
23125 - Cable Splicer 34.28
23130 - Carpenter Maintenance 18.43
23140 - Carpet Layer 19.03
23160 - Electrician Maintenance 21.32
23181 - Electronics Technician Maintenance I 24.74
23182 - Electronics Technician Maintenance II 26.10
23183 - Electronics Technician Maintenance III 27.35
23260 - Fabric Worker 17.92
23290 - Fire Alarm System Mechanic 20.48
23310 - Fire Extinguisher Repairer 16.76
23311 - Fuel Distribution System Mechanic 23.77
23312 - Fuel Distribution System Operator 18.98
23370 - General Maintenance Worker 16.99
23380 - Ground Support Equipment Mechanic 23.16
23381 - Ground Support Equipment Servicer 21.64
23382 - Ground Support Equipment Worker 22.84
23391 - Gunsmith I 16.76
23392 - Gunsmith II 19.03
23393 - Gunsmith III 21.03
23410 - Heating Ventilation And Air-Conditioning 20.10
Mechanic
23411 - Heating Ventilation And Air Contidioning 21.26
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 20.87
23440 - Heavy Equipment Operator 22.58
23460 - Instrument Mechanic 21.03
23465 - Laboratory/Shelter Mechanic 20.07
23470 - Laborer 12.72
23510 - Locksmith 20.07
23530 - Machinery Maintenance Mechanic 23.25
23550 - Machinist Maintenance 19.91
23580 - Maintenance Trades Helper 15.18
23591 - Metrology Technician I 21.03
23592 - Metrology Technician II 22.02
23593 - Metrology Technician III 23.04
23640 - Millwright 25.95
23710 - Office Appliance Repairer 21.14
23760 - Painter Maintenance 16.96
23790 - Pipefitter Maintenance 22.88
23810 - Plumber Maintenance 22.17
23820 - Pneudraulic Systems Mechanic 21.03
23850 - Rigger 21.03
23870 - Scale Mechanic 19.03
23890 - Sheet-Metal Worker Maintenance 22.51
23910 - Small Engine Mechanic 18.15

23931 - Telecommunications Mechanic I 26.92
23932 - Telecommunications Mechanic II 28.18
23950 - Telephone Lineman 21.91
23960 - Welder Combination Maintenance 18.61
23965 - Well Driller 21.03
23970 - Woodcraft Worker 21.03
23980 - Woodworker 16.76
24000 - Personal Needs Occupations
24550 - Case Manager 13.76
24570 - Child Care Attendant 9.70
24580 - Child Care Center Clerk 12.11
24610 - Chore Aide 12.99
24620 - Family Readiness And Support Services Coordinator 13.76
24630 - Homemaker 13.76
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 24.18
25040 - Sewage Plant Operator 17.47
25070 - Stationary Engineer 24.18
25190 - Ventilation Equipment Tender 17.24
25210 - Water Treatment Plant Operator 17.47
27000 - Protective Service Occupations
27004 - Alarm Monitor 15.64
27007 - Baggage Inspector 11.81
27008 - Corrections Officer 17.45
27010 - Court Security Officer 19.46
27030 - Detection Dog Handler 15.10
27040 - Detention Officer 17.45
27070 - Firefighter 22.20
27101 - Guard I 11.81
27102 - Guard II 15.10
27131 - Police Officer I 19.83
27132 - Police Officer II 20.80
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.75
28042 - Carnival Equipment Repairer 13.49
28043 - Carnival Worker 10.06
28210 - Gate Attendant/Gate Tender 15.17
28310 - Lifeguard 11.01
28350 - Park Attendant (Aide) 16.98
28510 - Recreation Aide/Health Facility Attendant 12.39
28515 - Recreation Specialist 20.45
28630 - Sports Official 13.52
28690 - Swimming Pool Operator 17.27
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 22.40
29020 - Hatch Tender 22.40
29030 - Line Handler 22.40
29041 - Stevedore I 20.72
29042 - Stevedore II 24.28

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		17.35
30022 - Archeological Technician II		19.70
30023 - Archeological Technician III		25.20
30030 - Cartographic Technician		25.20
30040 - Civil Engineering Technician		24.58
30051 - Cryogenic Technician I		25.74
30052 - Cryogenic Technician II		28.43
30061 - Drafter/CAD Operator I		17.35
30062 - Drafter/CAD Operator II		19.70
30063 - Drafter/CAD Operator III		21.97
30064 - Drafter/CAD Operator IV		26.34
30081 - Engineering Technician I		15.25
30082 - Engineering Technician II		16.77
30083 - Engineering Technician III		21.48
30084 - Engineering Technician IV		25.20
30085 - Engineering Technician V		30.90
30086 - Engineering Technician VI		37.37
30090 - Environmental Technician		23.24
30095 - Evidence Control Specialist		25.20
30210 - Laboratory Technician		20.99
30221 - Latent Fingerprint Technician I		25.74
30222 - Latent Fingerprint Technician II		28.43
30240 - Mathematical Technician		25.20
30361 - Paralegal/Legal Assistant I		18.66
30362 - Paralegal/Legal Assistant II		23.11
30363 - Paralegal/Legal Assistant III		25.70
30364 - Paralegal/Legal Assistant IV		31.10
30375 - Petroleum Supply Specialist		28.43
30390 - Photo-Optics Technician		25.20
30395 - Radiation Control Technician		28.43
30461 - Technical Writer I		23.24
30462 - Technical Writer II		28.43
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		25.74
30502 - Weather Forecaster II		31.31
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.97
30621 - Weather Observer Senior	(see 2)	23.57

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		30.67
31020 - Bus Aide		14.12

31030 - Bus Driver	18.91
31043 - Driver Courier	14.60
31260 - Parking and Lot Attendant	12.98
31290 - Shuttle Bus Driver	15.64
31310 - Taxi Driver	11.13
31361 - Truckdriver Light	15.64
31362 - Truckdriver Medium	19.71
31363 - Truckdriver Heavy	20.32
31364 - Truckdriver Tractor-Trailer	20.32
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.16
99050 - Desk Clerk	9.45
99095 - Embalmer	23.98
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.74
99252 - Laboratory Animal Caretaker II	14.72
99260 - Marketing Analyst	20.96
99310 - Mortician	23.98
99410 - Pest Controller	15.60
99510 - Photofinishing Worker	13.36
99710 - Recycling Laborer	14.40
99711 - Recycling Specialist	16.84
99730 - Refuse Collector	13.15
99810 - Sales Clerk	11.53
99820 - School Crossing Guard	15.34
99830 - Survey Party Chief	22.72
99831 - Surveying Aide	15.33
99832 - Surveying Technician	20.37
99840 - Vending Machine Attendant	19.74
99841 - Vending Machine Repairer	24.01
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: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and 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.: 2015-4701
Revision No.: 15
Date Of Last Revision: 04/28/2021

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: Kentucky

Area: Kentucky Counties of Anderson Bath Boyle Estill Fleming Franklin Garrard Harrison Lincoln Madison Menifee Mercer Montgomery Nicholas Owen Powell Robertson Rockcastle Rowan Washington

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.25
01012 - Accounting Clerk II		17.12
01013 - Accounting Clerk III		19.14
01020 - Administrative Assistant		20.02
01035 - Court Reporter		17.17
01041 - Customer Service Representative I		12.26
01042 - Customer Service Representative II		13.38
01043 - Customer Service Representative III		15.03
01051 - Data Entry Operator I		13.30
01052 - Data Entry Operator II		14.51
01060 - Dispatcher Motor Vehicle		19.67
01070 - Document Preparation Clerk		14.36
01090 - Duplicating Machine Operator		14.36

01111 - General Clerk I	12.93
01112 - General Clerk II	14.11
01113 - General Clerk III	15.85
01120 - Housing Referral Assistant	19.14
01141 - Messenger Courier	13.21
01191 - Order Clerk I	13.65
01192 - Order Clerk II	14.90
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	21.46
01290 - Rental Clerk	12.49
01300 - Scheduler Maintenance	15.35
01311 - Secretary I	15.35
01312 - Secretary II	17.17
01313 - Secretary III	19.14
01320 - Service Order Dispatcher	17.58
01410 - Supply Technician	20.02
01420 - Survey Worker	13.72
01460 - Switchboard Operator/Receptionist	12.78
01531 - Travel Clerk I	14.15
01532 - Travel Clerk II	14.81
01533 - Travel Clerk III	15.47
01611 - Word Processor I	13.67
01612 - Word Processor II	15.35
01613 - Word Processor III	17.17
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	19.46
05010 - Automotive Electrician	16.95
05040 - Automotive Glass Installer	16.09
05070 - Automotive Worker	16.09
05110 - Mobile Equipment Servicer	14.17
05130 - Motor Equipment Metal Mechanic	18.22
05160 - Motor Equipment Metal Worker	16.09
05190 - Motor Vehicle Mechanic	18.22
05220 - Motor Vehicle Mechanic Helper	13.10
05250 - Motor Vehicle Upholstery Worker	15.17
05280 - Motor Vehicle Wrecker	16.09
05310 - Painter Automotive	16.95
05340 - Radiator Repair Specialist	16.09
05370 - Tire Repairer	13.68
05400 - Transmission Repair Specialist	18.22
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.70
07041 - Cook I	11.61
07042 - Cook II	13.22
07070 - Dishwasher	10.19
07130 - Food Service Worker	10.84
07210 - Meat Cutter	14.42
07260 - Waiter/Waitress	8.95

09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.79
09040 - Furniture Handler	11.90
09080 - Furniture Refinisher	16.79
09090 - Furniture Refinisher Helper	13.79
09110 - Furniture Repairer Minor	15.38
09130 - Upholsterer	16.79
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.29
11060 - Elevator Operator	11.94
11090 - Gardener	15.99
11122 - Housekeeping Aide	11.97
11150 - Janitor	11.97
11210 - Laborer Grounds Maintenance	12.43
11240 - Maid or Houseman	10.87
11260 - Pruner	11.26
11270 - Tractor Operator	14.77
11330 - Trail Maintenance Worker	12.43
11360 - Window Cleaner	13.21
12000 - Health Occupations	
12010 - Ambulance Driver	15.88
12011 - Breath Alcohol Technician	19.25
12012 - Certified Occupational Therapist Assistant	29.05
12015 - Certified Physical Therapist Assistant	28.38
12020 - Dental Assistant	16.99
12025 - Dental Hygienist	37.27
12030 - EKG Technician	27.98
12035 - Electroneurodiagnostic Technologist	27.98
12040 - Emergency Medical Technician	15.88
12071 - Licensed Practical Nurse I	17.21
12072 - Licensed Practical Nurse II	19.25
12073 - Licensed Practical Nurse III	21.46
12100 - Medical Assistant	14.55
12130 - Medical Laboratory Technician	24.10
12160 - Medical Record Clerk	15.70
12190 - Medical Record Technician	18.51
12195 - Medical Transcriptionist	17.83
12210 - Nuclear Medicine Technologist	41.64
12221 - Nursing Assistant I	12.05
12222 - Nursing Assistant II	13.54
12223 - Nursing Assistant III	14.78
12224 - Nursing Assistant IV	16.60
12235 - Optical Dispenser	19.33
12236 - Optical Technician	16.94
12250 - Pharmacy Technician	16.21
12280 - Phlebotomist	14.76
12305 - Radiologic Technologist	24.68
12311 - Registered Nurse I	23.96
12312 - Registered Nurse II	29.31
12313 - Registered Nurse II Specialist	29.31

12314 - Registered Nurse III		35.46
12315 - Registered Nurse III Anesthetist		35.46
12316 - Registered Nurse IV		42.50
12317 - Scheduler (Drug and Alcohol Testing)		23.46
12320 - Substance Abuse Treatment Counselor		21.39
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.87
13012 - Exhibits Specialist II		25.86
13013 - Exhibits Specialist III		31.63
13041 - Illustrator I		20.87
13042 - Illustrator II		25.86
13043 - Illustrator III		31.63
13047 - Librarian		28.64
13050 - Library Aide/Clerk		12.44
13054 - Library Information Technology Systems Administrator		25.86
13058 - Library Technician		15.11
13061 - Media Specialist I		18.67
13062 - Media Specialist II		20.87
13063 - Media Specialist III		23.27
13071 - Photographer I		18.67
13072 - Photographer II		20.87
13073 - Photographer III		25.86
13074 - Photographer IV		31.63
13075 - Photographer V		38.28
13090 - Technical Order Library Clerk		15.08
13110 - Video Teleconference Technician		18.67
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.29
14042 - Computer Operator II		18.21
14043 - Computer Operator III		20.30
14044 - Computer Operator IV		22.56
14045 - Computer Operator V		24.99
14071 - Computer Programmer I	(see 1)	22.36
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		16.29
14160 - Personal Computer Support Technician		22.56
14170 - System Support Specialist		27.75
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.98
15020 - Aircrew Training Devices Instructor (Rated)		36.28
15030 - Air Crew Training Devices Instructor (Pilot)		43.48
15050 - Computer Based Training Specialist / Instructor		29.98
15060 - Educational Technologist		29.87
15070 - Flight Instructor (Pilot)		43.48

15080 - Graphic Artist 22.77
15085 - Maintenance Test Pilot Fixed Jet/Prop 43.48
15086 - Maintenance Test Pilot Rotary Wing 43.48
15088 - Non-Maintenance Test/Co-Pilot 43.48
15090 - Technical Instructor 21.49
15095 - Technical Instructor/Course Developer 26.29
15110 - Test Proctor 17.37
15120 - Tutor 17.37
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.81
16030 - Counter Attendant 10.81
16040 - Dry Cleaner 13.62
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 14.45
16220 - Tailor 15.24
16250 - Washer Machine 11.82
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.04
19040 - Tool And Die Maker 25.80
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.88
21030 - Material Coordinator 21.46
21040 - Material Expediter 21.46
21050 - Material Handling Laborer 14.10
21071 - Order Filler 15.60
21080 - Production Line Worker (Food Processing) 17.88
21110 - Shipping Packer 17.20
21130 - Shipping/Receiving Clerk 17.20
21140 - Store Worker I 13.85
21150 - Stock Clerk 18.65
21210 - Tools And Parts Attendant 17.88
21410 - Warehouse Specialist 17.88
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.38
23019 - Aircraft Logs and Records Technician 23.42
23021 - Aircraft Mechanic I 27.24
23022 - Aircraft Mechanic II 28.38
23023 - Aircraft Mechanic III 29.48
23040 - Aircraft Mechanic Helper 20.28
23050 - Aircraft Painter 25.70
23060 - Aircraft Servicer 23.42
23070 - Aircraft Survival Flight Equipment Technician 25.70
23080 - Aircraft Worker 24.82
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.82
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 27.24

II
23110 - Appliance Mechanic 21.43
23120 - Bicycle Repairer 17.95
23125 - Cable Splicer 33.86
23130 - Carpenter Maintenance 18.99
23140 - Carpet Layer 21.64
23160 - Electrician Maintenance 24.39
23181 - Electronics Technician Maintenance I 25.60
23182 - Electronics Technician Maintenance II 26.96
23183 - Electronics Technician Maintenance III 28.11
23260 - Fabric Worker 20.41
23290 - Fire Alarm System Mechanic 23.75
23310 - Fire Extinguisher Repairer 19.01
23311 - Fuel Distribution System Mechanic 21.53
23312 - Fuel Distribution System Operator 17.23
23370 - General Maintenance Worker 17.68
23380 - Ground Support Equipment Mechanic 27.24
23381 - Ground Support Equipment Servicer 23.42
23382 - Ground Support Equipment Worker 24.82
23391 - Gunsmith I 19.01
23392 - Gunsmith II 21.64
23393 - Gunsmith III 23.75
23410 - Heating Ventilation And Air-Conditioning Mechanic 19.91
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 20.78
23430 - Heavy Equipment Mechanic 21.84
23440 - Heavy Equipment Operator 25.05
23460 - Instrument Mechanic 27.85
23465 - Laboratory/Shelter Mechanic 22.79
23470 - Laborer 14.10
23510 - Locksmith 20.89
23530 - Machinery Maintenance Mechanic 26.72
23550 - Machinist Maintenance 19.91
23580 - Maintenance Trades Helper 16.06
23591 - Metrology Technician I 27.85
23592 - Metrology Technician II 29.02
23593 - Metrology Technician III 30.14
23640 - Millwright 25.30
23710 - Office Appliance Repairer 22.34
23760 - Painter Maintenance 20.24
23790 - Pipefitter Maintenance 24.21
23810 - Plumber Maintenance 23.22
23820 - Pneudraulic Systems Mechanic 23.75
23850 - Rigger 23.75
23870 - Scale Mechanic 21.64
23890 - Sheet-Metal Worker Maintenance 22.74
23910 - Small Engine Mechanic 21.64
23931 - Telecommunications Mechanic I 27.84
23932 - Telecommunications Mechanic II 29.01

23950 - Telephone Lineman	22.25
23960 - Welder Combination Maintenance	20.48
23965 - Well Driller	23.75
23970 - Woodcraft Worker	23.75
23980 - Woodworker	19.01
24000 - Personal Needs Occupations	
24550 - Case Manager	13.53
24570 - Child Care Attendant	12.09
24580 - Child Care Center Clerk	15.29
24610 - Chore Aide	12.08
24620 - Family Readiness And Support Services Coordinator	13.53
24630 - Homemaker	18.10
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.75
25040 - Sewage Plant Operator	18.07
25070 - Stationary Engineer	23.75
25190 - Ventilation Equipment Tender	17.68
25210 - Water Treatment Plant Operator	18.07
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.41
27007 - Baggage Inspector	16.01
27008 - Corrections Officer	17.96
27010 - Court Security Officer	16.65
27030 - Detection Dog Handler	17.96
27040 - Detention Officer	17.96
27070 - Firefighter	16.64
27101 - Guard I	16.01
27102 - Guard II	17.96
27131 - Police Officer I	19.70
27132 - Police Officer II	21.89
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.83
28042 - Carnival Equipment Repairer	13.88
28043 - Carnival Worker	9.78
28210 - Gate Attendant/Gate Tender	17.37
28310 - Lifeguard	11.14
28350 - Park Attendant (Aide)	19.40
28510 - Recreation Aide/Health Facility Attendant	14.17
28515 - Recreation Specialist	23.43
28630 - Sports Official	15.47
28690 - Swimming Pool Operator	16.62
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.86
29020 - Hatch Tender	23.86
29030 - Line Handler	23.86
29041 - Stevedore I	21.20
29042 - Stevedore II	24.83
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	41.88

30011 - Air Traffic Control Specialist Station (HFO) (see 2) 28.89
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 31.80
30021 - Archeological Technician I 18.47
30022 - Archeological Technician II 20.65
30023 - Archeological Technician III 25.59
30030 - Cartographic Technician 25.59
30040 - Civil Engineering Technician 25.40
30051 - Cryogenic Technician I 28.34
30052 - Cryogenic Technician II 31.30
30061 - Drafter/CAD Operator I 18.47
30062 - Drafter/CAD Operator II 20.65
30063 - Drafter/CAD Operator III 23.02
30064 - Drafter/CAD Operator IV 28.34
30081 - Engineering Technician I 16.44
30082 - Engineering Technician II 18.47
30083 - Engineering Technician III 20.67
30084 - Engineering Technician IV 25.59
30085 - Engineering Technician V 31.34
30086 - Engineering Technician VI 37.88
30090 - Environmental Technician 25.59
30095 - Evidence Control Specialist 25.59
30210 - Laboratory Technician 25.50
30221 - Latent Fingerprint Technician I 28.34
30222 - Latent Fingerprint Technician II 31.30
30240 - Mathematical Technician 25.59
30361 - Paralegal/Legal Assistant I 19.13
30362 - Paralegal/Legal Assistant II 26.11
30363 - Paralegal/Legal Assistant III 31.92
30364 - Paralegal/Legal Assistant IV 38.63
30375 - Petroleum Supply Specialist 31.30
30390 - Photo-Optics Technician 24.54
30395 - Radiation Control Technician 31.30
30461 - Technical Writer I 25.59
30462 - Technical Writer II 31.30
30463 - Technical Writer III 37.88
30491 - Unexploded Ordnance (UXO) Technician I 26.62
30492 - Unexploded Ordnance (UXO) Technician II 32.21
30493 - Unexploded Ordnance (UXO) Technician III 38.60
30494 - Unexploded (UXO) Safety Escort 26.62
30495 - Unexploded (UXO) Sweep Personnel 26.62
30501 - Weather Forecaster I 28.34
30502 - Weather Forecaster II 34.48
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.02
30621 - Weather Observer Senior (see 2) 25.59
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 32.21
31020 - Bus Aide 13.22
31030 - Bus Driver 19.22
31043 - Driver Courier 13.71

31260 - Parking and Lot Attendant	13.26
31290 - Shuttle Bus Driver	15.53
31310 - Taxi Driver	13.18
31361 - Truckdriver Light	14.76
31362 - Truckdriver Medium	18.91
31363 - Truckdriver Heavy	21.73
31364 - Truckdriver Tractor-Trailer	21.73
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.70
99030 - Cashier	9.52
99050 - Desk Clerk	11.03
99095 - Embalmer	27.03
99130 - Flight Follower	26.62
99251 - Laboratory Animal Caretaker I	11.81
99252 - Laboratory Animal Caretaker II	12.73
99260 - Marketing Analyst	26.80
99310 - Mortician	25.58
99410 - Pest Controller	15.37
99510 - Photofinishing Worker	13.99
99710 - Recycling Laborer	15.89
99711 - Recycling Specialist	18.88
99730 - Refuse Collector	14.40
99810 - Sales Clerk	11.59
99820 - School Crossing Guard	15.44
99830 - Survey Party Chief	21.92
99831 - Surveying Aide	12.93
99832 - Surveying Technician	19.47
99840 - Vending Machine Attendant	16.86
99841 - Vending Machine Repairer	19.59
99842 - Vending Machine Repairer Helper	16.86

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 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.: 2015-4702
Revision No.: 14
Date Of Last Revision: 05/06/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Kentucky

Area: Kentucky Counties of Anderson Bath Boyle Estill Fleming Franklin Garrard Harrison Lincoln Madison Menifee Mercer Montgomery Nicholas Owen Powell Robertson Rockcastle Rowan Washington

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		15.56
01013 - Accounting Clerk III		17.40
01020 - Administrative Assistant		20.02
01035 - Court Reporter		17.17
01041 - Customer Service Representative I		11.35
01042 - Customer Service Representative II		12.76
01043 - Customer Service Representative III		13.93
01051 - Data Entry Operator I		12.62
01052 - Data Entry Operator II		13.77

01060 - Dispatcher Motor Vehicle 19.67
01070 - Document Preparation Clerk 14.36
01090 - Duplicating Machine Operator 14.36
01111 - General Clerk I 12.21
01112 - General Clerk II 13.33
01113 - General Clerk III 14.97
01120 - Housing Referral Assistant 19.14
01141 - Messenger Courier 12.01
01191 - Order Clerk I 12.53
01192 - Order Clerk II 13.67
01261 - Personnel Assistant (Employment) I 16.64
01262 - Personnel Assistant (Employment) II 18.62
01263 - Personnel Assistant (Employment) III 20.75
01270 - Production Control Clerk 21.41
01290 - Rental Clerk 11.39
01300 - Scheduler Maintenance 15.35
01311 - Secretary I 15.35
01312 - Secretary II 17.17
01313 - Secretary III 19.14
01320 - Service Order Dispatcher 17.58
01410 - Supply Technician 20.02
01420 - Survey Worker 13.72
01460 - Switchboard Operator/Receptionist 12.78
01531 - Travel Clerk I 13.62
01532 - Travel Clerk II 14.25
01533 - Travel Clerk III 14.95
01611 - Word Processor I 13.67
01612 - Word Processor II 15.35
01613 - Word Processor III 17.17
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 18.96
05010 - Automotive Electrician 16.95
05040 - Automotive Glass Installer 16.09
05070 - Automotive Worker 16.09
05110 - Mobile Equipment Servicer 14.17
05130 - Motor Equipment Metal Mechanic 18.22
05160 - Motor Equipment Metal Worker 16.09
05190 - Motor Vehicle Mechanic 18.22
05220 - Motor Vehicle Mechanic Helper 13.10
05250 - Motor Vehicle Upholstery Worker 15.17
05280 - Motor Vehicle Wrecker 16.09
05310 - Painter Automotive 16.95
05340 - Radiator Repair Specialist 16.09
05370 - Tire Repairer 12.44
05400 - Transmission Repair Specialist 18.22
07000 - Food Preparation And Service Occupations
07010 - Baker 11.70
07041 - Cook I 11.61
07042 - Cook II 13.22
07070 - Dishwasher 10.19

07130 - Food Service Worker	9.85
07210 - Meat Cutter	14.42
07260 - Waiter/Waitress	8.95
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.79
09040 - Furniture Handler	11.90
09080 - Furniture Refinisher	16.79
09090 - Furniture Refinisher Helper	13.79
09110 - Furniture Repairer Minor	15.38
09130 - Upholsterer	16.79
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.29
11060 - Elevator Operator	11.94
11090 - Gardener	15.99
11122 - Housekeeping Aide	11.97
11150 - Janitor	11.97
11210 - Laborer Grounds Maintenance	12.43
11240 - Maid or Houseman	10.87
11260 - Pruner	11.26
11270 - Tractor Operator	14.77
11330 - Trail Maintenance Worker	12.43
11360 - Window Cleaner	13.21
12000 - Health Occupations	
12010 - Ambulance Driver	15.08
12011 - Breath Alcohol Technician	19.25
12012 - Certified Occupational Therapist Assistant	26.41
12015 - Certified Physical Therapist Assistant	28.38
12020 - Dental Assistant	16.82
12025 - Dental Hygienist	33.88
12030 - EKG Technician	27.98
12035 - Electroneurodiagnostic Technologist	27.98
12040 - Emergency Medical Technician	15.08
12071 - Licensed Practical Nurse I	17.21
12072 - Licensed Practical Nurse II	19.25
12073 - Licensed Practical Nurse III	21.46
12100 - Medical Assistant	14.55
12130 - Medical Laboratory Technician	23.84
12160 - Medical Record Clerk	14.74
12190 - Medical Record Technician	18.51
12195 - Medical Transcriptionist	16.94
12210 - Nuclear Medicine Technologist	41.64
12221 - Nursing Assistant I	11.35
12222 - Nursing Assistant II	12.77
12223 - Nursing Assistant III	13.93
12224 - Nursing Assistant IV	15.63
12235 - Optical Dispenser	19.33
12236 - Optical Technician	16.94
12250 - Pharmacy Technician	16.21
12280 - Phlebotomist	13.85
12305 - Radiologic Technologist	24.67

12311 - Registered Nurse I		23.96
12312 - Registered Nurse II		29.31
12313 - Registered Nurse II Specialist		29.31
12314 - Registered Nurse III		35.46
12315 - Registered Nurse III Anesthetist		35.46
12316 - Registered Nurse IV		42.50
12317 - Scheduler (Drug and Alcohol Testing)		23.46
12320 - Substance Abuse Treatment Counselor		19.58
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.24
13012 - Exhibits Specialist II		25.07
13013 - Exhibits Specialist III		30.67
13041 - Illustrator I		20.24
13042 - Illustrator II		25.07
13043 - Illustrator III		30.67
13047 - Librarian		27.76
13050 - Library Aide/Clerk		12.44
13054 - Library Information Technology Systems Administrator		25.07
13058 - Library Technician		15.11
13061 - Media Specialist I		18.09
13062 - Media Specialist II		20.24
13063 - Media Specialist III		22.55
13071 - Photographer I		18.09
13072 - Photographer II		20.24
13073 - Photographer III		25.07
13074 - Photographer IV		30.67
13075 - Photographer V		37.10
13090 - Technical Order Library Clerk		15.08
13110 - Video Teleconference Technician		17.99
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.76
14042 - Computer Operator II		17.64
14043 - Computer Operator III		19.66
14044 - Computer Operator IV		21.85
14045 - Computer Operator V		24.19
14071 - Computer Programmer I	(see 1)	22.36
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		15.76
14160 - Personal Computer Support Technician		21.85
14170 - System Support Specialist		27.75
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.42
15020 - Aircrew Training Devices Instructor (Rated)		35.60
15030 - Air Crew Training Devices Instructor (Pilot)		42.66

15050 - Computer Based Training Specialist / Instructor	29.42
15060 - Educational Technologist	29.87
15070 - Flight Instructor (Pilot)	42.66
15080 - Graphic Artist	22.77
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	21.49
15095 - Technical Instructor/Course Developer	26.29
15110 - Test Proctor	17.37
15120 - Tutor	17.37
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	10.47
16030 - Counter Attendant	10.47
16040 - Dry Cleaner	13.24
16070 - Finisher Flatwork Machine	10.47
16090 - Presser Hand	10.47
16110 - Presser Machine Drycleaning	10.47
16130 - Presser Machine Shirts	10.47
16160 - Presser Machine Wearing Apparel Laundry	10.47
16190 - Sewing Machine Operator	14.04
16220 - Tailor	14.81
16250 - Washer Machine	11.45
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	22.04
19040 - Tool And Die Maker	25.80
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.88
21030 - Material Coordinator	21.41
21040 - Material Expediter	21.41
21050 - Material Handling Laborer	14.10
21071 - Order Filler	15.60
21080 - Production Line Worker (Food Processing)	17.88
21110 - Shipping Packer	17.20
21130 - Shipping/Receiving Clerk	17.20
21140 - Store Worker I	13.78
21150 - Stock Clerk	18.55
21210 - Tools And Parts Attendant	17.88
21410 - Warehouse Specialist	17.88
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.38
23019 - Aircraft Logs and Records Technician	23.42
23021 - Aircraft Mechanic I	27.24
23022 - Aircraft Mechanic II	28.38
23023 - Aircraft Mechanic III	29.48
23040 - Aircraft Mechanic Helper	20.28
23050 - Aircraft Painter	25.70
23060 - Aircraft Servicer	23.42
23070 - Aircraft Survival Flight Equipment Technician	25.70
23080 - Aircraft Worker	24.82

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.82
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.24
23110 - Appliance Mechanic 21.43
23120 - Bicycle Repairer 17.95
23125 - Cable Splicer 33.86
23130 - Carpenter Maintenance 18.99
23140 - Carpet Layer 21.64
23160 - Electrician Maintenance 24.39
23181 - Electronics Technician Maintenance I 25.60
23182 - Electronics Technician Maintenance II 26.96
23183 - Electronics Technician Maintenance III 28.11
23260 - Fabric Worker 20.41
23290 - Fire Alarm System Mechanic 23.75
23310 - Fire Extinguisher Repairer 19.01
23311 - Fuel Distribution System Mechanic 21.53
23312 - Fuel Distribution System Operator 17.23
23370 - General Maintenance Worker 17.68
23380 - Ground Support Equipment Mechanic 27.24
23381 - Ground Support Equipment Servicer 23.42
23382 - Ground Support Equipment Worker 24.82
23391 - Gunsmith I 19.01
23392 - Gunsmith II 21.64
23393 - Gunsmith III 23.75
23410 - Heating Ventilation And Air-Conditioning Mechanic 19.91
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 20.78
23430 - Heavy Equipment Mechanic 21.31
23440 - Heavy Equipment Operator 25.05
23460 - Instrument Mechanic 27.85
23465 - Laboratory/Shelter Mechanic 22.79
23470 - Laborer 14.10
23510 - Locksmith 20.89
23530 - Machinery Maintenance Mechanic 24.29
23550 - Machinist Maintenance 19.91
23580 - Maintenance Trades Helper 14.60
23591 - Metrology Technician I 27.85
23592 - Metrology Technician II 29.02
23593 - Metrology Technician III 30.14
23640 - Millwright 25.30
23710 - Office Appliance Repairer 22.34
23760 - Painter Maintenance 20.24
23790 - Pipefitter Maintenance 24.21
23810 - Plumber Maintenance 23.22
23820 - Pneudraulic Systems Mechanic 23.75
23850 - Rigger 23.75
23870 - Scale Mechanic 21.64
23890 - Sheet-Metal Worker Maintenance 22.74

23910 - Small Engine Mechanic	21.64
23931 - Telecommunications Mechanic I	27.84
23932 - Telecommunications Mechanic II	29.01
23950 - Telephone Lineman	22.25
23960 - Welder Combination Maintenance	20.48
23965 - Well Driller	23.75
23970 - Woodcraft Worker	23.75
23980 - Woodworker	19.01
24000 - Personal Needs Occupations	
24550 - Case Manager	13.53
24570 - Child Care Attendant	12.09
24580 - Child Care Center Clerk	15.29
24610 - Chore Aide	11.29
24620 - Family Readiness And Support Services Coordinator	13.53
24630 - Homemaker	18.10
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.75
25040 - Sewage Plant Operator	18.07
25070 - Stationary Engineer	23.75
25190 - Ventilation Equipment Tender	17.68
25210 - Water Treatment Plant Operator	18.07
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.41
27007 - Baggage Inspector	16.01
27008 - Corrections Officer	16.58
27010 - Court Security Officer	16.65
27030 - Detection Dog Handler	17.96
27040 - Detention Officer	16.58
27070 - Firefighter	16.64
27101 - Guard I	16.01
27102 - Guard II	17.96
27131 - Police Officer I	19.70
27132 - Police Officer II	21.89
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.66
28042 - Carnival Equipment Repairer	12.62
28043 - Carnival Worker	8.89
28210 - Gate Attendant/Gate Tender	17.37
28310 - Lifeguard	11.14
28350 - Park Attendant (Aide)	19.40
28510 - Recreation Aide/Health Facility Attendant	14.17
28515 - Recreation Specialist	23.43
28630 - Sports Official	15.47
28690 - Swimming Pool Operator	16.46
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.86
29020 - Hatch Tender	23.86
29030 - Line Handler	23.86
29041 - Stevedore I	21.20

29042 - Stevedore II		24.83
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	41.46
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	28.59
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	31.49
30021 - Archeological Technician I		17.15
30022 - Archeological Technician II		19.18
30023 - Archeological Technician III		23.77
30030 - Cartographic Technician		23.77
30040 - Civil Engineering Technician		25.40
30051 - Cryogenic Technician I		26.32
30052 - Cryogenic Technician II		29.08
30061 - Drafter/CAD Operator I		17.15
30062 - Drafter/CAD Operator II		19.18
30063 - Drafter/CAD Operator III		21.39
30064 - Drafter/CAD Operator IV		26.32
30081 - Engineering Technician I		15.91
30082 - Engineering Technician II		17.49
30083 - Engineering Technician III		20.67
30084 - Engineering Technician IV		24.23
30085 - Engineering Technician V		31.34
30086 - Engineering Technician VI		35.87
30090 - Environmental Technician		23.77
30095 - Evidence Control Specialist		23.77
30210 - Laboratory Technician		25.50
30221 - Latent Fingerprint Technician I		26.32
30222 - Latent Fingerprint Technician II		29.08
30240 - Mathematical Technician		23.77
30361 - Paralegal/Legal Assistant I		19.13
30362 - Paralegal/Legal Assistant II		26.11
30363 - Paralegal/Legal Assistant III		31.92
30364 - Paralegal/Legal Assistant IV		38.63
30375 - Petroleum Supply Specialist		29.08
30390 - Photo-Optics Technician		22.31
30395 - Radiation Control Technician		29.08
30461 - Technical Writer I		23.92
30462 - Technical Writer II		29.26
30463 - Technical Writer III		35.40
30491 - Unexploded Ordnance (UXO) Technician I		26.36
30492 - Unexploded Ordnance (UXO) Technician II		31.89
30493 - Unexploded Ordnance (UXO) Technician III		38.22
30494 - Unexploded (UXO) Safety Escort		26.36
30495 - Unexploded (UXO) Sweep Personnel		26.36
30501 - Weather Forecaster I		26.32
30502 - Weather Forecaster II		32.01
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.39
30621 - Weather Observer Senior	(see 2)	23.77
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		31.89

31020 - Bus Aide	13.22
31030 - Bus Driver	19.22
31043 - Driver Courier	13.71
31260 - Parking and Lot Attendant	13.26
31290 - Shuttle Bus Driver	14.76
31310 - Taxi Driver	11.98
31361 - Truckdriver Light	14.76
31362 - Truckdriver Medium	18.91
31363 - Truckdriver Heavy	21.73
31364 - Truckdriver Tractor-Trailer	21.73
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.55
99030 - Cashier	9.52
99050 - Desk Clerk	11.03
99095 - Embalmer	27.03
99130 - Flight Follower	26.36
99251 - Laboratory Animal Caretaker I	10.74
99252 - Laboratory Animal Caretaker II	11.57
99260 - Marketing Analyst	26.80
99310 - Mortician	23.25
99410 - Pest Controller	15.37
99510 - Photofinishing Worker	13.85
99710 - Recycling Laborer	14.46
99711 - Recycling Specialist	17.18
99730 - Refuse Collector	13.10
99810 - Sales Clerk	11.59
99820 - School Crossing Guard	15.36
99830 - Survey Party Chief	21.92
99831 - Surveying Aide	12.93
99832 - Surveying Technician	19.47
99840 - Vending Machine Attendant	15.33
99841 - Vending Machine Repairer	17.81
99842 - Vending Machine Repairer Helper	15.33

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to

assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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.: 2015-4703
Revision No.: 15
Date Of Last Revision: 04/28/2021

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: Kentucky

Area: Kentucky Counties of Carroll Mason

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.25
01012 - Accounting Clerk II		17.12
01013 - Accounting Clerk III		19.14
01020 - Administrative Assistant		21.54
01035 - Court Reporter		17.63
01041 - Customer Service Representative I		12.26
01042 - Customer Service Representative II		13.38
01043 - Customer Service Representative III		15.03
01051 - Data Entry Operator I		13.30
01052 - Data Entry Operator II		14.51
01060 - Dispatcher Motor Vehicle		19.67
01070 - Document Preparation Clerk		14.36
01090 - Duplicating Machine Operator		14.36
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 13.29
01191 - Order Clerk I 13.65
01192 - Order Clerk II 17.02
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 21.46
01290 - Rental Clerk 14.57
01300 - Scheduler Maintenance 15.84
01311 - Secretary I 15.84
01312 - Secretary II 17.79
01313 - Secretary III 19.84
01320 - Service Order Dispatcher 17.58
01410 - Supply Technician 21.54
01420 - Survey Worker 17.63
01460 - Switchboard Operator/Receptionist 14.31
01531 - Travel Clerk I 14.15
01532 - Travel Clerk II 14.81
01533 - Travel Clerk III 15.47
01611 - Word Processor I 13.67
01612 - Word Processor II 15.35
01613 - Word Processor III 17.63
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.14
05010 - Automotive Electrician 23.12
05040 - Automotive Glass Installer 21.61
05070 - Automotive Worker 22.26
05110 - Mobile Equipment Servicer 20.65
05130 - Motor Equipment Metal Mechanic 24.59
05160 - Motor Equipment Metal Worker 22.26
05190 - Motor Vehicle Mechanic 23.03
05220 - Motor Vehicle Mechanic Helper 20.30
05250 - Motor Vehicle Upholstery Worker 21.42
05280 - Motor Vehicle Wrecker 22.26
05310 - Painter Automotive 23.12
05340 - Radiator Repair Specialist 22.26
05370 - Tire Repairer 15.45
05400 - Transmission Repair Specialist 24.59
07000 - Food Preparation And Service Occupations
07010 - Baker 12.32
07041 - Cook I 12.59
07042 - Cook II 13.52
07070 - Dishwasher 10.19
07130 - Food Service Worker 10.84
07210 - Meat Cutter 15.84
07260 - Waiter/Waitress 9.20
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 17.91

09040 - Furniture Handler 13.81
09080 - Furniture Refinisher 17.91
09090 - Furniture Refinisher Helper 15.31
09110 - Furniture Repairer Minor 16.59
09130 - Upholsterer 17.91
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.29
11060 - Elevator Operator 11.94
11090 - Gardener 17.15
11122 - Housekeeping Aide 12.52
11150 - Janitor 12.52
11210 - Laborer Grounds Maintenance 14.99
11240 - Maid or Houseman 10.87
11260 - Pruner 13.48
11270 - Tractor Operator 16.71
11330 - Trail Maintenance Worker 14.99
11360 - Window Cleaner 13.26
12000 - Health Occupations
12010 - Ambulance Driver 19.04
12011 - Breath Alcohol Technician 19.25
12012 - Certified Occupational Therapist Assistant 29.05
12015 - Certified Physical Therapist Assistant 28.38
12020 - Dental Assistant 16.99
12025 - Dental Hygienist 37.66
12030 - EKG Technician 28.31
12035 - Electroneurodiagnostic Technologist 28.31
12040 - Emergency Medical Technician 19.04
12071 - Licensed Practical Nurse I 17.21
12072 - Licensed Practical Nurse II 19.25
12073 - Licensed Practical Nurse III 21.46
12100 - Medical Assistant 14.55
12130 - Medical Laboratory Technician 24.10
12160 - Medical Record Clerk 15.70
12190 - Medical Record Technician 18.15
12195 - Medical Transcriptionist 17.83
12210 - Nuclear Medicine Technologist 41.64
12221 - Nursing Assistant I 12.05
12222 - Nursing Assistant II 13.54
12223 - Nursing Assistant III 14.78
12224 - Nursing Assistant IV 16.60
12235 - Optical Dispenser 19.33
12236 - Optical Technician 17.21
12250 - Pharmacy Technician 15.22
12280 - Phlebotomist 15.39
12305 - Radiologic Technologist 24.68
12311 - Registered Nurse I 24.51
12312 - Registered Nurse II 29.31
12313 - Registered Nurse II Specialist 29.31
12314 - Registered Nurse III 35.46
12315 - Registered Nurse III Anesthetist 35.46

12316 - Registered Nurse IV		42.50
12317 - Scheduler (Drug and Alcohol Testing)		23.85
12320 - Substance Abuse Treatment Counselor		21.39
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.87
13012 - Exhibits Specialist II		25.86
13013 - Exhibits Specialist III		31.63
13041 - Illustrator I		20.87
13042 - Illustrator II		25.86
13043 - Illustrator III		31.63
13047 - Librarian		28.64
13050 - Library Aide/Clerk		13.50
13054 - Library Information Technology Systems Administrator		25.86
13058 - Library Technician		15.33
13061 - Media Specialist I		18.67
13062 - Media Specialist II		20.87
13063 - Media Specialist III		23.27
13071 - Photographer I		18.67
13072 - Photographer II		20.87
13073 - Photographer III		25.86
13074 - Photographer IV		31.63
13075 - Photographer V		38.28
13090 - Technical Order Library Clerk		17.69
13110 - Video Teleconference Technician		19.61
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.29
14042 - Computer Operator II		18.21
14043 - Computer Operator III		20.30
14044 - Computer Operator IV		22.56
14045 - Computer Operator V		24.99
14071 - Computer Programmer I	(see 1)	20.13
14072 - Computer Programmer II	(see 1)	24.93
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.29
14160 - Personal Computer Support Technician		22.56
14170 - System Support Specialist		27.75
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.98
15020 - Aircrew Training Devices Instructor (Rated)		38.68
15030 - Air Crew Training Devices Instructor (Pilot)		43.48
15050 - Computer Based Training Specialist / Instructor		31.98
15060 - Educational Technologist		29.87
15070 - Flight Instructor (Pilot)		43.48
15080 - Graphic Artist		23.35
15085 - Maintenance Test Pilot Fixed Jet/Prop		43.48

15086 - Maintenance Test Pilot Rotary Wing 43.48
15088 - Non-Maintenance Test/Co-Pilot 43.48
15090 - Technical Instructor 22.09
15095 - Technical Instructor/Course Developer 27.03
15110 - Test Proctor 17.84
15120 - Tutor 17.84
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.81
16030 - Counter Attendant 10.81
16040 - Dry Cleaner 13.62
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 14.45
16220 - Tailor 15.24
16250 - Washer Machine 11.82
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.18
19040 - Tool And Die Maker 27.35
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.88
21030 - Material Coordinator 21.46
21040 - Material Expediter 21.46
21050 - Material Handling Laborer 16.74
21071 - Order Filler 13.20
21080 - Production Line Worker (Food Processing) 17.88
21110 - Shipping Packer 17.20
21130 - Shipping/Receiving Clerk 17.20
21140 - Store Worker I 13.85
21150 - Stock Clerk 18.65
21210 - Tools And Parts Attendant 17.88
21410 - Warehouse Specialist 17.88
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.73
23019 - Aircraft Logs and Records Technician 23.42
23021 - Aircraft Mechanic I 27.37
23022 - Aircraft Mechanic II 28.73
23023 - Aircraft Mechanic III 30.17
23040 - Aircraft Mechanic Helper 20.54
23050 - Aircraft Painter 26.14
23060 - Aircraft Servicer 23.42
23070 - Aircraft Survival Flight Equipment Technician 26.14
23080 - Aircraft Worker 24.82
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.82
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.37
23110 - Appliance Mechanic 22.13

23120 - Bicycle Repairer 19.11
23125 - Cable Splicer 35.56
23130 - Carpenter Maintenance 19.28
23140 - Carpet Layer 22.59
23160 - Electrician Maintenance 24.39
23181 - Electronics Technician Maintenance I 25.60
23182 - Electronics Technician Maintenance II 26.96
23183 - Electronics Technician Maintenance III 28.11
23260 - Fabric Worker 20.41
23290 - Fire Alarm System Mechanic 22.64
23310 - Fire Extinguisher Repairer 19.11
23311 - Fuel Distribution System Mechanic 24.93
23312 - Fuel Distribution System Operator 20.52
23370 - General Maintenance Worker 20.86
23380 - Ground Support Equipment Mechanic 27.37
23381 - Ground Support Equipment Servicer 23.42
23382 - Ground Support Equipment Worker 24.82
23391 - Gunsmith I 19.11
23392 - Gunsmith II 21.64
23393 - Gunsmith III 23.94
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.17
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 20.88
23430 - Heavy Equipment Mechanic 21.84
23440 - Heavy Equipment Operator 25.05
23460 - Instrument Mechanic 29.64
23465 - Laboratory/Shelter Mechanic 22.79
23470 - Laborer 14.10
23510 - Locksmith 21.43
23530 - Machinery Maintenance Mechanic 26.72
23550 - Machinist Maintenance 22.22
23580 - Maintenance Trades Helper 16.89
23591 - Metrology Technician I 29.64
23592 - Metrology Technician II 30.88
23593 - Metrology Technician III 32.08
23640 - Millwright 27.90
23710 - Office Appliance Repairer 22.34
23760 - Painter Maintenance 20.24
23790 - Pipefitter Maintenance 25.62
23810 - Plumber Maintenance 24.06
23820 - Pneudraulic Systems Mechanic 23.94
23850 - Rigger 23.75
23870 - Scale Mechanic 21.64
23890 - Sheet-Metal Worker Maintenance 25.08
23910 - Small Engine Mechanic 21.64
23931 - Telecommunications Mechanic I 27.62
23932 - Telecommunications Mechanic II 29.01
23950 - Telephone Lineman 23.52
23960 - Welder Combination Maintenance 20.48

23965 - Well Driller	23.75
23970 - Woodcraft Worker	23.94
23980 - Woodworker	19.11
24000 - Personal Needs Occupations	
24550 - Case Manager	13.81
24570 - Child Care Attendant	11.04
24580 - Child Care Center Clerk	15.48
24610 - Chore Aide	12.08
24620 - Family Readiness And Support Services Coordinator	13.81
24630 - Homemaker	17.36
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.75
25040 - Sewage Plant Operator	19.24
25070 - Stationary Engineer	23.75
25190 - Ventilation Equipment Tender	17.78
25210 - Water Treatment Plant Operator	19.24
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.18
27007 - Baggage Inspector	16.01
27008 - Corrections Officer	24.65
27010 - Court Security Officer	24.65
27030 - Detection Dog Handler	18.00
27040 - Detention Officer	24.65
27070 - Firefighter	24.58
27101 - Guard I	16.01
27102 - Guard II	18.00
27131 - Police Officer I	24.89
27132 - Police Officer II	27.66
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.83
28042 - Carnival Equipment Repairer	13.88
28043 - Carnival Worker	9.78
28210 - Gate Attendant/Gate Tender	17.64
28310 - Lifeguard	11.25
28350 - Park Attendant (Aide)	19.72
28510 - Recreation Aide/Health Facility Attendant	14.40
28515 - Recreation Specialist	24.06
28630 - Sports Official	15.71
28690 - Swimming Pool Operator	17.89
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.97
29020 - Hatch Tender	21.97
29030 - Line Handler	21.97
29041 - Stevedore I	20.65
29042 - Stevedore II	22.12
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	41.88
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	28.89
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	31.80

30021 - Archeological Technician I		18.75
30022 - Archeological Technician II		20.65
30023 - Archeological Technician III		25.59
30030 - Cartographic Technician		25.59
30040 - Civil Engineering Technician		25.40
30051 - Cryogenic Technician I		28.34
30052 - Cryogenic Technician II		31.30
30061 - Drafter/CAD Operator I		18.47
30062 - Drafter/CAD Operator II		20.65
30063 - Drafter/CAD Operator III		23.02
30064 - Drafter/CAD Operator IV		28.34
30081 - Engineering Technician I		16.44
30082 - Engineering Technician II		18.47
30083 - Engineering Technician III		20.65
30084 - Engineering Technician IV		25.59
30085 - Engineering Technician V		31.30
30086 - Engineering Technician VI		37.88
30090 - Environmental Technician		25.59
30095 - Evidence Control Specialist		25.59
30210 - Laboratory Technician		27.61
30221 - Latent Fingerprint Technician I		28.34
30222 - Latent Fingerprint Technician II		31.30
30240 - Mathematical Technician		25.59
30361 - Paralegal/Legal Assistant I		18.53
30362 - Paralegal/Legal Assistant II		22.96
30363 - Paralegal/Legal Assistant III		28.09
30364 - Paralegal/Legal Assistant IV		33.99
30375 - Petroleum Supply Specialist		31.30
30390 - Photo-Optics Technician		25.00
30395 - Radiation Control Technician		31.30
30461 - Technical Writer I		25.59
30462 - Technical Writer II		31.30
30463 - Technical Writer III		37.88
30491 - Unexploded Ordnance (UXO) Technician I		26.62
30492 - Unexploded Ordnance (UXO) Technician II		32.21
30493 - Unexploded Ordnance (UXO) Technician III		38.60
30494 - Unexploded (UXO) Safety Escort		26.62
30495 - Unexploded (UXO) Sweep Personnel		26.62
30501 - Weather Forecaster I		28.34
30502 - Weather Forecaster II		34.48
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.02
30621 - Weather Observer Senior	(see 2)	25.59
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		32.21
31020 - Bus Aide		14.63
31030 - Bus Driver		20.15
31043 - Driver Courier		17.51
31260 - Parking and Lot Attendant		13.26
31290 - Shuttle Bus Driver		18.95

31310 - Taxi Driver	15.53
31361 - Truckdriver Light	18.95
31362 - Truckdriver Medium	20.07
31363 - Truckdriver Heavy	22.08
31364 - Truckdriver Tractor-Trailer	22.08
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.70
99030 - Cashier	10.02
99050 - Desk Clerk	11.49
99095 - Embalmer	29.07
99130 - Flight Follower	26.62
99251 - Laboratory Animal Caretaker I	11.81
99252 - Laboratory Animal Caretaker II	12.73
99260 - Marketing Analyst	26.80
99310 - Mortician	29.07
99410 - Pest Controller	15.64
99510 - Photofinishing Worker	13.99
99710 - Recycling Laborer	18.01
99711 - Recycling Specialist	21.63
99730 - Refuse Collector	16.18
99810 - Sales Clerk	11.55
99820 - School Crossing Guard	15.44
99830 - Survey Party Chief	21.79
99831 - Surveying Aide	13.15
99832 - Surveying Technician	19.47
99840 - Vending Machine Attendant	20.25
99841 - Vending Machine Repairer	24.97
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 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.: 2015-4704
Revision No.: 14
Date Of Last Revision: 05/06/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Kentucky

Area: Kentucky Counties of Carroll Mason

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		15.56
01013 - Accounting Clerk III		17.40
01020 - Administrative Assistant		21.54
01035 - Court Reporter		17.63
01041 - Customer Service Representative I		11.35
01042 - Customer Service Representative II		12.76
01043 - Customer Service Representative III		13.93
01051 - Data Entry Operator I		12.62
01052 - Data Entry Operator II		13.83
01060 - Dispatcher Motor Vehicle		19.67
01070 - Document Preparation Clerk		14.36

01090 - Duplicating Machine Operator	14.36
01111 - General Clerk I	12.21
01112 - General Clerk II	13.97
01113 - General Clerk III	15.41
01120 - Housing Referral Assistant	19.84
01141 - Messenger Courier	12.08
01191 - Order Clerk I	13.59
01192 - Order Clerk II	17.02
01261 - Personnel Assistant (Employment) I	16.64
01262 - Personnel Assistant (Employment) II	18.62
01263 - Personnel Assistant (Employment) III	20.75
01270 - Production Control Clerk	21.41
01290 - Rental Clerk	14.57
01300 - Scheduler Maintenance	15.84
01311 - Secretary I	15.84
01312 - Secretary II	17.79
01313 - Secretary III	19.84
01320 - Service Order Dispatcher	17.58
01410 - Supply Technician	21.54
01420 - Survey Worker	17.63
01460 - Switchboard Operator/Receptionist	14.31
01531 - Travel Clerk I	13.62
01532 - Travel Clerk II	14.25
01533 - Travel Clerk III	14.95
01611 - Word Processor I	13.67
01612 - Word Processor II	15.35
01613 - Word Processor III	17.63
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	21.14
05010 - Automotive Electrician	23.12
05040 - Automotive Glass Installer	21.61
05070 - Automotive Worker	22.26
05110 - Mobile Equipment Servicer	20.65
05130 - Motor Equipment Metal Mechanic	24.59
05160 - Motor Equipment Metal Worker	22.26
05190 - Motor Vehicle Mechanic	23.03
05220 - Motor Vehicle Mechanic Helper	20.30
05250 - Motor Vehicle Upholstery Worker	21.42
05280 - Motor Vehicle Wrecker	22.26
05310 - Painter Automotive	23.12
05340 - Radiator Repair Specialist	22.26
05370 - Tire Repairer	15.45
05400 - Transmission Repair Specialist	24.59
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.32
07041 - Cook I	12.59
07042 - Cook II	13.52
07070 - Dishwasher	10.19
07130 - Food Service Worker	9.85
07210 - Meat Cutter	15.84

07260 - Waiter/Waitress	9.20
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.91
09040 - Furniture Handler	13.81
09080 - Furniture Refinisher	17.91
09090 - Furniture Refinisher Helper	15.31
09110 - Furniture Repairer Minor	16.59
09130 - Upholsterer	17.91
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.29
11060 - Elevator Operator	11.94
11090 - Gardener	17.15
11122 - Housekeeping Aide	12.52
11150 - Janitor	12.52
11210 - Laborer Grounds Maintenance	14.99
11240 - Maid or Houseman	10.87
11260 - Pruner	13.48
11270 - Tractor Operator	16.71
11330 - Trail Maintenance Worker	14.99
11360 - Window Cleaner	13.26
12000 - Health Occupations	
12010 - Ambulance Driver	19.04
12011 - Breath Alcohol Technician	19.25
12012 - Certified Occupational Therapist Assistant	26.41
12015 - Certified Physical Therapist Assistant	28.38
12020 - Dental Assistant	16.82
12025 - Dental Hygienist	34.24
12030 - EKG Technician	28.31
12035 - Electroneurodiagnostic Technologist	28.31
12040 - Emergency Medical Technician	19.04
12071 - Licensed Practical Nurse I	17.21
12072 - Licensed Practical Nurse II	19.25
12073 - Licensed Practical Nurse III	21.46
12100 - Medical Assistant	14.55
12130 - Medical Laboratory Technician	23.84
12160 - Medical Record Clerk	15.33
12190 - Medical Record Technician	18.15
12195 - Medical Transcriptionist	17.21
12210 - Nuclear Medicine Technologist	41.64
12221 - Nursing Assistant I	11.35
12222 - Nursing Assistant II	12.77
12223 - Nursing Assistant III	13.93
12224 - Nursing Assistant IV	15.63
12235 - Optical Dispenser	19.33
12236 - Optical Technician	17.21
12250 - Pharmacy Technician	15.22
12280 - Phlebotomist	15.39
12305 - Radiologic Technologist	24.67
12311 - Registered Nurse I	24.51
12312 - Registered Nurse II	29.31

12313 - Registered Nurse II Specialist		29.31
12314 - Registered Nurse III		35.46
12315 - Registered Nurse III Anesthetist		35.46
12316 - Registered Nurse IV		42.50
12317 - Scheduler (Drug and Alcohol Testing)		23.85
12320 - Substance Abuse Treatment Counselor		19.58
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.24
13012 - Exhibits Specialist II		25.07
13013 - Exhibits Specialist III		30.67
13041 - Illustrator I		20.24
13042 - Illustrator II		25.07
13043 - Illustrator III		30.67
13047 - Librarian		27.76
13050 - Library Aide/Clerk		13.50
13054 - Library Information Technology Systems Administrator		25.07
13058 - Library Technician		15.33
13061 - Media Specialist I		18.09
13062 - Media Specialist II		20.24
13063 - Media Specialist III		22.55
13071 - Photographer I		18.09
13072 - Photographer II		20.24
13073 - Photographer III		25.07
13074 - Photographer IV		30.67
13075 - Photographer V		37.10
13090 - Technical Order Library Clerk		17.69
13110 - Video Teleconference Technician		19.61
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.90
14042 - Computer Operator II		17.80
14043 - Computer Operator III		19.83
14044 - Computer Operator IV		22.04
14045 - Computer Operator V		24.40
14071 - Computer Programmer I	(see 1)	20.13
14072 - Computer Programmer II	(see 1)	24.93
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.90
14160 - Personal Computer Support Technician		22.04
14170 - System Support Specialist		27.75
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.98
15020 - Aircrew Training Devices Instructor (Rated)		38.68
15030 - Air Crew Training Devices Instructor (Pilot)		42.71
15050 - Computer Based Training Specialist / Instructor		31.98
15060 - Educational Technologist		29.87

15070 - Flight Instructor (Pilot) 42.71
15080 - Graphic Artist 23.35
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 22.09
15095 - Technical Instructor/Course Developer 27.03
15110 - Test Proctor 17.84
15120 - Tutor 17.84
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.47
16030 - Counter Attendant 10.47
16040 - Dry Cleaner 13.24
16070 - Finisher Flatwork Machine 10.47
16090 - Presser Hand 10.47
16110 - Presser Machine Drycleaning 10.47
16130 - Presser Machine Shirts 10.47
16160 - Presser Machine Wearing Apparel Laundry 10.47
16190 - Sewing Machine Operator 14.04
16220 - Tailor 14.81
16250 - Washer Machine 11.45
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.18
19040 - Tool And Die Maker 27.35
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.88
21030 - Material Coordinator 21.41
21040 - Material Expediter 21.41
21050 - Material Handling Laborer 16.74
21071 - Order Filler 13.20
21080 - Production Line Worker (Food Processing) 17.88
21110 - Shipping Packer 17.20
21130 - Shipping/Receiving Clerk 17.20
21140 - Store Worker I 13.78
21150 - Stock Clerk 18.55
21210 - Tools And Parts Attendant 17.88
21410 - Warehouse Specialist 17.88
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.73
23019 - Aircraft Logs and Records Technician 23.42
23021 - Aircraft Mechanic I 27.37
23022 - Aircraft Mechanic II 28.73
23023 - Aircraft Mechanic III 30.17
23040 - Aircraft Mechanic Helper 20.54
23050 - Aircraft Painter 26.14
23060 - Aircraft Servicer 23.42
23070 - Aircraft Survival Flight Equipment Technician 26.14
23080 - Aircraft Worker 24.82
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.82

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.37
23110 - Appliance Mechanic 22.13
23120 - Bicycle Repairer 19.11
23125 - Cable Splicer 35.56
23130 - Carpenter Maintenance 19.28
23140 - Carpet Layer 22.59
23160 - Electrician Maintenance 24.39
23181 - Electronics Technician Maintenance I 25.60
23182 - Electronics Technician Maintenance II 26.96
23183 - Electronics Technician Maintenance III 28.11
23260 - Fabric Worker 20.41
23290 - Fire Alarm System Mechanic 22.52
23310 - Fire Extinguisher Repairer 19.11
23311 - Fuel Distribution System Mechanic 24.93
23312 - Fuel Distribution System Operator 20.52
23370 - General Maintenance Worker 20.86
23380 - Ground Support Equipment Mechanic 27.37
23381 - Ground Support Equipment Servicer 23.42
23382 - Ground Support Equipment Worker 24.82
23391 - Gunsmith I 19.11
23392 - Gunsmith II 21.64
23393 - Gunsmith III 23.94
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.17
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 20.88
23430 - Heavy Equipment Mechanic 21.31
23440 - Heavy Equipment Operator 25.05
23460 - Instrument Mechanic 29.64
23465 - Laboratory/Shelter Mechanic 22.79
23470 - Laborer 14.10
23510 - Locksmith 21.43
23530 - Machinery Maintenance Mechanic 24.29
23550 - Machinist Maintenance 22.22
23580 - Maintenance Trades Helper 15.35
23591 - Metrology Technician I 29.64
23592 - Metrology Technician II 30.88
23593 - Metrology Technician III 32.08
23640 - Millwright 27.90
23710 - Office Appliance Repairer 22.34
23760 - Painter Maintenance 20.24
23790 - Pipefitter Maintenance 25.62
23810 - Plumber Maintenance 24.06
23820 - Pneudraulic Systems Mechanic 23.94
23850 - Rigger 23.75
23870 - Scale Mechanic 21.64
23890 - Sheet-Metal Worker Maintenance 25.08
23910 - Small Engine Mechanic 21.64
23931 - Telecommunications Mechanic I 26.85

23932 - Telecommunications Mechanic II 29.01
23950 - Telephone Lineman 23.52
23960 - Welder Combination Maintenance 20.48
23965 - Well Driller 23.75
23970 - Woodcraft Worker 23.94
23980 - Woodworker 19.11
24000 - Personal Needs Occupations
24550 - Case Manager 13.81
24570 - Child Care Attendant 11.04
24580 - Child Care Center Clerk 15.48
24610 - Chore Aide 11.29
24620 - Family Readiness And Support Services Coordinator 13.81
24630 - Homemaker 17.36
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 23.75
25040 - Sewage Plant Operator 19.24
25070 - Stationary Engineer 23.75
25190 - Ventilation Equipment Tender 17.78
25210 - Water Treatment Plant Operator 19.24
27000 - Protective Service Occupations
27004 - Alarm Monitor 18.18
27007 - Baggage Inspector 16.01
27008 - Corrections Officer 24.65
27010 - Court Security Officer 24.65
27030 - Detection Dog Handler 18.00
27040 - Detention Officer 24.65
27070 - Firefighter 24.58
27101 - Guard I 16.01
27102 - Guard II 18.00
27131 - Police Officer I 24.89
27132 - Police Officer II 27.66
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 11.66
28042 - Carnival Equipment Repairer 12.62
28043 - Carnival Worker 8.89
28210 - Gate Attendant/Gate Tender 17.64
28310 - Lifeguard 11.25
28350 - Park Attendant (Aide) 19.72
28510 - Recreation Aide/Health Facility Attendant 14.40
28515 - Recreation Specialist 24.06
28630 - Sports Official 15.71
28690 - Swimming Pool Operator 17.89
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 21.97
29020 - Hatch Tender 21.97
29030 - Line Handler 21.97
29041 - Stevedore I 20.65
29042 - Stevedore II 22.12
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 41.46
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 28.59
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 31.49
30021 - Archeological Technician I 18.75
30022 - Archeological Technician II 19.18
30023 - Archeological Technician III 23.77
30030 - Cartographic Technician 23.77
30040 - Civil Engineering Technician 25.40
30051 - Cryogenic Technician I 26.32
30052 - Cryogenic Technician II 29.08
30061 - Drafter/CAD Operator I 17.15
30062 - Drafter/CAD Operator II 19.18
30063 - Drafter/CAD Operator III 21.39
30064 - Drafter/CAD Operator IV 26.32
30081 - Engineering Technician I 15.69
30082 - Engineering Technician II 17.62
30083 - Engineering Technician III 20.43
30084 - Engineering Technician IV 25.30
30085 - Engineering Technician V 30.94
30086 - Engineering Technician VI 35.32
30090 - Environmental Technician 23.77
30095 - Evidence Control Specialist 23.77
30210 - Laboratory Technician 27.61
30221 - Latent Fingerprint Technician I 26.32
30222 - Latent Fingerprint Technician II 29.08
30240 - Mathematical Technician 23.77
30361 - Paralegal/Legal Assistant I 18.53
30362 - Paralegal/Legal Assistant II 22.96
30363 - Paralegal/Legal Assistant III 28.09
30364 - Paralegal/Legal Assistant IV 33.99
30375 - Petroleum Supply Specialist 29.08
30390 - Photo-Optics Technician 22.73
30395 - Radiation Control Technician 29.08
30461 - Technical Writer I 23.90
30462 - Technical Writer II 29.26
30463 - Technical Writer III 35.40
30491 - Unexploded Ordnance (UXO) Technician I 26.36
30492 - Unexploded Ordnance (UXO) Technician II 31.89
30493 - Unexploded Ordnance (UXO) Technician III 38.22
30494 - Unexploded (UXO) Safety Escort 26.36
30495 - Unexploded (UXO) Sweep Personnel 26.36
30501 - Weather Forecaster I 26.32
30502 - Weather Forecaster II 32.01
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.39
30621 - Weather Observer Senior (see 2) 23.77
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 31.89
31020 - Bus Aide 14.63
31030 - Bus Driver 20.15

31043 - Driver Courier	17.51
31260 - Parking and Lot Attendant	13.26
31290 - Shuttle Bus Driver	18.95
31310 - Taxi Driver	14.26
31361 - Truckdriver Light	18.95
31362 - Truckdriver Medium	20.07
31363 - Truckdriver Heavy	22.08
31364 - Truckdriver Tractor-Trailer	22.08
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.55
99030 - Cashier	10.02
99050 - Desk Clerk	11.49
99095 - Embalmer	29.07
99130 - Flight Follower	26.36
99251 - Laboratory Animal Caretaker I	10.74
99252 - Laboratory Animal Caretaker II	11.57
99260 - Marketing Analyst	26.80
99310 - Mortician	29.07
99410 - Pest Controller	15.64
99510 - Photofinishing Worker	13.85
99710 - Recycling Laborer	18.01
99711 - Recycling Specialist	21.63
99730 - Refuse Collector	16.18
99810 - Sales Clerk	11.34
99820 - School Crossing Guard	15.36
99830 - Survey Party Chief	21.79
99831 - Surveying Aide	13.15
99832 - Surveying Technician	19.47
99840 - Vending Machine Attendant	20.14
99841 - Vending Machine Repairer	23.99
99842 - Vending Machine Repairer Helper	20.14

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 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.: 2015-4706
Revision No.: 14
Date Of Last Revision: 05/06/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Kentucky

Area: Kentucky County of Lewis

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.86
01012 - Accounting Clerk II		18.04
01013 - Accounting Clerk III		20.19
01020 - Administrative Assistant		20.02
01035 - Court Reporter		21.39
01041 - Customer Service Representative I		11.35
01042 - Customer Service Representative II		12.76
01043 - Customer Service Representative III		13.93
01051 - Data Entry Operator I		12.62
01052 - Data Entry Operator II		13.77
01060 - Dispatcher Motor Vehicle		19.67
01070 - Document Preparation Clerk		14.36

01090 - Duplicating Machine Operator 14.36
01111 - General Clerk I 12.21
01112 - General Clerk II 13.33
01113 - General Clerk III 14.97
01120 - Housing Referral Assistant 19.14
01141 - Messenger Courier 12.01
01191 - Order Clerk I 12.53
01192 - Order Clerk II 13.67
01261 - Personnel Assistant (Employment) I 16.64
01262 - Personnel Assistant (Employment) II 18.62
01263 - Personnel Assistant (Employment) III 20.75
01270 - Production Control Clerk 21.41
01290 - Rental Clerk 11.99
01300 - Scheduler Maintenance 15.35
01311 - Secretary I 15.35
01312 - Secretary II 17.17
01313 - Secretary III 19.14
01320 - Service Order Dispatcher 17.58
01410 - Supply Technician 20.02
01420 - Survey Worker 13.41
01460 - Switchboard Operator/Receptionist 12.78
01531 - Travel Clerk I 13.62
01532 - Travel Clerk II 14.25
01533 - Travel Clerk III 14.95
01611 - Word Processor I 13.67
01612 - Word Processor II 15.35
01613 - Word Processor III 17.17
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 18.46
05010 - Automotive Electrician 16.95
05040 - Automotive Glass Installer 16.09
05070 - Automotive Worker 16.09
05110 - Mobile Equipment Servicer 14.17
05130 - Motor Equipment Metal Mechanic 17.67
05160 - Motor Equipment Metal Worker 16.09
05190 - Motor Vehicle Mechanic 17.67
05220 - Motor Vehicle Mechanic Helper 13.10
05250 - Motor Vehicle Upholstery Worker 15.17
05280 - Motor Vehicle Wrecker 16.09
05310 - Painter Automotive 16.95
05340 - Radiator Repair Specialist 16.09
05370 - Tire Repairer 12.55
05400 - Transmission Repair Specialist 17.67
07000 - Food Preparation And Service Occupations
07010 - Baker 11.70
07041 - Cook I 11.61
07042 - Cook II 13.22
07070 - Dishwasher 10.19
07130 - Food Service Worker 9.85
07210 - Meat Cutter 14.42

07260 - Waiter/Waitress	8.95
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.79
09040 - Furniture Handler	11.58
09080 - Furniture Refinisher	16.12
09090 - Furniture Refinisher Helper	12.62
09110 - Furniture Repairer Minor	14.44
09130 - Upholsterer	15.74
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.29
11060 - Elevator Operator	11.94
11090 - Gardener	15.99
11122 - Housekeeping Aide	11.97
11150 - Janitor	11.97
11210 - Laborer Grounds Maintenance	12.43
11240 - Maid or Houseman	10.87
11260 - Pruner	11.26
11270 - Tractor Operator	14.77
11330 - Trail Maintenance Worker	12.43
11360 - Window Cleaner	13.21
12000 - Health Occupations	
12010 - Ambulance Driver	13.59
12011 - Breath Alcohol Technician	18.94
12012 - Certified Occupational Therapist Assistant	26.27
12015 - Certified Physical Therapist Assistant	27.03
12020 - Dental Assistant	16.82
12025 - Dental Hygienist	33.88
12030 - EKG Technician	27.98
12035 - Electroneurodiagnostic Technologist	27.98
12040 - Emergency Medical Technician	13.59
12071 - Licensed Practical Nurse I	16.94
12072 - Licensed Practical Nurse II	18.94
12073 - Licensed Practical Nurse III	21.12
12100 - Medical Assistant	14.45
12130 - Medical Laboratory Technician	23.84
12160 - Medical Record Clerk	14.74
12190 - Medical Record Technician	18.15
12195 - Medical Transcriptionist	16.94
12210 - Nuclear Medicine Technologist	41.43
12221 - Nursing Assistant I	11.35
12222 - Nursing Assistant II	12.77
12223 - Nursing Assistant III	13.93
12224 - Nursing Assistant IV	15.63
12235 - Optical Dispenser	19.33
12236 - Optical Technician	16.85
12250 - Pharmacy Technician	13.41
12280 - Phlebotomist	13.85
12305 - Radiologic Technologist	24.67
12311 - Registered Nurse I	23.96
12312 - Registered Nurse II	29.31

12313 - Registered Nurse II Specialist		29.31
12314 - Registered Nurse III		35.46
12315 - Registered Nurse III Anesthetist		35.46
12316 - Registered Nurse IV		42.50
12317 - Scheduler (Drug and Alcohol Testing)		23.46
12320 - Substance Abuse Treatment Counselor		19.58
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.24
13012 - Exhibits Specialist II		25.07
13013 - Exhibits Specialist III		30.67
13041 - Illustrator I		20.24
13042 - Illustrator II		25.07
13043 - Illustrator III		30.67
13047 - Librarian		27.76
13050 - Library Aide/Clerk		10.05
13054 - Library Information Technology Systems Administrator		25.07
13058 - Library Technician		14.75
13061 - Media Specialist I		18.09
13062 - Media Specialist II		20.24
13063 - Media Specialist III		22.55
13071 - Photographer I		18.09
13072 - Photographer II		20.24
13073 - Photographer III		25.07
13074 - Photographer IV		30.67
13075 - Photographer V		37.10
13090 - Technical Order Library Clerk		17.69
13110 - Video Teleconference Technician		16.34
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.76
14042 - Computer Operator II		17.64
14043 - Computer Operator III		19.66
14044 - Computer Operator IV		21.85
14045 - Computer Operator V		24.19
14071 - Computer Programmer I	(see 1)	20.13
14072 - Computer Programmer II	(see 1)	24.93
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.76
14160 - Personal Computer Support Technician		21.85
14170 - System Support Specialist		27.75
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.42
15020 - Aircrew Training Devices Instructor (Rated)		35.60
15030 - Air Crew Training Devices Instructor (Pilot)		42.66
15050 - Computer Based Training Specialist / Instructor		29.42
15060 - Educational Technologist		29.87

15070 - Flight Instructor (Pilot) 42.66
15080 - Graphic Artist 21.91
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 19.25
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 10.47
16030 - Counter Attendant 10.47
16040 - Dry Cleaner 13.24
16070 - Finisher Flatwork Machine 10.47
16090 - Presser Hand 10.47
16110 - Presser Machine Drycleaning 10.47
16130 - Presser Machine Shirts 10.47
16160 - Presser Machine Wearing Apparel Laundry 10.47
16190 - Sewing Machine Operator 14.04
16220 - Tailor 14.81
16250 - Washer Machine 11.45
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.04
19040 - Tool And Die Maker 25.80
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.88
21030 - Material Coordinator 21.41
21040 - Material Expediter 21.41
21050 - Material Handling Laborer 14.10
21071 - Order Filler 12.27
21080 - Production Line Worker (Food Processing) 17.88
21110 - Shipping Packer 17.20
21130 - Shipping/Receiving Clerk 17.20
21140 - Store Worker I 13.78
21150 - Stock Clerk 18.55
21210 - Tools And Parts Attendant 17.88
21410 - Warehouse Specialist 17.88
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.07
23019 - Aircraft Logs and Records Technician 23.42
23021 - Aircraft Mechanic I 26.69
23022 - Aircraft Mechanic II 28.07
23023 - Aircraft Mechanic III 29.29
23040 - Aircraft Mechanic Helper 20.28
23050 - Aircraft Painter 24.92
23060 - Aircraft Servicer 23.42
23070 - Aircraft Survival Flight Equipment Technician 24.92
23080 - Aircraft Worker 24.28
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.28

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.69
23110 - Appliance Mechanic 20.92
23120 - Bicycle Repairer 17.43
23125 - Cable Splicer 35.56
23130 - Carpenter Maintenance 18.51
23140 - Carpet Layer 20.35
23160 - Electrician Maintenance 24.39
23181 - Electronics Technician Maintenance I 25.01
23182 - Electronics Technician Maintenance II 26.96
23183 - Electronics Technician Maintenance III 28.11
23260 - Fabric Worker 19.19
23290 - Fire Alarm System Mechanic 22.52
23310 - Fire Extinguisher Repairer 18.34
23311 - Fuel Distribution System Mechanic 21.53
23312 - Fuel Distribution System Operator 17.23
23370 - General Maintenance Worker 17.23
23380 - Ground Support Equipment Mechanic 26.69
23381 - Ground Support Equipment Servicer 23.42
23382 - Ground Support Equipment Worker 24.28
23391 - Gunsmith I 18.15
23392 - Gunsmith II 20.80
23393 - Gunsmith III 23.22
23410 - Heating Ventilation And Air-Conditioning Mechanic 18.76
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 19.54
23430 - Heavy Equipment Mechanic 21.31
23440 - Heavy Equipment Operator 25.05
23460 - Instrument Mechanic 29.64
23465 - Laboratory/Shelter Mechanic 22.14
23470 - Laborer 14.10
23510 - Locksmith 20.89
23530 - Machinery Maintenance Mechanic 24.29
23550 - Machinist Maintenance 19.45
23580 - Maintenance Trades Helper 13.29
23591 - Metrology Technician I 29.64
23592 - Metrology Technician II 30.88
23593 - Metrology Technician III 32.08
23640 - Millwright 21.71
23710 - Office Appliance Repairer 22.34
23760 - Painter Maintenance 20.24
23790 - Pipefitter Maintenance 24.21
23810 - Plumber Maintenance 23.22
23820 - Pneudraulic Systems Mechanic 23.22
23850 - Rigger 23.75
23870 - Scale Mechanic 20.80
23890 - Sheet-Metal Worker Maintenance 22.96
23910 - Small Engine Mechanic 19.64
23931 - Telecommunications Mechanic I 25.22

23932 - Telecommunications Mechanic II 26.32
23950 - Telephone Lineman 24.18
23960 - Welder Combination Maintenance 20.48
23965 - Well Driller 23.75
23970 - Woodcraft Worker 23.22
23980 - Woodworker 18.71
24000 - Personal Needs Occupations
24550 - Case Manager 13.34
24570 - Child Care Attendant 10.62
24580 - Child Care Center Clerk 13.23
24610 - Chore Aide 11.07
24620 - Family Readiness And Support Services Coordinator 13.34
24630 - Homemaker 13.34
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 23.75
25040 - Sewage Plant Operator 17.36
25070 - Stationary Engineer 23.75
25190 - Ventilation Equipment Tender 16.97
25210 - Water Treatment Plant Operator 17.36
27000 - Protective Service Occupations
27004 - Alarm Monitor 15.70
27007 - Baggage Inspector 16.01
27008 - Corrections Officer 15.11
27010 - Court Security Officer 15.93
27030 - Detection Dog Handler 17.91
27040 - Detention Officer 15.11
27070 - Firefighter 16.40
27101 - Guard I 16.01
27102 - Guard II 17.91
27131 - Police Officer I 19.70
27132 - Police Officer II 21.89
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 11.66
28042 - Carnival Equipment Repairer 12.62
28043 - Carnival Worker 8.89
28210 - Gate Attendant/Gate Tender 17.90
28310 - Lifeguard 11.34
28350 - Park Attendant (Aide) 20.00
28510 - Recreation Aide/Health Facility Attendant 14.62
28515 - Recreation Specialist 23.43
28630 - Sports Official 15.47
28690 - Swimming Pool Operator 14.37
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 20.35
29020 - Hatch Tender 20.35
29030 - Line Handler 20.35
29041 - Stevedore I 19.19
29042 - Stevedore II 21.43
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 41.46
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 28.59
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 31.49
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 26.32
30052 - Cryogenic Technician II 29.08
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 23.77
30095 - Evidence Control Specialist 23.77
30210 - Laboratory Technician 31.64
30221 - Latent Fingerprint Technician I 26.32
30222 - Latent Fingerprint Technician II 29.08
30240 - Mathematical Technician 26.27
30361 - Paralegal/Legal Assistant I 18.53
30362 - Paralegal/Legal Assistant II 22.96
30363 - Paralegal/Legal Assistant III 28.09
30364 - Paralegal/Legal Assistant IV 33.99
30375 - Petroleum Supply Specialist 29.08
30390 - Photo-Optics Technician 26.27
30395 - Radiation Control Technician 29.08
30461 - Technical Writer I 23.90
30462 - Technical Writer II 29.24
30463 - Technical Writer III 35.38
30491 - Unexploded Ordnance (UXO) Technician I 26.36
30492 - Unexploded Ordnance (UXO) Technician II 31.89
30493 - Unexploded Ordnance (UXO) Technician III 38.22
30494 - Unexploded (UXO) Safety Escort 26.36
30495 - Unexploded (UXO) Sweep Personnel 26.36
30501 - Weather Forecaster I 26.47
30502 - Weather Forecaster II 32.21
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 31.89
31020 - Bus Aide 11.72
31030 - Bus Driver 16.09

31043 - Driver Courier	12.19
31260 - Parking and Lot Attendant	13.26
31290 - Shuttle Bus Driver	13.19
31310 - Taxi Driver	11.00
31361 - Truckdriver Light	13.19
31362 - Truckdriver Medium	14.13
31363 - Truckdriver Heavy	21.42
31364 - Truckdriver Tractor-Trailer	21.42
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.55
99030 - Cashier	9.52
99050 - Desk Clerk	11.03
99095 - Embalmer	30.90
99130 - Flight Follower	26.36
99251 - Laboratory Animal Caretaker I	10.36
99252 - Laboratory Animal Caretaker II	11.21
99260 - Marketing Analyst	26.80
99310 - Mortician	30.90
99410 - Pest Controller	15.37
99510 - Photofinishing Worker	13.85
99710 - Recycling Laborer	14.46
99711 - Recycling Specialist	17.18
99730 - Refuse Collector	13.10
99810 - Sales Clerk	10.77
99820 - School Crossing Guard	15.36
99830 - Survey Party Chief	22.92
99831 - Surveying Aide	14.19
99832 - Surveying Technician	19.47
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 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.: 2015-4707
Revision No.: 15
Date Of Last Revision: 04/28/2021

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: Kentucky

Area: Kentucky Counties of Bell Breathitt Clay Harlan Jackson Knott Lee Leslie Letcher Morgan Owsley Perry Wolfe

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.51
01012 - Accounting Clerk II		15.17
01013 - Accounting Clerk III		16.96
01020 - Administrative Assistant		20.51
01035 - Court Reporter		15.95
01041 - Customer Service Representative I		12.61
01042 - Customer Service Representative II		14.18
01043 - Customer Service Representative III		15.47
01051 - Data Entry Operator I		13.13
01052 - Data Entry Operator II		14.32
01060 - Dispatcher Motor Vehicle		16.94
01070 - Document Preparation Clerk		12.70
01090 - Duplicating Machine Operator		12.70
01111 - General Clerk I		12.55

01112 - General Clerk II	13.69
01113 - General Clerk III	15.37
01120 - Housing Referral Assistant	17.77
01141 - Messenger Courier	12.54
01191 - Order Clerk I	11.94
01192 - Order Clerk II	13.03
01261 - Personnel Assistant (Employment) I	14.73
01262 - Personnel Assistant (Employment) II	16.49
01263 - Personnel Assistant (Employment) III	18.38
01270 - Production Control Clerk	24.35
01290 - Rental Clerk	12.09
01300 - Scheduler Maintenance	14.26
01311 - Secretary I	14.26
01312 - Secretary II	15.95
01313 - Secretary III	17.77
01320 - Service Order Dispatcher	15.15
01410 - Supply Technician	20.51
01420 - Survey Worker	13.72
01460 - Switchboard Operator/Receptionist	11.54
01531 - Travel Clerk I	13.62
01532 - Travel Clerk II	14.25
01533 - Travel Clerk III	14.95
01611 - Word Processor I	12.70
01612 - Word Processor II	14.26
01613 - Word Processor III	15.95
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	18.86
05010 - Automotive Electrician	15.46
05040 - Automotive Glass Installer	14.77
05070 - Automotive Worker	14.77
05110 - Mobile Equipment Servicer	13.43
05130 - Motor Equipment Metal Mechanic	18.22
05160 - Motor Equipment Metal Worker	14.77
05190 - Motor Vehicle Mechanic	18.22
05220 - Motor Vehicle Mechanic Helper	12.74
05250 - Motor Vehicle Upholstery Worker	14.07
05280 - Motor Vehicle Wrecker	14.77
05310 - Painter Automotive	15.46
05340 - Radiator Repair Specialist	14.77
05370 - Tire Repairer	12.70
05400 - Transmission Repair Specialist	18.22
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.82
07041 - Cook I	11.01
07042 - Cook II	12.55
07070 - Dishwasher	9.00
07130 - Food Service Worker	10.84
07210 - Meat Cutter	13.26
07260 - Waiter/Waitress	8.85
09000 - Furniture Maintenance And Repair Occupations	

09010 - Electrostatic Spray Painter 22.48
09040 - Furniture Handler 14.58
09080 - Furniture Refinisher 22.48
09090 - Furniture Refinisher Helper 17.27
09110 - Furniture Repairer Minor 19.92
09130 - Upholsterer 22.48
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.74
11060 - Elevator Operator 11.74
11090 - Gardener 16.86
11122 - Housekeeping Aide 10.76
11150 - Janitor 10.76
11210 - Laborer Grounds Maintenance 13.32
11240 - Maid or Houseman 10.36
11260 - Pruner 12.12
11270 - Tractor Operator 15.70
11330 - Trail Maintenance Worker 13.32
11360 - Window Cleaner 11.84
12000 - Health Occupations
12010 - Ambulance Driver 17.26
12011 - Breath Alcohol Technician 18.52
12012 - Certified Occupational Therapist Assistant 25.41
12015 - Certified Physical Therapist Assistant 25.56
12020 - Dental Assistant 15.17
12025 - Dental Hygienist 32.84
12030 - EKG Technician 25.33
12035 - Electroneurodiagnostic Technologist 25.33
12040 - Emergency Medical Technician 17.26
12071 - Licensed Practical Nurse I 16.56
12072 - Licensed Practical Nurse II 18.52
12073 - Licensed Practical Nurse III 20.64
12100 - Medical Assistant 14.43
12130 - Medical Laboratory Technician 24.00
12160 - Medical Record Clerk 15.58
12190 - Medical Record Technician 17.92
12195 - Medical Transcriptionist 16.54
12210 - Nuclear Medicine Technologist 40.54
12221 - Nursing Assistant I 11.93
12222 - Nursing Assistant II 13.41
12223 - Nursing Assistant III 14.63
12224 - Nursing Assistant IV 16.43
12235 - Optical Dispenser 21.95
12236 - Optical Technician 17.04
12250 - Pharmacy Technician 16.21
12280 - Phlebotomist 13.82
12305 - Radiologic Technologist 23.40
12311 - Registered Nurse I 23.11
12312 - Registered Nurse II 28.28
12313 - Registered Nurse II Specialist 28.28
12314 - Registered Nurse III 34.21

12315 - Registered Nurse III Anesthetist		34.21
12316 - Registered Nurse IV		41.01
12317 - Scheduler (Drug and Alcohol Testing)		22.94
12320 - Substance Abuse Treatment Counselor		18.90
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.80
13012 - Exhibits Specialist II		25.77
13013 - Exhibits Specialist III		31.52
13041 - Illustrator I		20.80
13042 - Illustrator II		25.77
13043 - Illustrator III		31.52
13047 - Librarian		28.54
13050 - Library Aide/Clerk		12.44
13054 - Library Information Technology Systems Administrator		25.77
13058 - Library Technician		20.11
13061 - Media Specialist I		18.60
13062 - Media Specialist II		20.80
13063 - Media Specialist III		23.19
13071 - Photographer I		18.60
13072 - Photographer II		20.80
13073 - Photographer III		25.77
13074 - Photographer IV		31.52
13075 - Photographer V		38.15
13090 - Technical Order Library Clerk		15.75
13110 - Video Teleconference Technician		18.60
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.19
14042 - Computer Operator II		18.12
14043 - Computer Operator III		20.21
14044 - Computer Operator IV		22.45
14045 - Computer Operator V		24.86
14071 - Computer Programmer I	(see 1)	22.36
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		16.40
14160 - Personal Computer Support Technician		22.72
14170 - System Support Specialist		34.04
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.30
15020 - Aircrew Training Devices Instructor (Rated)		31.82
15030 - Air Crew Training Devices Instructor (Pilot)		35.84
15050 - Computer Based Training Specialist / Instructor		26.30
15060 - Educational Technologist		34.34
15070 - Flight Instructor (Pilot)		35.84
15080 - Graphic Artist		23.90

15085 - Maintenance Test Pilot Fixed Jet/Prop 35.84
15086 - Maintenance Test Pilot Rotary Wing 35.84
15088 - Non-Maintenance Test/Co-Pilot 35.84
15090 - Technical Instructor 19.54
15095 - Technical Instructor/Course Developer 23.90
15110 - Test Proctor 15.79
15120 - Tutor 15.79
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.81
16030 - Counter Attendant 10.81
16040 - Dry Cleaner 13.62
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 14.45
16220 - Tailor 15.24
16250 - Washer Machine 11.82
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.48
19040 - Tool And Die Maker 27.08
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.29
21030 - Material Coordinator 24.35
21040 - Material Expediter 24.35
21050 - Material Handling Laborer 13.80
21071 - Order Filler 14.18
21080 - Production Line Worker (Food Processing) 16.29
21110 - Shipping Packer 15.25
21130 - Shipping/Receiving Clerk 15.25
21140 - Store Worker I 12.81
21150 - Stock Clerk 17.08
21210 - Tools And Parts Attendant 16.29
21410 - Warehouse Specialist 16.29
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.79
23019 - Aircraft Logs and Records Technician 20.10
23021 - Aircraft Mechanic I 23.62
23022 - Aircraft Mechanic II 24.79
23023 - Aircraft Mechanic III 25.94
23040 - Aircraft Mechanic Helper 18.37
23050 - Aircraft Painter 22.48
23060 - Aircraft Servicer 20.10
23070 - Aircraft Survival Flight Equipment Technician 22.48
23080 - Aircraft Worker 21.24
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.24
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.62

23110 - Appliance Mechanic 22.48
23120 - Bicycle Repairer 18.58
23125 - Cable Splicer 32.79
23130 - Carpenter Maintenance 18.99
23140 - Carpet Layer 21.18
23160 - Electrician Maintenance 24.36
23181 - Electronics Technician Maintenance I 21.87
23182 - Electronics Technician Maintenance II 23.11
23183 - Electronics Technician Maintenance III 24.26
23260 - Fabric Worker 19.92
23290 - Fire Alarm System Mechanic 23.62
23310 - Fire Extinguisher Repairer 18.58
23311 - Fuel Distribution System Mechanic 28.71
23312 - Fuel Distribution System Operator 22.61
23370 - General Maintenance Worker 17.68
23380 - Ground Support Equipment Mechanic 23.62
23381 - Ground Support Equipment Servicer 20.10
23382 - Ground Support Equipment Worker 21.24
23391 - Gunsmith I 18.58
23392 - Gunsmith II 21.18
23393 - Gunsmith III 23.62
23410 - Heating Ventilation And Air-Conditioning Mechanic 19.91
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 20.78
23430 - Heavy Equipment Mechanic 22.44
23440 - Heavy Equipment Operator 20.25
23460 - Instrument Mechanic 23.62
23465 - Laboratory/Shelter Mechanic 22.48
23470 - Laborer 12.29
23510 - Locksmith 22.48
23530 - Machinery Maintenance Mechanic 26.15
23550 - Machinist Maintenance 19.91
23580 - Maintenance Trades Helper 16.06
23591 - Metrology Technician I 23.62
23592 - Metrology Technician II 24.79
23593 - Metrology Technician III 25.89
23640 - Millwright 25.30
23710 - Office Appliance Repairer 22.48
23760 - Painter Maintenance 22.48
23790 - Pipefitter Maintenance 21.87
23810 - Plumber Maintenance 20.79
23820 - Pneudraulic Systems Mechanic 23.62
23850 - Rigger 23.62
23870 - Scale Mechanic 21.18
23890 - Sheet-Metal Worker Maintenance 23.62
23910 - Small Engine Mechanic 21.18
23931 - Telecommunications Mechanic I 31.06
23932 - Telecommunications Mechanic II 32.60
23950 - Telephone Lineman 21.14

23960 - Welder Combination Maintenance		20.09
23965 - Well Driller		23.62
23970 - Woodcraft Worker		23.62
23980 - Woodworker		18.58
24000 - Personal Needs Occupations		
24550 - Case Manager		18.10
24570 - Child Care Attendant		12.09
24580 - Child Care Center Clerk		15.29
24610 - Chore Aide		11.03
24620 - Family Readiness And Support Services Coordinator		14.02
24630 - Homemaker		18.10
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		23.62
25040 - Sewage Plant Operator		18.50
25070 - Stationary Engineer		23.62
25190 - Ventilation Equipment Tender		17.27
25210 - Water Treatment Plant Operator		18.50
27000 - Protective Service Occupations		
27004 - Alarm Monitor		17.53
27007 - Baggage Inspector		10.83
27008 - Corrections Officer		17.79
27010 - Court Security Officer		16.65
27030 - Detection Dog Handler		15.17
27040 - Detention Officer		17.79
27070 - Firefighter		16.64
27101 - Guard I		10.83
27102 - Guard II		15.17
27131 - Police Officer I		18.11
27132 - Police Officer II		20.12
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		11.53
28042 - Carnival Equipment Repairer		12.39
28043 - Carnival Worker		8.91
28210 - Gate Attendant/Gate Tender		16.64
28310 - Lifeguard		14.83
28350 - Park Attendant (Aide)		18.40
28510 - Recreation Aide/Health Facility Attendant		13.59
28515 - Recreation Specialist		20.42
28630 - Sports Official		14.83
28690 - Swimming Pool Operator		19.92
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		27.20
29020 - Hatch Tender		27.20
29030 - Line Handler		27.20
29041 - Stevedore I		24.85
29042 - Stevedore II		28.88
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 17.49
30022 - Archeological Technician II 19.80
30023 - Archeological Technician III 24.23
30030 - Cartographic Technician 24.23
30040 - Civil Engineering Technician 23.95
30051 - Cryogenic Technician I 24.19
30052 - Cryogenic Technician II 26.72
30061 - Drafter/CAD Operator I 17.49
30062 - Drafter/CAD Operator II 19.80
30063 - Drafter/CAD Operator III 20.15
30064 - Drafter/CAD Operator IV 24.80
30081 - Engineering Technician I 15.91
30082 - Engineering Technician II 17.57
30083 - Engineering Technician III 20.67
30084 - Engineering Technician IV 24.33
30085 - Engineering Technician V 31.34
30086 - Engineering Technician VI 36.02
30090 - Environmental Technician 22.73
30095 - Evidence Control Specialist 24.23
30210 - Laboratory Technician 19.65
30221 - Latent Fingerprint Technician I 24.80
30222 - Latent Fingerprint Technician II 27.39
30240 - Mathematical Technician 24.23
30361 - Paralegal/Legal Assistant I 19.13
30362 - Paralegal/Legal Assistant II 26.11
30363 - Paralegal/Legal Assistant III 31.92
30364 - Paralegal/Legal Assistant IV 38.63
30375 - Petroleum Supply Specialist 26.72
30390 - Photo-Optics Technician 24.23
30395 - Radiation Control Technician 26.72
30461 - Technical Writer I 24.23
30462 - Technical Writer II 29.82
30463 - Technical Writer III 36.07
30491 - Unexploded Ordnance (UXO) Technician I 25.60
30492 - Unexploded Ordnance (UXO) Technician II 30.98
30493 - Unexploded Ordnance (UXO) Technician III 37.13
30494 - Unexploded (UXO) Safety Escort 25.60
30495 - Unexploded (UXO) Sweep Personnel 25.60
30501 - Weather Forecaster I 24.80
30502 - Weather Forecaster II 30.17
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.15
30621 - Weather Observer Senior (see 2) 22.39
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.98
31020 - Bus Aide 13.48
31030 - Bus Driver 18.47
31043 - Driver Courier 16.33
31260 - Parking and Lot Attendant 12.24

31290 - Shuttle Bus Driver	17.09
31310 - Taxi Driver	12.22
31361 - Truckdriver Light	17.56
31362 - Truckdriver Medium	18.91
31363 - Truckdriver Heavy	19.75
31364 - Truckdriver Tractor-Trailer	19.75
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	9.09
99050 - Desk Clerk	10.16
99095 - Embalmer	23.25
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	13.74
99252 - Laboratory Animal Caretaker II	14.78
99260 - Marketing Analyst	23.85
99310 - Mortician	23.25
99410 - Pest Controller	17.46
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	14.06
99711 - Recycling Specialist	16.65
99730 - Refuse Collector	12.78
99810 - Sales Clerk	11.59
99820 - School Crossing Guard	14.19
99830 - Survey Party Chief	21.90
99831 - Surveying Aide	12.92
99832 - Surveying Technician	19.45
99840 - Vending Machine Attendant	18.49
99841 - Vending Machine Repairer	22.67
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: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4708
Revision No.: 14
Date Of Last Revision: 05/06/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Kentucky

Area: Kentucky Counties of Bell Breathitt Clay Harlan Jackson Knott Lee Leslie Letcher Morgan Owsley Perry Wolfe

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.33
01012 - Accounting Clerk II		14.96
01013 - Accounting Clerk III		16.74
01020 - Administrative Assistant		20.51
01035 - Court Reporter		15.59
01041 - Customer Service Representative I		11.46
01042 - Customer Service Representative II		12.89
01043 - Customer Service Representative III		14.06
01051 - Data Entry Operator I		13.13
01052 - Data Entry Operator II		14.32
01060 - Dispatcher Motor Vehicle		16.37

01070 - Document Preparation Clerk 12.41
01090 - Duplicating Machine Operator 12.41
01111 - General Clerk I 12.55
01112 - General Clerk II 13.69
01113 - General Clerk III 15.37
01120 - Housing Referral Assistant 17.38
01141 - Messenger Courier 12.54
01191 - Order Clerk I 11.94
01192 - Order Clerk II 13.03
01261 - Personnel Assistant (Employment) I 14.73
01262 - Personnel Assistant (Employment) II 16.49
01263 - Personnel Assistant (Employment) III 18.38
01270 - Production Control Clerk 24.35
01290 - Rental Clerk 12.09
01300 - Scheduler Maintenance 13.93
01311 - Secretary I 13.93
01312 - Secretary II 15.59
01313 - Secretary III 17.38
01320 - Service Order Dispatcher 14.74
01410 - Supply Technician 20.51
01420 - Survey Worker 13.72
01460 - Switchboard Operator/Receptionist 11.49
01531 - Travel Clerk I 13.62
01532 - Travel Clerk II 14.25
01533 - Travel Clerk III 14.95
01611 - Word Processor I 12.59
01612 - Word Processor II 14.13
01613 - Word Processor III 15.81
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 18.86
05010 - Automotive Electrician 15.46
05040 - Automotive Glass Installer 14.77
05070 - Automotive Worker 14.77
05110 - Mobile Equipment Servicer 13.43
05130 - Motor Equipment Metal Mechanic 18.22
05160 - Motor Equipment Metal Worker 14.77
05190 - Motor Vehicle Mechanic 18.22
05220 - Motor Vehicle Mechanic Helper 12.74
05250 - Motor Vehicle Upholstery Worker 14.07
05280 - Motor Vehicle Wrecker 14.77
05310 - Painter Automotive 15.46
05340 - Radiator Repair Specialist 14.77
05370 - Tire Repairer 12.70
05400 - Transmission Repair Specialist 18.22
07000 - Food Preparation And Service Occupations
07010 - Baker 11.65
07041 - Cook I 10.65
07042 - Cook II 12.13
07070 - Dishwasher 9.00
07130 - Food Service Worker 9.85

07210 - Meat Cutter 13.26
07260 - Waiter/Waitress 8.67
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 21.70
09040 - Furniture Handler 14.10
09080 - Furniture Refinisher 21.70
09090 - Furniture Refinisher Helper 16.70
09110 - Furniture Repairer Minor 19.24
09130 - Upholsterer 21.70
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.36
11060 - Elevator Operator 11.36
11090 - Gardener 16.86
11122 - Housekeeping Aide 10.60
11150 - Janitor 10.60
11210 - Laborer Grounds Maintenance 13.32
11240 - Maid or Houseman 10.36
11260 - Pruner 12.12
11270 - Tractor Operator 15.70
11330 - Trail Maintenance Worker 13.32
11360 - Window Cleaner 11.66
12000 - Health Occupations
12010 - Ambulance Driver 17.26
12011 - Breath Alcohol Technician 17.92
12012 - Certified Occupational Therapist Assistant 24.58
12015 - Certified Physical Therapist Assistant 25.56
12020 - Dental Assistant 15.17
12025 - Dental Hygienist 32.84
12030 - EKG Technician 25.33
12035 - Electroneurodiagnostic Technologist 25.33
12040 - Emergency Medical Technician 17.26
12071 - Licensed Practical Nurse I 16.01
12072 - Licensed Practical Nurse II 17.92
12073 - Licensed Practical Nurse III 19.98
12100 - Medical Assistant 14.11
12130 - Medical Laboratory Technician 23.23
12160 - Medical Record Clerk 14.74
12190 - Medical Record Technician 17.92
12195 - Medical Transcriptionist 16.54
12210 - Nuclear Medicine Technologist 36.85
12221 - Nursing Assistant I 11.18
12222 - Nursing Assistant II 12.57
12223 - Nursing Assistant III 13.71
12224 - Nursing Assistant IV 15.39
12235 - Optical Dispenser 21.95
12236 - Optical Technician 17.04
12250 - Pharmacy Technician 16.21
12280 - Phlebotomist 13.82
12305 - Radiologic Technologist 23.40
12311 - Registered Nurse I 23.11

12312 - Registered Nurse II		28.28
12313 - Registered Nurse II Specialist		28.28
12314 - Registered Nurse III		34.21
12315 - Registered Nurse III Anesthetist		34.21
12316 - Registered Nurse IV		41.01
12317 - Scheduler (Drug and Alcohol Testing)		22.19
12320 - Substance Abuse Treatment Counselor		17.18
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.91
13012 - Exhibits Specialist II		24.66
13013 - Exhibits Specialist III		30.17
13041 - Illustrator I		19.91
13042 - Illustrator II		24.66
13043 - Illustrator III		30.17
13047 - Librarian		27.32
13050 - Library Aide/Clerk		11.31
13054 - Library Information Technology Systems Administrator		24.66
13058 - Library Technician		18.28
13061 - Media Specialist I		17.80
13062 - Media Specialist II		19.91
13063 - Media Specialist III		22.19
13071 - Photographer I		17.80
13072 - Photographer II		19.91
13073 - Photographer III		24.66
13074 - Photographer IV		30.17
13075 - Photographer V		36.50
13090 - Technical Order Library Clerk		14.32
13110 - Video Teleconference Technician		17.99
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.72
14042 - Computer Operator II		16.47
14043 - Computer Operator III		18.37
14044 - Computer Operator IV		20.41
14045 - Computer Operator V		22.60
14071 - Computer Programmer I	(see 1)	22.36
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		15.39
14160 - Personal Computer Support Technician		21.42
14170 - System Support Specialist		34.04
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.30
15020 - Aircrew Training Devices Instructor (Rated)		31.82
15030 - Air Crew Training Devices Instructor (Pilot)		35.84
15050 - Computer Based Training Specialist / Instructor		26.30

15060 - Educational Technologist 34.19
15070 - Flight Instructor (Pilot) 35.84
15080 - Graphic Artist 23.90
15085 - Maintenance Test Pilot Fixed Jet/Prop 35.84
15086 - Maintenance Test Pilot Rotary Wing 35.84
15088 - Non-Maintenance Test/Co-Pilot 35.84
15090 - Technical Instructor 19.54
15095 - Technical Instructor/Course Developer 23.90
15110 - Test Proctor 15.79
15120 - Tutor 15.79
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.47
16030 - Counter Attendant 10.47
16040 - Dry Cleaner 13.24
16070 - Finisher Flatwork Machine 10.47
16090 - Presser Hand 10.47
16110 - Presser Machine Drycleaning 10.47
16130 - Presser Machine Shirts 10.47
16160 - Presser Machine Wearing Apparel Laundry 10.47
16190 - Sewing Machine Operator 14.04
16220 - Tailor 14.81
16250 - Washer Machine 11.45
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.70
19040 - Tool And Die Maker 26.13
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.29
21030 - Material Coordinator 24.35
21040 - Material Expediter 24.35
21050 - Material Handling Laborer 13.80
21071 - Order Filler 14.18
21080 - Production Line Worker (Food Processing) 16.29
21110 - Shipping Packer 15.25
21130 - Shipping/Receiving Clerk 15.25
21140 - Store Worker I 12.68
21150 - Stock Clerk 16.91
21210 - Tools And Parts Attendant 16.29
21410 - Warehouse Specialist 16.29
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.71
23019 - Aircraft Logs and Records Technician 20.10
23021 - Aircraft Mechanic I 23.53
23022 - Aircraft Mechanic II 24.71
23023 - Aircraft Mechanic III 25.94
23040 - Aircraft Mechanic Helper 18.37
23050 - Aircraft Painter 21.70
23060 - Aircraft Servicer 20.10
23070 - Aircraft Survival Flight Equipment Technician 21.70
23080 - Aircraft Worker 21.24
23091 - Aircrew Life Support Equipment (ALSE) Mechanic 21.24

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 23.53
II
23110 - Appliance Mechanic 21.70
23120 - Bicycle Repairer 17.95
23125 - Cable Splicer 32.55
23130 - Carpenter Maintenance 18.99
23140 - Carpet Layer 20.44
23160 - Electrician Maintenance 22.98
23181 - Electronics Technician Maintenance I 21.87
23182 - Electronics Technician Maintenance II 23.11
23183 - Electronics Technician Maintenance III 24.26
23260 - Fabric Worker 19.24
23290 - Fire Alarm System Mechanic 22.80
23310 - Fire Extinguisher Repairer 17.95
23311 - Fuel Distribution System Mechanic 26.10
23312 - Fuel Distribution System Operator 20.55
23370 - General Maintenance Worker 17.68
23380 - Ground Support Equipment Mechanic 23.53
23381 - Ground Support Equipment Servicer 20.10
23382 - Ground Support Equipment Worker 21.24
23391 - Gunsmith I 17.95
23392 - Gunsmith II 20.44
23393 - Gunsmith III 22.80
23410 - Heating Ventilation And Air-Conditioning Mechanic 19.91
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 20.78
23430 - Heavy Equipment Mechanic 22.14
23440 - Heavy Equipment Operator 20.20
23460 - Instrument Mechanic 22.80
23465 - Laboratory/Shelter Mechanic 21.70
23470 - Laborer 11.72
23510 - Locksmith 21.70
23530 - Machinery Maintenance Mechanic 23.77
23550 - Machinist Maintenance 19.91
23580 - Maintenance Trades Helper 14.60
23591 - Metrology Technician I 22.80
23592 - Metrology Technician II 23.93
23593 - Metrology Technician III 24.98
23640 - Millwright 25.30
23710 - Office Appliance Repairer 21.70
23760 - Painter Maintenance 21.70
23790 - Pipefitter Maintenance 21.87
23810 - Plumber Maintenance 20.79
23820 - Pneudraulic Systems Mechanic 22.80
23850 - Rigger 22.80
23870 - Scale Mechanic 20.44
23890 - Sheet-Metal Worker Maintenance 22.80
23910 - Small Engine Mechanic 20.44

23931 - Telecommunications Mechanic I	29.46
23932 - Telecommunications Mechanic II	30.69
23950 - Telephone Lineman	20.98
23960 - Welder Combination Maintenance	20.09
23965 - Well Driller	22.80
23970 - Woodcraft Worker	22.80
23980 - Woodworker	17.95
24000 - Personal Needs Occupations	
24550 - Case Manager	18.10
24570 - Child Care Attendant	12.09
24580 - Child Care Center Clerk	15.29
24610 - Chore Aide	10.86
24620 - Family Readiness And Support Services Coordinator	14.02
24630 - Homemaker	18.10
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.80
25040 - Sewage Plant Operator	18.14
25070 - Stationary Engineer	22.80
25190 - Ventilation Equipment Tender	16.70
25210 - Water Treatment Plant Operator	18.14
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.53
27007 - Baggage Inspector	10.83
27008 - Corrections Officer	17.79
27010 - Court Security Officer	16.65
27030 - Detection Dog Handler	15.17
27040 - Detention Officer	17.79
27070 - Firefighter	16.64
27101 - Guard I	10.83
27102 - Guard II	15.17
27131 - Police Officer I	18.11
27132 - Police Officer II	20.12
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.53
28042 - Carnival Equipment Repairer	12.39
28043 - Carnival Worker	8.91
28210 - Gate Attendant/Gate Tender	15.13
28310 - Lifeguard	13.48
28350 - Park Attendant (Aide)	16.73
28510 - Recreation Aide/Health Facility Attendant	12.35
28515 - Recreation Specialist	18.56
28630 - Sports Official	13.48
28690 - Swimming Pool Operator	19.92
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.73
29020 - Hatch Tender	24.73
29030 - Line Handler	24.73
29041 - Stevedore I	22.59
29042 - Stevedore II	26.25

30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29
30021 - Archeological Technician I		17.49
30022 - Archeological Technician II		19.80
30023 - Archeological Technician III		24.23
30030 - Cartographic Technician		24.23
30040 - Civil Engineering Technician		23.95
30051 - Cryogenic Technician I		22.97
30052 - Cryogenic Technician II		25.37
30061 - Drafter/CAD Operator I		17.49
30062 - Drafter/CAD Operator II		19.80
30063 - Drafter/CAD Operator III		20.15
30064 - Drafter/CAD Operator IV		24.80
30081 - Engineering Technician I		15.91
30082 - Engineering Technician II		17.49
30083 - Engineering Technician III		20.67
30084 - Engineering Technician IV		24.23
30085 - Engineering Technician V		31.34
30086 - Engineering Technician VI		35.87
30090 - Environmental Technician		22.73
30095 - Evidence Control Specialist		24.23
30210 - Laboratory Technician		19.10
30221 - Latent Fingerprint Technician I		24.80
30222 - Latent Fingerprint Technician II		27.39
30240 - Mathematical Technician		24.23
30361 - Paralegal/Legal Assistant I		19.13
30362 - Paralegal/Legal Assistant II		26.11
30363 - Paralegal/Legal Assistant III		31.92
30364 - Paralegal/Legal Assistant IV		38.63
30375 - Petroleum Supply Specialist		25.37
30390 - Photo-Optics Technician		24.23
30395 - Radiation Control Technician		25.37
30461 - Technical Writer I		24.23
30462 - Technical Writer II		29.82
30463 - Technical Writer III		36.07
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		24.80
30502 - Weather Forecaster II		30.17
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	20.15
30621 - Weather Observer Senior	(see 2)	22.39

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		30.67
31020 - Bus Aide		13.48

31030 - Bus Driver	18.47
31043 - Driver Courier	15.92
31260 - Parking and Lot Attendant	12.24
31290 - Shuttle Bus Driver	17.09
31310 - Taxi Driver	11.11
31361 - Truckdriver Light	17.09
31362 - Truckdriver Medium	18.91
31363 - Truckdriver Heavy	19.75
31364 - Truckdriver Tractor-Trailer	19.75
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	8.86
99050 - Desk Clerk	10.16
99095 - Embalmer	23.25
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.49
99252 - Laboratory Animal Caretaker II	13.44
99260 - Marketing Analyst	23.85
99310 - Mortician	23.25
99410 - Pest Controller	15.87
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	13.52
99711 - Recycling Specialist	16.02
99730 - Refuse Collector	12.29
99810 - Sales Clerk	11.59
99820 - School Crossing Guard	14.05
99830 - Survey Party Chief	19.91
99831 - Surveying Aide	11.74
99832 - Surveying Technician	17.68
99840 - Vending Machine Attendant	18.31
99841 - Vending Machine Repairer	21.55
99842 - Vending Machine Repairer Helper	18.31

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill

injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4709
Revision No.: 15
Date Of Last Revision: 04/28/2021

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: Kentucky

Area: Kentucky Counties of Carter Elliott Floyd Johnson Lawrence Magoffin Martin Pike

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.51
01012 - Accounting Clerk II		18.04
01013 - Accounting Clerk III		20.19
01020 - Administrative Assistant		20.51
01035 - Court Reporter		21.39
01041 - Customer Service Representative I		12.45
01042 - Customer Service Representative II		14.00
01043 - Customer Service Representative III		15.28
01051 - Data Entry Operator I		13.13
01052 - Data Entry Operator II		14.32
01060 - Dispatcher Motor Vehicle		16.94
01070 - Document Preparation Clerk		12.70
01090 - Duplicating Machine Operator		12.70
01111 - General Clerk I		12.06

01112 - General Clerk II	13.16
01113 - General Clerk III	14.77
01120 - Housing Referral Assistant	17.77
01141 - Messenger Courier	12.54
01191 - Order Clerk I	11.94
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	23.58
01290 - Rental Clerk	12.09
01300 - Scheduler Maintenance	14.26
01311 - Secretary I	14.26
01312 - Secretary II	15.95
01313 - Secretary III	17.77
01320 - Service Order Dispatcher	15.15
01410 - Supply Technician	20.51
01420 - Survey Worker	13.41
01460 - Switchboard Operator/Receptionist	11.54
01531 - Travel Clerk I	13.62
01532 - Travel Clerk II	14.25
01533 - Travel Clerk III	14.95
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	16.36
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	12.70
05400 - Transmission Repair Specialist	15.25
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.24
07041 - Cook I	11.01
07042 - Cook II	12.55
07070 - Dishwasher	8.95
07130 - Food Service Worker	10.32
07210 - Meat Cutter	12.29
07260 - Waiter/Waitress	8.85
09000 - Furniture Maintenance And Repair Occupations	

09010 - Electrostatic Spray Painter 21.86
09040 - Furniture Handler 14.58
09080 - Furniture Refinisher 21.55
09090 - Furniture Refinisher Helper 17.27
09110 - Furniture Repairer Minor 19.92
09130 - Upholsterer 21.55
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.74
11060 - Elevator Operator 11.74
11090 - Gardener 16.86
11122 - Housekeeping Aide 10.76
11150 - Janitor 10.76
11210 - Laborer Grounds Maintenance 13.32
11240 - Maid or Houseman 10.11
11260 - Pruner 12.12
11270 - Tractor Operator 15.60
11330 - Trail Maintenance Worker 13.32
11360 - Window Cleaner 11.84
12000 - Health Occupations
12010 - Ambulance Driver 15.07
12011 - Breath Alcohol Technician 18.52
12012 - Certified Occupational Therapist Assistant 25.41
12015 - Certified Physical Therapist Assistant 25.56
12020 - Dental Assistant 15.17
12025 - Dental Hygienist 28.64
12030 - EKG Technician 22.51
12035 - Electroneurodiagnostic Technologist 22.51
12040 - Emergency Medical Technician 15.07
12071 - Licensed Practical Nurse I 16.56
12072 - Licensed Practical Nurse II 18.52
12073 - Licensed Practical Nurse III 20.64
12100 - Medical Assistant 14.43
12130 - Medical Laboratory Technician 24.00
12160 - Medical Record Clerk 14.70
12190 - Medical Record Technician 16.45
12195 - Medical Transcriptionist 15.00
12210 - Nuclear Medicine Technologist 40.01
12221 - Nursing Assistant I 11.93
12222 - Nursing Assistant II 13.41
12223 - Nursing Assistant III 14.63
12224 - Nursing Assistant IV 16.43
12235 - Optical Dispenser 20.23
12236 - Optical Technician 16.56
12250 - Pharmacy Technician 14.60
12280 - Phlebotomist 13.82
12305 - Radiologic Technologist 23.18
12311 - Registered Nurse I 22.87
12312 - Registered Nurse II 27.98
12313 - Registered Nurse II Specialist 27.98
12314 - Registered Nurse III 33.86

12315 - Registered Nurse III Anesthetist		33.86
12316 - Registered Nurse IV		40.58
12317 - Scheduler (Drug and Alcohol Testing)		22.94
12320 - Substance Abuse Treatment Counselor		18.37
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.80
13012 - Exhibits Specialist II		25.77
13013 - Exhibits Specialist III		31.52
13041 - Illustrator I		20.80
13042 - Illustrator II		25.77
13043 - Illustrator III		31.52
13047 - Librarian		28.54
13050 - Library Aide/Clerk		11.41
13054 - Library Information Technology Systems Administrator		25.77
13058 - Library Technician		20.00
13061 - Media Specialist I		18.60
13062 - Media Specialist II		20.80
13063 - Media Specialist III		23.19
13071 - Photographer I		18.60
13072 - Photographer II		20.80
13073 - Photographer III		25.77
13074 - Photographer IV		31.52
13075 - Photographer V		38.15
13090 - Technical Order Library Clerk		14.32
13110 - Video Teleconference Technician		18.60
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		34.04
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		34.34
15070 - Flight Instructor (Pilot)		41.00
15080 - Graphic Artist		21.91

15085 - Maintenance Test Pilot Fixed Jet/Prop 41.00
15086 - Maintenance Test Pilot Rotary Wing 41.00
15088 - Non-Maintenance Test/Co-Pilot 41.00
15090 - Technical Instructor 19.00
15095 - Technical Instructor/Course Developer 23.24
15110 - Test Proctor 15.38
15120 - Tutor 15.38
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.81
16030 - Counter Attendant 10.81
16040 - Dry Cleaner 13.62
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 14.45
16220 - Tailor 15.24
16250 - Washer Machine 11.82
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.48
19040 - Tool And Die Maker 27.08
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.29
21030 - Material Coordinator 23.58
21040 - Material Expediter 23.58
21050 - Material Handling Laborer 12.29
21071 - Order Filler 10.98
21080 - Production Line Worker (Food Processing) 16.29
21110 - Shipping Packer 15.25
21130 - Shipping/Receiving Clerk 15.25
21140 - Store Worker I 12.81
21150 - Stock Clerk 17.08
21210 - Tools And Parts Attendant 16.29
21410 - Warehouse Specialist 16.29
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.79
23019 - Aircraft Logs and Records Technician 19.92
23021 - Aircraft Mechanic I 23.62
23022 - Aircraft Mechanic II 24.79
23023 - Aircraft Mechanic III 25.89
23040 - Aircraft Mechanic Helper 17.81
23050 - Aircraft Painter 22.48
23060 - Aircraft Servicer 19.92
23070 - Aircraft Survival Flight Equipment Technician 22.48
23080 - Aircraft Worker 21.18
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.18
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.62

23110 - Appliance Mechanic 22.48
23120 - Bicycle Repairer 18.58
23125 - Cable Splicer 32.79
23130 - Carpenter Maintenance 18.27
23140 - Carpet Layer 21.18
23160 - Electrician Maintenance 24.39
23181 - Electronics Technician Maintenance I 21.48
23182 - Electronics Technician Maintenance II 22.80
23183 - Electronics Technician Maintenance III 23.95
23260 - Fabric Worker 19.92
23290 - Fire Alarm System Mechanic 23.62
23310 - Fire Extinguisher Repairer 18.58
23311 - Fuel Distribution System Mechanic 26.53
23312 - Fuel Distribution System Operator 20.64
23370 - General Maintenance Worker 16.23
23380 - Ground Support Equipment Mechanic 23.62
23381 - Ground Support Equipment Servicer 19.92
23382 - Ground Support Equipment Worker 21.18
23391 - Gunsmith I 18.58
23392 - Gunsmith II 21.18
23393 - Gunsmith III 23.62
23410 - Heating Ventilation And Air-Conditioning Mechanic 18.57
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 19.49
23430 - Heavy Equipment Mechanic 22.44
23440 - Heavy Equipment Operator 20.25
23460 - Instrument Mechanic 23.62
23465 - Laboratory/Shelter Mechanic 22.48
23470 - Laborer 12.29
23510 - Locksmith 22.48
23530 - Machinery Maintenance Mechanic 23.77
23550 - Machinist Maintenance 19.25
23580 - Maintenance Trades Helper 14.47
23591 - Metrology Technician I 23.62
23592 - Metrology Technician II 24.79
23593 - Metrology Technician III 25.89
23640 - Millwright 23.62
23710 - Office Appliance Repairer 22.48
23760 - Painter Maintenance 22.48
23790 - Pipefitter Maintenance 20.73
23810 - Plumber Maintenance 20.73
23820 - Pneudraulic Systems Mechanic 23.62
23850 - Rigger 23.62
23870 - Scale Mechanic 21.18
23890 - Sheet-Metal Worker Maintenance 23.62
23910 - Small Engine Mechanic 19.64
23931 - Telecommunications Mechanic I 27.50
23932 - Telecommunications Mechanic II 28.95
23950 - Telephone Lineman 24.18

23960 - Welder Combination Maintenance		20.08
23965 - Well Driller		23.62
23970 - Woodcraft Worker		23.62
23980 - Woodworker		18.58
24000 - Personal Needs Occupations		
24550 - Case Manager		13.80
24570 - Child Care Attendant		9.28
24580 - Child Care Center Clerk		11.57
24610 - Chore Aide		11.03
24620 - Family Readiness And Support Services Coordinator		13.80
24630 - Homemaker		13.80
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		23.62
25040 - Sewage Plant Operator		18.50
25070 - Stationary Engineer		23.62
25190 - Ventilation Equipment Tender		17.27
25210 - Water Treatment Plant Operator		17.81
27000 - Protective Service Occupations		
27004 - Alarm Monitor		15.70
27007 - Baggage Inspector		10.83
27008 - Corrections Officer		17.70
27010 - Court Security Officer		15.70
27030 - Detection Dog Handler		12.12
27040 - Detention Officer		17.70
27070 - Firefighter		16.40
27101 - Guard I		10.83
27102 - Guard II		12.12
27131 - Police Officer I		18.05
27132 - Police Officer II		20.06
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		11.53
28042 - Carnival Equipment Repairer		12.39
28043 - Carnival Worker		8.91
28210 - Gate Attendant/Gate Tender		16.46
28310 - Lifeguard		13.72
28350 - Park Attendant (Aide)		18.18
28510 - Recreation Aide/Health Facility Attendant		13.43
28515 - Recreation Specialist		18.56
28630 - Sports Official		12.91
28690 - Swimming Pool Operator		15.52
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		22.96
29020 - Hatch Tender		22.96
29030 - Line Handler		22.96
29041 - Stevedore I		21.61
29042 - Stevedore II		24.37
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 18.95
30022 - Archeological Technician II 22.90
30023 - Archeological Technician III 26.27
30030 - Cartographic Technician 26.27
30040 - Civil Engineering Technician 23.95
30051 - Cryogenic Technician I 22.97
30052 - Cryogenic Technician II 25.37
30061 - Drafter/CAD Operator I 18.95
30062 - Drafter/CAD Operator II 22.90
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 20.93
30095 - Evidence Control Specialist 25.79
30210 - Laboratory Technician 25.55
30221 - Latent Fingerprint Technician I 27.30
30222 - Latent Fingerprint Technician II 30.14
30240 - Mathematical Technician 26.27
30361 - Paralegal/Legal Assistant I 18.78
30362 - Paralegal/Legal Assistant II 23.27
30363 - Paralegal/Legal Assistant III 28.46
30364 - Paralegal/Legal Assistant IV 34.44
30375 - Petroleum Supply Specialist 25.37
30390 - Photo-Optics Technician 26.27
30395 - Radiation Control Technician 25.37
30461 - Technical Writer I 22.56
30462 - Technical Writer II 27.60
30463 - Technical Writer III 33.39
30491 - Unexploded Ordnance (UXO) Technician I 25.60
30492 - Unexploded Ordnance (UXO) Technician II 30.98
30493 - Unexploded Ordnance (UXO) Technician III 37.13
30494 - Unexploded (UXO) Safety Escort 25.60
30495 - Unexploded (UXO) Sweep Personnel 25.60
30501 - Weather Forecaster I 24.19
30502 - Weather Forecaster II 29.43
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 12.25
31030 - Bus Driver 16.66
31043 - Driver Courier 15.00
31260 - Parking and Lot Attendant 11.13

31290 - Shuttle Bus Driver	16.12
31310 - Taxi Driver	10.23
31361 - Truckdriver Light	16.12
31362 - Truckdriver Medium	17.28
31363 - Truckdriver Heavy	18.37
31364 - Truckdriver Tractor-Trailer	18.37
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	9.09
99050 - Desk Clerk	10.13
99095 - Embalmer	30.61
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	11.89
99252 - Laboratory Animal Caretaker II	12.78
99260 - Marketing Analyst	23.85
99310 - Mortician	30.90
99410 - Pest Controller	14.94
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	14.06
99711 - Recycling Specialist	16.29
99730 - Refuse Collector	12.78
99810 - Sales Clerk	10.77
99820 - School Crossing Guard	14.19
99830 - Survey Party Chief	22.88
99831 - Surveying Aide	14.16
99832 - Surveying Technician	19.44
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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4710
Revision No.: 14
Date Of Last Revision: 05/06/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Kentucky

Area: Kentucky Counties of Carter Elliott Floyd Johnson Lawrence Magoffin Martin Pike

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.33
01012 - Accounting Clerk II		18.04
01013 - Accounting Clerk III		20.19
01020 - Administrative Assistant		20.51
01035 - Court Reporter		21.39
01041 - Customer Service Representative I		11.46
01042 - Customer Service Representative II		12.89
01043 - Customer Service Representative III		14.06
01051 - Data Entry Operator I		13.13
01052 - Data Entry Operator II		14.32
01060 - Dispatcher Motor Vehicle		16.37

01070 - Document Preparation Clerk 12.41
01090 - Duplicating Machine Operator 12.41
01111 - General Clerk I 12.55
01112 - General Clerk II 13.69
01113 - General Clerk III 15.37
01120 - Housing Referral Assistant 17.38
01141 - Messenger Courier 12.54
01191 - Order Clerk I 11.94
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 23.58
01290 - Rental Clerk 12.09
01300 - Scheduler Maintenance 13.93
01311 - Secretary I 13.93
01312 - Secretary II 15.59
01313 - Secretary III 17.38
01320 - Service Order Dispatcher 14.63
01410 - Supply Technician 20.51
01420 - Survey Worker 13.41
01460 - Switchboard Operator/Receptionist 11.40
01531 - Travel Clerk I 13.62
01532 - Travel Clerk II 14.25
01533 - Travel Clerk III 14.95
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 16.36
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 12.70
05400 - Transmission Repair Specialist 15.25
07000 - Food Preparation And Service Occupations
07010 - Baker 11.22
07041 - Cook I 10.65
07042 - Cook II 12.13
07070 - Dishwasher 8.80
07130 - Food Service Worker 9.53

07210 - Meat Cutter 12.29
07260 - Waiter/Waitress 8.67
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 21.70
09040 - Furniture Handler 14.10
09080 - Furniture Refinisher 21.55
09090 - Furniture Refinisher Helper 16.70
09110 - Furniture Repairer Minor 19.24
09130 - Upholsterer 21.55
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.36
11060 - Elevator Operator 11.36
11090 - Gardener 16.86
11122 - Housekeeping Aide 10.60
11150 - Janitor 10.60
11210 - Laborer Grounds Maintenance 13.32
11240 - Maid or Houseman 10.36
11260 - Pruner 12.12
11270 - Tractor Operator 15.60
11330 - Trail Maintenance Worker 13.32
11360 - Window Cleaner 11.66
12000 - Health Occupations
12010 - Ambulance Driver 16.58
12011 - Breath Alcohol Technician 17.92
12012 - Certified Occupational Therapist Assistant 24.58
12015 - Certified Physical Therapist Assistant 25.56
12020 - Dental Assistant 15.17
12025 - Dental Hygienist 30.98
12030 - EKG Technician 22.51
12035 - Electroneurodiagnostic Technologist 22.51
12040 - Emergency Medical Technician 16.58
12071 - Licensed Practical Nurse I 16.01
12072 - Licensed Practical Nurse II 17.92
12073 - Licensed Practical Nurse III 19.98
12100 - Medical Assistant 14.06
12130 - Medical Laboratory Technician 23.23
12160 - Medical Record Clerk 13.36
12190 - Medical Record Technician 16.45
12195 - Medical Transcriptionist 15.00
12210 - Nuclear Medicine Technologist 36.37
12221 - Nursing Assistant I 11.18
12222 - Nursing Assistant II 12.57
12223 - Nursing Assistant III 13.71
12224 - Nursing Assistant IV 15.39
12235 - Optical Dispenser 20.23
12236 - Optical Technician 16.13
12250 - Pharmacy Technician 13.41
12280 - Phlebotomist 13.82
12305 - Radiologic Technologist 23.40
12311 - Registered Nurse I 23.11

12312 - Registered Nurse II		28.28
12313 - Registered Nurse II Specialist		28.28
12314 - Registered Nurse III		34.21
12315 - Registered Nurse III Anesthetist		34.21
12316 - Registered Nurse IV		41.01
12317 - Scheduler (Drug and Alcohol Testing)		22.19
12320 - Substance Abuse Treatment Counselor		17.18
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.91
13012 - Exhibits Specialist II		24.66
13013 - Exhibits Specialist III		30.17
13041 - Illustrator I		19.91
13042 - Illustrator II		24.66
13043 - Illustrator III		30.17
13047 - Librarian		27.32
13050 - Library Aide/Clerk		10.37
13054 - Library Information Technology Systems Administrator		24.66
13058 - Library Technician		18.18
13061 - Media Specialist I		17.80
13062 - Media Specialist II		19.91
13063 - Media Specialist III		22.19
13071 - Photographer I		17.80
13072 - Photographer II		19.91
13073 - Photographer III		24.66
13074 - Photographer IV		30.17
13075 - Photographer V		36.50
13090 - Technical Order Library Clerk		14.32
13110 - Video Teleconference Technician		17.80
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		34.04
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 34.19
15070 - Flight Instructor (Pilot) 41.00
15080 - Graphic Artist 21.91
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.00
15086 - Maintenance Test Pilot Rotary Wing 41.00
15088 - Non-Maintenance Test/Co-Pilot 41.00
15090 - Technical Instructor 19.00
15095 - Technical Instructor/Course Developer 23.24
15110 - Test Proctor 15.38
15120 - Tutor 15.38
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.47
16030 - Counter Attendant 10.47
16040 - Dry Cleaner 13.24
16070 - Finisher Flatwork Machine 10.47
16090 - Presser Hand 10.47
16110 - Presser Machine Drycleaning 10.47
16130 - Presser Machine Shirts 10.47
16160 - Presser Machine Wearing Apparel Laundry 10.47
16190 - Sewing Machine Operator 14.04
16220 - Tailor 14.81
16250 - Washer Machine 11.45
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.70
19040 - Tool And Die Maker 26.13
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.29
21030 - Material Coordinator 23.58
21040 - Material Expediter 23.58
21050 - Material Handling Laborer 11.72
21071 - Order Filler 11.78
21080 - Production Line Worker (Food Processing) 16.29
21110 - Shipping Packer 15.25
21130 - Shipping/Receiving Clerk 15.25
21140 - Store Worker I 12.68
21150 - Stock Clerk 16.91
21210 - Tools And Parts Attendant 16.29
21410 - Warehouse Specialist 16.29
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.93
23019 - Aircraft Logs and Records Technician 19.35
23021 - Aircraft Mechanic I 22.80
23022 - Aircraft Mechanic II 23.93
23023 - Aircraft Mechanic III 24.98
23040 - Aircraft Mechanic Helper 17.81
23050 - Aircraft Painter 21.70
23060 - Aircraft Servicer 19.35
23070 - Aircraft Survival Flight Equipment Technician 21.70
23080 - Aircraft Worker 20.44
23091 - Aircrew Life Support Equipment (ALSE) Mechanic 20.44

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 22.80
II
23110 - Appliance Mechanic 21.70
23120 - Bicycle Repairer 17.95
23125 - Cable Splicer 32.55
23130 - Carpenter Maintenance 18.27
23140 - Carpet Layer 20.44
23160 - Electrician Maintenance 24.39
23181 - Electronics Technician Maintenance I 21.48
23182 - Electronics Technician Maintenance II 22.80
23183 - Electronics Technician Maintenance III 23.95
23260 - Fabric Worker 19.24
23290 - Fire Alarm System Mechanic 22.80
23310 - Fire Extinguisher Repairer 17.95
23311 - Fuel Distribution System Mechanic 26.53
23312 - Fuel Distribution System Operator 20.64
23370 - General Maintenance Worker 16.23
23380 - Ground Support Equipment Mechanic 22.80
23381 - Ground Support Equipment Servicer 19.35
23382 - Ground Support Equipment Worker 20.44
23391 - Gunsmith I 17.95
23392 - Gunsmith II 20.44
23393 - Gunsmith III 22.80
23410 - Heating Ventilation And Air-Conditioning Mechanic 18.23
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 19.08
23430 - Heavy Equipment Mechanic 22.14
23440 - Heavy Equipment Operator 20.20
23460 - Instrument Mechanic 22.80
23465 - Laboratory/Shelter Mechanic 21.70
23470 - Laborer 11.72
23510 - Locksmith 21.70
23530 - Machinery Maintenance Mechanic 23.77
23550 - Machinist Maintenance 18.31
23580 - Maintenance Trades Helper 13.15
23591 - Metrology Technician I 22.80
23592 - Metrology Technician II 23.93
23593 - Metrology Technician III 24.98
23640 - Millwright 22.80
23710 - Office Appliance Repairer 21.70
23760 - Painter Maintenance 21.70
23790 - Pipefitter Maintenance 20.73
23810 - Plumber Maintenance 20.73
23820 - Pneudraulic Systems Mechanic 22.80
23850 - Rigger 22.80
23870 - Scale Mechanic 20.44
23890 - Sheet-Metal Worker Maintenance 22.80
23910 - Small Engine Mechanic 19.64

23931 - Telecommunications Mechanic I	25.00
23932 - Telecommunications Mechanic II	26.32
23950 - Telephone Lineman	24.18
23960 - Welder Combination Maintenance	20.09
23965 - Well Driller	22.80
23970 - Woodcraft Worker	22.80
23980 - Woodworker	17.95
24000 - Personal Needs Occupations	
24550 - Case Manager	14.02
24570 - Child Care Attendant	9.14
24580 - Child Care Center Clerk	11.40
24610 - Chore Aide	10.86
24620 - Family Readiness And Support Services Coordinator	14.02
24630 - Homemaker	14.02
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.80
25040 - Sewage Plant Operator	18.14
25070 - Stationary Engineer	22.80
25190 - Ventilation Equipment Tender	16.70
25210 - Water Treatment Plant Operator	17.81
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.70
27007 - Baggage Inspector	10.83
27008 - Corrections Officer	17.70
27010 - Court Security Officer	15.70
27030 - Detection Dog Handler	12.12
27040 - Detention Officer	17.70
27070 - Firefighter	16.40
27101 - Guard I	10.83
27102 - Guard II	12.12
27131 - Police Officer I	18.11
27132 - Police Officer II	20.12
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.53
28042 - Carnival Equipment Repairer	12.39
28043 - Carnival Worker	8.91
28210 - Gate Attendant/Gate Tender	16.46
28310 - Lifeguard	13.72
28350 - Park Attendant (Aide)	18.18
28510 - Recreation Aide/Health Facility Attendant	13.43
28515 - Recreation Specialist	18.56
28630 - Sports Official	12.91
28690 - Swimming Pool Operator	17.07
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.96
29020 - Hatch Tender	22.96
29030 - Line Handler	22.96
29041 - Stevedore I	21.62
29042 - Stevedore II	24.37

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 18.95
30022 - Archeological Technician II 22.90
30023 - Archeological Technician III 26.27
30030 - Cartographic Technician 26.27
30040 - Civil Engineering Technician 23.95
30051 - Cryogenic Technician I 22.97
30052 - Cryogenic Technician II 25.37
30061 - Drafter/CAD Operator I 18.95
30062 - Drafter/CAD Operator II 22.90
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 20.93
30095 - Evidence Control Specialist 25.79
30210 - Laboratory Technician 25.55
30221 - Latent Fingerprint Technician I 27.30
30222 - Latent Fingerprint Technician II 30.14
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 25.37
30390 - Photo-Optics Technician 26.27
30395 - Radiation Control Technician 25.37
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 24.80
30502 - Weather Forecaster II 30.17
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 13.48

31030 - Bus Driver	18.33
31043 - Driver Courier	15.00
31260 - Parking and Lot Attendant	12.24
31290 - Shuttle Bus Driver	16.12
31310 - Taxi Driver	10.23
31361 - Truckdriver Light	16.12
31362 - Truckdriver Medium	17.28
31363 - Truckdriver Heavy	16.96
31364 - Truckdriver Tractor-Trailer	16.96
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	8.86
99050 - Desk Clerk	10.16
99095 - Embalmer	30.90
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	11.89
99252 - Laboratory Animal Caretaker II	12.78
99260 - Marketing Analyst	23.85
99310 - Mortician	30.90
99410 - Pest Controller	14.94
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	13.52
99711 - Recycling Specialist	16.02
99730 - Refuse Collector	12.29
99810 - Sales Clerk	10.77
99820 - School Crossing Guard	14.05
99830 - Survey Party Chief	20.80
99831 - Surveying Aide	12.87
99832 - Surveying Technician	17.67
99840 - Vending Machine Attendant	18.31
99841 - Vending Machine Repairer	20.66
99842 - Vending Machine Repairer Helper	18.31

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill

injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4713
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: Indiana Kentucky

Area: Indiana Counties of Posey Vanderburgh Warrick

Kentucky County of Henderson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.82
01012 - Accounting Clerk II		15.51
01013 - Accounting Clerk III		17.36
01020 - Administrative Assistant		23.87
01035 - Court Reporter		20.98
01041 - Customer Service Representative I		12.34
01042 - Customer Service Representative II		13.88
01043 - Customer Service Representative III		15.14
01051 - Data Entry Operator I		13.20
01052 - Data Entry Operator II		14.40
01060 - Dispatcher Motor Vehicle		18.92
01070 - Document Preparation Clerk		13.36
01090 - Duplicating Machine Operator		13.36

01111 - General Clerk I	12.53
01112 - General Clerk II	13.67
01113 - General Clerk III	15.34
01120 - Housing Referral Assistant	18.70
01141 - Messenger Courier	12.97
01191 - Order Clerk I	14.80
01192 - Order Clerk II	16.41
01261 - Personnel Assistant (Employment) I	15.87
01262 - Personnel Assistant (Employment) II	17.75
01263 - Personnel Assistant (Employment) III	19.80
01270 - Production Control Clerk	28.08
01290 - Rental Clerk	12.16
01300 - Scheduler Maintenance	14.99
01311 - Secretary I	14.99
01312 - Secretary II	16.77
01313 - Secretary III	18.70
01320 - Service Order Dispatcher	17.00
01410 - Supply Technician	23.87
01420 - Survey Worker	16.18
01460 - Switchboard Operator/Receptionist	12.80
01531 - Travel Clerk I	15.75
01532 - Travel Clerk II	16.54
01533 - Travel Clerk III	17.29
01611 - Word Processor I	13.36
01612 - Word Processor II	14.99
01613 - Word Processor III	16.77
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	20.39
05010 - Automotive Electrician	18.04
05040 - Automotive Glass Installer	17.01
05070 - Automotive Worker	17.01
05110 - Mobile Equipment Servicer	14.96
05130 - Motor Equipment Metal Mechanic	19.06
05160 - Motor Equipment Metal Worker	17.01
05190 - Motor Vehicle Mechanic	19.06
05220 - Motor Vehicle Mechanic Helper	13.95
05250 - Motor Vehicle Upholstery Worker	15.99
05280 - Motor Vehicle Wrecker	17.01
05310 - Painter Automotive	18.04
05340 - Radiator Repair Specialist	17.01
05370 - Tire Repairer	12.86
05400 - Transmission Repair Specialist	19.06
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.37
07041 - Cook I	11.76
07042 - Cook II	13.37
07070 - Dishwasher	9.70
07130 - Food Service Worker	10.47
07210 - Meat Cutter	15.17
07260 - Waiter/Waitress	10.28

09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.89
09040 - Furniture Handler	13.00
09080 - Furniture Refinisher	18.89
09090 - Furniture Refinisher Helper	15.20
09110 - Furniture Repairer Minor	17.05
09130 - Upholsterer	18.89
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.66
11060 - Elevator Operator	12.95
11090 - Gardener	15.58
11122 - Housekeeping Aide	12.95
11150 - Janitor	12.95
11210 - Laborer Grounds Maintenance	12.45
11240 - Maid or Houseman	10.84
11260 - Pruner	11.41
11270 - Tractor Operator	14.53
11330 - Trail Maintenance Worker	12.45
11360 - Window Cleaner	14.13
12000 - Health Occupations	
12010 - Ambulance Driver	16.32
12011 - Breath Alcohol Technician	20.68
12012 - Certified Occupational Therapist Assistant	28.63
12015 - Certified Physical Therapist Assistant	27.20
12020 - Dental Assistant	18.81
12025 - Dental Hygienist	34.11
12030 - EKG Technician	20.58
12035 - Electroneurodiagnostic Technologist	20.58
12040 - Emergency Medical Technician	16.32
12071 - Licensed Practical Nurse I	18.48
12072 - Licensed Practical Nurse II	20.68
12073 - Licensed Practical Nurse III	23.05
12100 - Medical Assistant	16.52
12130 - Medical Laboratory Technician	19.56
12160 - Medical Record Clerk	16.32
12190 - Medical Record Technician	18.25
12195 - Medical Transcriptionist	18.13
12210 - Nuclear Medicine Technologist	44.90
12221 - Nursing Assistant I	11.42
12222 - Nursing Assistant II	12.84
12223 - Nursing Assistant III	14.01
12224 - Nursing Assistant IV	15.72
12235 - Optical Dispenser	16.90
12236 - Optical Technician	17.35
12250 - Pharmacy Technician	14.91
12280 - Phlebotomist	15.52
12305 - Radiologic Technologist	25.23
12311 - Registered Nurse I	24.46
12312 - Registered Nurse II	29.93
12313 - Registered Nurse II Specialist	29.93

12314 - Registered Nurse III		36.21
12315 - Registered Nurse III Anesthetist		36.21
12316 - Registered Nurse IV		43.40
12317 - Scheduler (Drug and Alcohol Testing)		25.61
12320 - Substance Abuse Treatment Counselor		21.25
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.38
13012 - Exhibits Specialist II		24.01
13013 - Exhibits Specialist III		29.36
13041 - Illustrator I		19.38
13042 - Illustrator II		24.01
13043 - Illustrator III		29.36
13047 - Librarian		26.59
13050 - Library Aide/Clerk		13.75
13054 - Library Information Technology Systems Administrator		24.01
13058 - Library Technician		13.35
13061 - Media Specialist I		17.32
13062 - Media Specialist II		19.38
13063 - Media Specialist III		21.61
13071 - Photographer I		15.04
13072 - Photographer II		16.83
13073 - Photographer III		20.84
13074 - Photographer IV		25.50
13075 - Photographer V		27.68
13090 - Technical Order Library Clerk		17.42
13110 - Video Teleconference Technician		15.09
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.35
14042 - Computer Operator II		17.17
14043 - Computer Operator III		19.13
14044 - Computer Operator IV		21.26
14045 - Computer Operator V		21.98
14071 - Computer Programmer I	(see 1)	23.66
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		15.35
14160 - Personal Computer Support Technician		21.98
14170 - System Support Specialist		29.88
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.95
15020 - Aircrew Training Devices Instructor (Rated)		36.23
15030 - Air Crew Training Devices Instructor (Pilot)		41.72
15050 - Computer Based Training Specialist / Instructor		29.95
15060 - Educational Technologist		32.81
15070 - Flight Instructor (Pilot)		41.72

15080 - Graphic Artist 19.51
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.72
15086 - Maintenance Test Pilot Rotary Wing 41.72
15088 - Non-Maintenance Test/Co-Pilot 41.72
15090 - Technical Instructor 21.44
15095 - Technical Instructor/Course Developer 26.24
15110 - Test Proctor 17.32
15120 - Tutor 17.32
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.81
16030 - Counter Attendant 10.81
16040 - Dry Cleaner 13.62
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 14.45
16220 - Tailor 15.24
16250 - Washer Machine 11.82
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.29
19040 - Tool And Die Maker 27.20
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.65
21030 - Material Coordinator 28.08
21040 - Material Expediter 28.08
21050 - Material Handling Laborer 14.03
21071 - Order Filler 12.87
21080 - Production Line Worker (Food Processing) 17.65
21110 - Shipping Packer 15.70
21130 - Shipping/Receiving Clerk 15.70
21140 - Store Worker I 14.22
21150 - Stock Clerk 18.58
21210 - Tools And Parts Attendant 17.65
21410 - Warehouse Specialist 17.65
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.83
23019 - Aircraft Logs and Records Technician 21.43
23021 - Aircraft Mechanic I 25.55
23022 - Aircraft Mechanic II 26.83
23023 - Aircraft Mechanic III 28.14
23040 - Aircraft Mechanic Helper 18.70
23050 - Aircraft Painter 24.17
23060 - Aircraft Servicer 21.43
23070 - Aircraft Survival Flight Equipment Technician 24.17
23080 - Aircraft Worker 22.80
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.80
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 25.55

II
23110 - Appliance Mechanic 20.32
23120 - Bicycle Repairer 20.05
23125 - Cable Splicer 30.30
23130 - Carpenter Maintenance 22.72
23140 - Carpet Layer 22.45
23160 - Electrician Maintenance 28.78
23181 - Electronics Technician Maintenance I 24.21
23182 - Electronics Technician Maintenance II 25.66
23183 - Electronics Technician Maintenance III 27.13
23260 - Fabric Worker 21.43
23290 - Fire Alarm System Mechanic 22.34
23310 - Fire Extinguisher Repairer 20.05
23311 - Fuel Distribution System Mechanic 26.41
23312 - Fuel Distribution System Operator 21.26
23370 - General Maintenance Worker 19.62
23380 - Ground Support Equipment Mechanic 25.55
23381 - Ground Support Equipment Servicer 21.43
23382 - Ground Support Equipment Worker 22.80
23391 - Gunsmith I 20.05
23392 - Gunsmith II 22.80
23393 - Gunsmith III 25.55
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.95
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.10
23430 - Heavy Equipment Mechanic 22.67
23440 - Heavy Equipment Operator 29.99
23460 - Instrument Mechanic 25.55
23465 - Laboratory/Shelter Mechanic 24.17
23470 - Laborer 13.95
23510 - Locksmith 24.17
23530 - Machinery Maintenance Mechanic 23.88
23550 - Machinist Maintenance 21.59
23580 - Maintenance Trades Helper 13.82
23591 - Metrology Technician I 25.55
23592 - Metrology Technician II 26.83
23593 - Metrology Technician III 28.14
23640 - Millwright 25.55
23710 - Office Appliance Repairer 18.22
23760 - Painter Maintenance 17.17
23790 - Pipefitter Maintenance 30.02
23810 - Plumber Maintenance 28.63
23820 - Pneudraulic Systems Mechanic 25.55
23850 - Rigger 22.73
23870 - Scale Mechanic 22.80
23890 - Sheet-Metal Worker Maintenance 27.32
23910 - Small Engine Mechanic 22.80
23931 - Telecommunications Mechanic I 26.24
23932 - Telecommunications Mechanic II 27.52

23950 - Telephone Lineman	23.22
23960 - Welder Combination Maintenance	18.90
23965 - Well Driller	27.50
23970 - Woodcraft Worker	25.55
23980 - Woodworker	20.05
24000 - Personal Needs Occupations	
24550 - Case Manager	14.33
24570 - Child Care Attendant	9.86
24580 - Child Care Center Clerk	12.43
24610 - Chore Aide	11.65
24620 - Family Readiness And Support Services Coordinator	14.33
24630 - Homemaker	14.33
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.55
25040 - Sewage Plant Operator	21.41
25070 - Stationary Engineer	25.55
25190 - Ventilation Equipment Tender	18.70
25210 - Water Treatment Plant Operator	21.41
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.44
27007 - Baggage Inspector	12.79
27008 - Corrections Officer	19.43
27010 - Court Security Officer	20.19
27030 - Detection Dog Handler	14.31
27040 - Detention Officer	19.43
27070 - Firefighter	20.17
27101 - Guard I	12.79
27102 - Guard II	14.31
27131 - Police Officer I	24.38
27132 - Police Officer II	27.09
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.33
28042 - Carnival Equipment Repairer	14.17
28043 - Carnival Worker	9.87
28210 - Gate Attendant/Gate Tender	13.73
28310 - Lifeguard	11.74
28350 - Park Attendant (Aide)	15.55
28510 - Recreation Aide/Health Facility Attendant	11.21
28515 - Recreation Specialist	18.93
28630 - Sports Official	12.38
28690 - Swimming Pool Operator	16.81
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.72
29020 - Hatch Tender	24.72
29030 - Line Handler	24.72
29041 - Stevedore I	24.04
29042 - Stevedore II	26.13
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89

30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 20.72
30022 - Archeological Technician II 23.19
30023 - Archeological Technician III 28.72
30030 - Cartographic Technician 28.72
30040 - Civil Engineering Technician 24.86
30051 - Cryogenic Technician I 31.81
30052 - Cryogenic Technician II 35.13
30061 - Drafter/CAD Operator I 20.72
30062 - Drafter/CAD Operator II 23.19
30063 - Drafter/CAD Operator III 25.84
30064 - Drafter/CAD Operator IV 31.81
30081 - Engineering Technician I 15.52
30082 - Engineering Technician II 17.41
30083 - Engineering Technician III 19.48
30084 - Engineering Technician IV 24.14
30085 - Engineering Technician V 29.66
30086 - Engineering Technician VI 35.90
30090 - Environmental Technician 26.22
30095 - Evidence Control Specialist 28.72
30210 - Laboratory Technician 25.93
30221 - Latent Fingerprint Technician I 31.81
30222 - Latent Fingerprint Technician II 35.13
30240 - Mathematical Technician 28.72
30361 - Paralegal/Legal Assistant I 19.93
30362 - Paralegal/Legal Assistant II 24.68
30363 - Paralegal/Legal Assistant III 30.20
30364 - Paralegal/Legal Assistant IV 36.54
30375 - Petroleum Supply Specialist 35.13
30390 - Photo-Optics Technician 28.72
30395 - Radiation Control Technician 35.13
30461 - Technical Writer I 28.72
30462 - Technical Writer II 35.13
30463 - Technical Writer III 42.50
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 31.81
30502 - Weather Forecaster II 38.69
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 25.84
30621 - Weather Observer Senior (see 2) 28.72
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 16.45
31030 - Bus Driver 21.99
31043 - Driver Courier 13.10

31260 - Parking and Lot Attendant	12.18
31290 - Shuttle Bus Driver	14.04
31310 - Taxi Driver	12.12
31361 - Truckdriver Light	14.04
31362 - Truckdriver Medium	15.00
31363 - Truckdriver Heavy	20.35
31364 - Truckdriver Tractor-Trailer	20.35
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.98
99050 - Desk Clerk	10.59
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.77
99252 - Laboratory Animal Caretaker II	14.76
99260 - Marketing Analyst	26.51
99310 - Mortician	25.35
99410 - Pest Controller	19.58
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	19.00
99711 - Recycling Specialist	22.17
99730 - Refuse Collector	17.42
99810 - Sales Clerk	11.32
99820 - School Crossing Guard	14.67
99830 - Survey Party Chief	22.63
99831 - Surveying Aide	13.45
99832 - Surveying Technician	20.57
99840 - Vending Machine Attendant	11.89
99841 - Vending Machine Repairer	14.27
99842 - Vending Machine Repairer Helper	11.89

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 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.: 2015-4714
Revision No.: 12
Date Of Last Revision: 08/18/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage 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: Indiana Kentucky

Area: Indiana Counties of Posey Vanderburgh Warrick

Kentucky County of Henderson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.82
01012 - Accounting Clerk II		15.51
01013 - Accounting Clerk III		17.36
01020 - Administrative Assistant		23.87
01035 - Court Reporter		20.98
01041 - Customer Service Representative I		12.34
01042 - Customer Service Representative II		13.88
01043 - Customer Service Representative III		15.14
01051 - Data Entry Operator I		13.20
01052 - Data Entry Operator II		14.40

01060 - Dispatcher Motor Vehicle 18.92
01070 - Document Preparation Clerk 13.36
01090 - Duplicating Machine Operator 13.36
01111 - General Clerk I 12.53
01112 - General Clerk II 13.67
01113 - General Clerk III 15.34
01120 - Housing Referral Assistant 18.70
01141 - Messenger Courier 12.97
01191 - Order Clerk I 14.80
01192 - Order Clerk II 16.41
01261 - Personnel Assistant (Employment) I 15.87
01262 - Personnel Assistant (Employment) II 17.75
01263 - Personnel Assistant (Employment) III 19.80
01270 - Production Control Clerk 28.08
01290 - Rental Clerk 12.16
01300 - Scheduler Maintenance 14.99
01311 - Secretary I 14.99
01312 - Secretary II 16.77
01313 - Secretary III 18.70
01320 - Service Order Dispatcher 17.00
01410 - Supply Technician 23.87
01420 - Survey Worker 16.18
01460 - Switchboard Operator/Receptionist 12.80
01531 - Travel Clerk I 15.75
01532 - Travel Clerk II 16.54
01533 - Travel Clerk III 17.29
01611 - Word Processor I 13.36
01612 - Word Processor II 14.99
01613 - Word Processor III 16.77
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.39
05010 - Automotive Electrician 18.04
05040 - Automotive Glass Installer 17.01
05070 - Automotive Worker 17.01
05110 - Mobile Equipment Servicer 14.96
05130 - Motor Equipment Metal Mechanic 19.06
05160 - Motor Equipment Metal Worker 17.01
05190 - Motor Vehicle Mechanic 19.06
05220 - Motor Vehicle Mechanic Helper 13.95
05250 - Motor Vehicle Upholstery Worker 15.99
05280 - Motor Vehicle Wrecker 17.01
05310 - Painter Automotive 18.04
05340 - Radiator Repair Specialist 17.01
05370 - Tire Repairer 12.86
05400 - Transmission Repair Specialist 19.06
07000 - Food Preparation And Service Occupations
07010 - Baker 13.37
07041 - Cook I 11.76
07042 - Cook II 13.37
07070 - Dishwasher 9.70

07130 - Food Service Worker	10.47
07210 - Meat Cutter	15.17
07260 - Waiter/Waitress	10.28
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.89
09040 - Furniture Handler	13.00
09080 - Furniture Refinisher	18.89
09090 - Furniture Refinisher Helper	15.20
09110 - Furniture Repairer Minor	17.05
09130 - Upholsterer	18.89
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.66
11060 - Elevator Operator	12.95
11090 - Gardener	15.58
11122 - Housekeeping Aide	12.95
11150 - Janitor	12.95
11210 - Laborer Grounds Maintenance	12.45
11240 - Maid or Houseman	10.84
11260 - Pruner	11.41
11270 - Tractor Operator	14.53
11330 - Trail Maintenance Worker	12.45
11360 - Window Cleaner	14.13
12000 - Health Occupations	
12010 - Ambulance Driver	16.32
12011 - Breath Alcohol Technician	20.68
12012 - Certified Occupational Therapist Assistant	28.63
12015 - Certified Physical Therapist Assistant	27.20
12020 - Dental Assistant	18.81
12025 - Dental Hygienist	34.11
12030 - EKG Technician	20.58
12035 - Electroneurodiagnostic Technologist	20.58
12040 - Emergency Medical Technician	16.32
12071 - Licensed Practical Nurse I	18.48
12072 - Licensed Practical Nurse II	20.68
12073 - Licensed Practical Nurse III	23.05
12100 - Medical Assistant	16.52
12130 - Medical Laboratory Technician	19.56
12160 - Medical Record Clerk	16.32
12190 - Medical Record Technician	18.25
12195 - Medical Transcriptionist	18.13
12210 - Nuclear Medicine Technologist	44.90
12221 - Nursing Assistant I	11.42
12222 - Nursing Assistant II	12.84
12223 - Nursing Assistant III	14.01
12224 - Nursing Assistant IV	15.72
12235 - Optical Dispenser	16.90
12236 - Optical Technician	17.35
12250 - Pharmacy Technician	14.91
12280 - Phlebotomist	15.52
12305 - Radiologic Technologist	25.23

12311 - Registered Nurse I		24.46
12312 - Registered Nurse II		29.93
12313 - Registered Nurse II Specialist		29.93
12314 - Registered Nurse III		36.21
12315 - Registered Nurse III Anesthetist		36.21
12316 - Registered Nurse IV		43.40
12317 - Scheduler (Drug and Alcohol Testing)		25.61
12320 - Substance Abuse Treatment Counselor		21.25
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.38
13012 - Exhibits Specialist II		24.01
13013 - Exhibits Specialist III		29.36
13041 - Illustrator I		19.38
13042 - Illustrator II		24.01
13043 - Illustrator III		29.36
13047 - Librarian		26.59
13050 - Library Aide/Clerk		13.75
13054 - Library Information Technology Systems Administrator		24.01
13058 - Library Technician		13.35
13061 - Media Specialist I		17.32
13062 - Media Specialist II		19.38
13063 - Media Specialist III		21.61
13071 - Photographer I		15.04
13072 - Photographer II		16.83
13073 - Photographer III		20.84
13074 - Photographer IV		25.50
13075 - Photographer V		27.68
13090 - Technical Order Library Clerk		17.42
13110 - Video Teleconference Technician		15.09
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.35
14042 - Computer Operator II		17.17
14043 - Computer Operator III		19.13
14044 - Computer Operator IV		21.26
14045 - Computer Operator V		21.98
14071 - Computer Programmer I	(see 1)	23.66
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		15.35
14160 - Personal Computer Support Technician		21.98
14170 - System Support Specialist		29.88
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.95
15020 - Aircrew Training Devices Instructor (Rated)		36.23
15030 - Air Crew Training Devices Instructor (Pilot)		41.72

15050 - Computer Based Training Specialist / Instructor	29.95
15060 - Educational Technologist	32.81
15070 - Flight Instructor (Pilot)	41.72
15080 - Graphic Artist	19.51
15085 - Maintenance Test Pilot Fixed Jet/Prop	41.72
15086 - Maintenance Test Pilot Rotary Wing	41.72
15088 - Non-Maintenance Test/Co-Pilot	41.72
15090 - Technical Instructor	21.44
15095 - Technical Instructor/Course Developer	26.24
15110 - Test Proctor	17.32
15120 - Tutor	17.32
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	10.81
16030 - Counter Attendant	10.81
16040 - Dry Cleaner	13.62
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	14.45
16220 - Tailor	15.24
16250 - Washer Machine	11.82
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	22.29
19040 - Tool And Die Maker	27.20
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.65
21030 - Material Coordinator	28.08
21040 - Material Expediter	28.08
21050 - Material Handling Laborer	14.03
21071 - Order Filler	12.87
21080 - Production Line Worker (Food Processing)	17.65
21110 - Shipping Packer	15.70
21130 - Shipping/Receiving Clerk	15.70
21140 - Store Worker I	14.22
21150 - Stock Clerk	18.58
21210 - Tools And Parts Attendant	17.65
21410 - Warehouse Specialist	17.65
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.83
23019 - Aircraft Logs and Records Technician	21.43
23021 - Aircraft Mechanic I	25.55
23022 - Aircraft Mechanic II	26.83
23023 - Aircraft Mechanic III	28.14
23040 - Aircraft Mechanic Helper	18.70
23050 - Aircraft Painter	24.17
23060 - Aircraft Servicer	21.43
23070 - Aircraft Survival Flight Equipment Technician	24.17
23080 - Aircraft Worker	22.80

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.80
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.55
23110 - Appliance Mechanic 20.32
23120 - Bicycle Repairer 20.05
23125 - Cable Splicer 30.30
23130 - Carpenter Maintenance 22.72
23140 - Carpet Layer 22.45
23160 - Electrician Maintenance 28.78
23181 - Electronics Technician Maintenance I 24.21
23182 - Electronics Technician Maintenance II 25.66
23183 - Electronics Technician Maintenance III 27.13
23260 - Fabric Worker 21.43
23290 - Fire Alarm System Mechanic 22.34
23310 - Fire Extinguisher Repairer 20.05
23311 - Fuel Distribution System Mechanic 26.41
23312 - Fuel Distribution System Operator 21.26
23370 - General Maintenance Worker 19.62
23380 - Ground Support Equipment Mechanic 25.55
23381 - Ground Support Equipment Servicer 21.43
23382 - Ground Support Equipment Worker 22.80
23391 - Gunsmith I 20.05
23392 - Gunsmith II 22.80
23393 - Gunsmith III 25.55
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.95
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.10
23430 - Heavy Equipment Mechanic 22.67
23440 - Heavy Equipment Operator 29.99
23460 - Instrument Mechanic 25.55
23465 - Laboratory/Shelter Mechanic 24.17
23470 - Laborer 13.95
23510 - Locksmith 24.17
23530 - Machinery Maintenance Mechanic 23.88
23550 - Machinist Maintenance 21.59
23580 - Maintenance Trades Helper 13.82
23591 - Metrology Technician I 25.55
23592 - Metrology Technician II 26.83
23593 - Metrology Technician III 28.14
23640 - Millwright 25.55
23710 - Office Appliance Repairer 18.22
23760 - Painter Maintenance 17.17
23790 - Pipefitter Maintenance 30.02
23810 - Plumber Maintenance 28.63
23820 - Pneudraulic Systems Mechanic 25.55
23850 - Rigger 22.73
23870 - Scale Mechanic 22.80
23890 - Sheet-Metal Worker Maintenance 27.32

23910 - Small Engine Mechanic 22.80
23931 - Telecommunications Mechanic I 26.24
23932 - Telecommunications Mechanic II 27.52
23950 - Telephone Lineman 23.22
23960 - Welder Combination Maintenance 18.90
23965 - Well Driller 27.50
23970 - Woodcraft Worker 25.55
23980 - Woodworker 20.05
24000 - Personal Needs Occupations
24550 - Case Manager 14.33
24570 - Child Care Attendant 9.86
24580 - Child Care Center Clerk 12.43
24610 - Chore Aide 11.65
24620 - Family Readiness And Support Services Coordinator 14.33
24630 - Homemaker 14.33
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 25.55
25040 - Sewage Plant Operator 21.41
25070 - Stationary Engineer 25.55
25190 - Ventilation Equipment Tender 18.70
25210 - Water Treatment Plant Operator 21.41
27000 - Protective Service Occupations
27004 - Alarm Monitor 18.44
27007 - Baggage Inspector 12.79
27008 - Corrections Officer 19.43
27010 - Court Security Officer 20.19
27030 - Detection Dog Handler 14.31
27040 - Detention Officer 19.43
27070 - Firefighter 20.17
27101 - Guard I 12.79
27102 - Guard II 14.31
27131 - Police Officer I 24.38
27132 - Police Officer II 27.09
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.33
28042 - Carnival Equipment Repairer 14.17
28043 - Carnival Worker 9.87
28210 - Gate Attendant/Gate Tender 13.73
28310 - Lifeguard 11.74
28350 - Park Attendant (Aide) 15.55
28510 - Recreation Aide/Health Facility Attendant 11.21
28515 - Recreation Specialist 18.93
28630 - Sports Official 12.38
28690 - Swimming Pool Operator 16.81
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 24.72
29020 - Hatch Tender 24.72
29030 - Line Handler 24.72
29041 - Stevedore I 24.04

29042 - Stevedore II 26.13
30000 - Technical Occupations
30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 20.72
30022 - Archeological Technician II 23.19
30023 - Archeological Technician III 28.72
30030 - Cartographic Technician 28.72
30040 - Civil Engineering Technician 24.86
30051 - Cryogenic Technician I 31.81
30052 - Cryogenic Technician II 35.13
30061 - Drafter/CAD Operator I 20.72
30062 - Drafter/CAD Operator II 23.19
30063 - Drafter/CAD Operator III 25.84
30064 - Drafter/CAD Operator IV 31.81
30081 - Engineering Technician I 15.52
30082 - Engineering Technician II 17.41
30083 - Engineering Technician III 19.48
30084 - Engineering Technician IV 24.14
30085 - Engineering Technician V 29.66
30086 - Engineering Technician VI 35.90
30090 - Environmental Technician 26.22
30095 - Evidence Control Specialist 28.72
30210 - Laboratory Technician 25.93
30221 - Latent Fingerprint Technician I 31.81
30222 - Latent Fingerprint Technician II 35.13
30240 - Mathematical Technician 28.72
30361 - Paralegal/Legal Assistant I 19.93
30362 - Paralegal/Legal Assistant II 24.68
30363 - Paralegal/Legal Assistant III 30.20
30364 - Paralegal/Legal Assistant IV 36.54
30375 - Petroleum Supply Specialist 35.13
30390 - Photo-Optics Technician 28.72
30395 - Radiation Control Technician 35.13
30461 - Technical Writer I 28.72
30462 - Technical Writer II 35.13
30463 - Technical Writer III 42.50
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 31.81
30502 - Weather Forecaster II 38.69
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 25.84
30621 - Weather Observer Senior (see 2) 28.72
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67

31020 - Bus Aide	16.45
31030 - Bus Driver	21.99
31043 - Driver Courier	13.10
31260 - Parking and Lot Attendant	12.18
31290 - Shuttle Bus Driver	14.04
31310 - Taxi Driver	12.12
31361 - Truckdriver Light	14.04
31362 - Truckdriver Medium	15.00
31363 - Truckdriver Heavy	20.35
31364 - Truckdriver Tractor-Trailer	20.35
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.98
99050 - Desk Clerk	10.59
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.77
99252 - Laboratory Animal Caretaker II	14.76
99260 - Marketing Analyst	26.51
99310 - Mortician	25.35
99410 - Pest Controller	19.58
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	19.00
99711 - Recycling Specialist	22.17
99730 - Refuse Collector	17.42
99810 - Sales Clerk	11.32
99820 - School Crossing Guard	14.67
99830 - Survey Party Chief	22.63
99831 - Surveying Aide	13.45
99832 - Surveying Technician	20.57
99840 - Vending Machine Attendant	11.89
99841 - Vending Machine Repairer	14.27
99842 - Vending Machine Repairer Helper	11.89

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 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.: 2015-4715
Revision No.: 15
Date Of Last Revision: 04/28/2021

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: Indiana

Area: Indiana 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		15.18
01012 - Accounting Clerk II		17.05
01013 - Accounting Clerk III		19.07
01020 - Administrative Assistant		25.22
01035 - Court Reporter		18.05
01041 - Customer Service Representative I		13.83
01042 - Customer Service Representative II		15.12
01043 - Customer Service Representative III		16.95
01051 - Data Entry Operator I		15.12
01052 - Data Entry Operator II		16.50
01060 - Dispatcher Motor Vehicle		20.13
01070 - Document Preparation Clerk		16.98
01090 - Duplicating Machine Operator		16.98
01111 - General Clerk I		13.45
01112 - General Clerk II		14.68

01113 - General Clerk III 16.49
01120 - Housing Referral Assistant 20.12
01141 - Messenger Courier 15.04
01191 - Order Clerk I 14.67
01192 - Order Clerk II 16.01
01261 - Personnel Assistant (Employment) I 16.52
01262 - Personnel Assistant (Employment) II 18.47
01263 - Personnel Assistant (Employment) III 20.59
01270 - Production Control Clerk 23.49
01290 - Rental Clerk 13.37
01300 - Scheduler Maintenance 16.14
01311 - Secretary I 16.14
01312 - Secretary II 18.05
01313 - Secretary III 20.12
01320 - Service Order Dispatcher 17.99
01410 - Supply Technician 25.22
01420 - Survey Worker 18.05
01460 - Switchboard Operator/Receptionist 14.56
01531 - Travel Clerk I 15.00
01532 - Travel Clerk II 15.75
01533 - Travel Clerk III 16.47
01611 - Word Processor I 15.09
01612 - Word Processor II 16.94
01613 - Word Processor III 18.96
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.72
05010 - Automotive Electrician 18.50
05040 - Automotive Glass Installer 17.60
05070 - Automotive Worker 17.60
05110 - Mobile Equipment Servicer 15.48
05130 - Motor Equipment Metal Mechanic 19.23
05160 - Motor Equipment Metal Worker 17.60
05190 - Motor Vehicle Mechanic 19.23
05220 - Motor Vehicle Mechanic Helper 14.43
05250 - Motor Vehicle Upholstery Worker 16.56
05280 - Motor Vehicle Wrecker 17.60
05310 - Painter Automotive 18.50
05340 - Radiator Repair Specialist 17.60
05370 - Tire Repairer 14.26
05400 - Transmission Repair Specialist 19.23
07000 - Food Preparation And Service Occupations
07010 - Baker 13.81
07041 - Cook I 14.05
07042 - Cook II 15.97
07070 - Dishwasher 10.95
07130 - Food Service Worker 12.22
07210 - Meat Cutter 16.38
07260 - Waiter/Waitress 9.68
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.64

09040 - Furniture Handler 14.99
09080 - Furniture Refinisher 19.64
09090 - Furniture Refinisher Helper 17.91
09110 - Furniture Repairer Minor 18.81
09130 - Upholsterer 19.64
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.28
11060 - Elevator Operator 13.30
11090 - Gardener 19.11
11122 - Housekeeping Aide 12.40
11150 - Janitor 12.40
11210 - Laborer Grounds Maintenance 15.35
11240 - Maid or Houseman 11.54
11260 - Pruner 14.12
11270 - Tractor Operator 17.81
11330 - Trail Maintenance Worker 15.35
11360 - Window Cleaner 13.48
12000 - Health Occupations
12010 - Ambulance Driver 17.32
12011 - Breath Alcohol Technician 19.72
12012 - Certified Occupational Therapist Assistant 28.89
12015 - Certified Physical Therapist Assistant 28.82
12020 - Dental Assistant 19.06
12025 - Dental Hygienist 36.78
12030 - EKG Technician 26.58
12035 - Electroneurodiagnostic Technologist 26.58
12040 - Emergency Medical Technician 17.32
12071 - Licensed Practical Nurse I 17.64
12072 - Licensed Practical Nurse II 19.72
12073 - Licensed Practical Nurse III 21.98
12100 - Medical Assistant 17.12
12130 - Medical Laboratory Technician 27.25
12160 - Medical Record Clerk 16.89
12190 - Medical Record Technician 20.03
12195 - Medical Transcriptionist 21.11
12210 - Nuclear Medicine Technologist 34.05
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 18.84
12236 - Optical Technician 15.87
12250 - Pharmacy Technician 15.14
12280 - Phlebotomist 15.99
12305 - Radiologic Technologist 25.52
12311 - Registered Nurse I 21.25
12312 - Registered Nurse II 25.99
12313 - Registered Nurse II Specialist 25.99
12314 - Registered Nurse III 31.45
12315 - Registered Nurse III Anesthetist 31.45

12316 - Registered Nurse IV		37.69
12317 - Scheduler (Drug and Alcohol Testing)		24.43
12320 - Substance Abuse Treatment Counselor		19.15
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.25
13012 - Exhibits Specialist II		23.85
13013 - Exhibits Specialist III		29.17
13041 - Illustrator I		20.32
13042 - Illustrator II		24.59
13043 - Illustrator III		30.84
13047 - Librarian		28.22
13050 - Library Aide/Clerk		13.85
13054 - Library Information Technology Systems Administrator		25.48
13058 - Library Technician		15.90
13061 - Media Specialist I		20.18
13062 - Media Specialist II		22.58
13063 - Media Specialist III		25.16
13071 - Photographer I		16.97
13072 - Photographer II		19.00
13073 - Photographer III		22.94
13074 - Photographer IV		28.77
13075 - Photographer V		34.82
13090 - Technical Order Library Clerk		17.04
13110 - Video Teleconference Technician		19.95
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.35
14042 - Computer Operator II		18.29
14043 - Computer Operator III		20.78
14044 - Computer Operator IV		22.75
14045 - Computer Operator V		25.21
14071 - Computer Programmer I	(see 1)	19.95
14072 - Computer Programmer II	(see 1)	24.71
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - 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		22.75
14170 - System Support Specialist		27.95
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)		42.63
15050 - Computer Based Training Specialist / Instructor		29.40
15060 - Educational Technologist		26.11
15070 - Flight Instructor (Pilot)		42.63
15080 - Graphic Artist		22.05
15085 - Maintenance Test Pilot Fixed Jet/Prop		42.63

15086 - Maintenance Test Pilot Rotary Wing 42.63
15088 - Non-Maintenance Test/Co-Pilot 42.63
15090 - Technical Instructor 21.52
15095 - Technical Instructor/Course Developer 26.33
15110 - Test Proctor 17.38
15120 - Tutor 17.38
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.81
16030 - Counter Attendant 10.81
16040 - Dry Cleaner 13.62
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 14.45
16220 - Tailor 15.24
16250 - Washer Machine 11.82
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.95
19040 - Tool And Die Maker 30.37
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.31
21030 - Material Coordinator 23.49
21040 - Material Expediter 23.49
21050 - Material Handling Laborer 14.95
21071 - Order Filler 14.65
21080 - Production Line Worker (Food Processing) 18.31
21110 - Shipping Packer 16.29
21130 - Shipping/Receiving Clerk 16.29
21140 - Store Worker I 15.23
21150 - Stock Clerk 19.62
21210 - Tools And Parts Attendant 18.31
21410 - Warehouse Specialist 18.31
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 32.87
23019 - Aircraft Logs and Records Technician 27.15
23021 - Aircraft Mechanic I 31.50
23022 - Aircraft Mechanic II 32.87
23023 - Aircraft Mechanic III 34.35
23040 - Aircraft Mechanic Helper 23.73
23050 - Aircraft Painter 30.33
23060 - Aircraft Servicer 27.15
23070 - Aircraft Survival Flight Equipment Technician 30.33
23080 - Aircraft Worker 28.83
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 28.83
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 31.50
23110 - Appliance Mechanic 18.64

23120 - Bicycle Repairer 20.68
23125 - Cable Splicer 31.91
23130 - Carpenter Maintenance 25.68
23140 - Carpet Layer 22.42
23160 - Electrician Maintenance 29.07
23181 - Electronics Technician Maintenance I 26.39
23182 - Electronics Technician Maintenance II 27.74
23183 - Electronics Technician Maintenance III 28.84
23260 - Fabric Worker 22.13
23290 - Fire Alarm System Mechanic 23.09
23310 - Fire Extinguisher Repairer 20.68
23311 - Fuel Distribution System Mechanic 30.24
23312 - Fuel Distribution System Operator 24.35
23370 - General Maintenance Worker 20.83
23380 - Ground Support Equipment Mechanic 31.50
23381 - Ground Support Equipment Servicer 27.15
23382 - Ground Support Equipment Worker 28.83
23391 - Gunsmith I 20.68
23392 - Gunsmith II 23.51
23393 - Gunsmith III 25.69
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.88
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.82
23430 - Heavy Equipment Mechanic 24.84
23440 - Heavy Equipment Operator 24.73
23460 - Instrument Mechanic 27.24
23465 - Laboratory/Shelter Mechanic 24.71
23470 - Laborer 14.95
23510 - Locksmith 23.53
23530 - Machinery Maintenance Mechanic 25.94
23550 - Machinist Maintenance 21.83
23580 - Maintenance Trades Helper 18.51
23591 - Metrology Technician I 27.24
23592 - Metrology Technician II 28.41
23593 - Metrology Technician III 29.71
23640 - Millwright 29.32
23710 - Office Appliance Repairer 20.86
23760 - Painter Maintenance 19.68
23790 - Pipefitter Maintenance 29.05
23810 - Plumber Maintenance 27.94
23820 - Pneudraulic Systems Mechanic 25.69
23850 - Rigger 25.69
23870 - Scale Mechanic 23.51
23890 - Sheet-Metal Worker Maintenance 22.98
23910 - Small Engine Mechanic 18.53
23931 - Telecommunications Mechanic I 27.28
23932 - Telecommunications Mechanic II 28.46
23950 - Telephone Lineman 24.72
23960 - Welder Combination Maintenance 21.23

23965 - Well Driller	25.69
23970 - Woodcraft Worker	25.69
23980 - Woodworker	20.68
24000 - Personal Needs Occupations	
24550 - Case Manager	16.59
24570 - Child Care Attendant	10.26
24580 - Child Care Center Clerk	12.79
24610 - Chore Aide	12.86
24620 - Family Readiness And Support Services Coordinator	16.59
24630 - Homemaker	16.59
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.77
25040 - Sewage Plant Operator	22.38
25070 - Stationary Engineer	29.77
25190 - Ventilation Equipment Tender	22.42
25210 - Water Treatment Plant Operator	22.38
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.14
27007 - Baggage Inspector	12.52
27008 - Corrections Officer	16.76
27010 - Court Security Officer	18.27
27030 - Detection Dog Handler	14.06
27040 - Detention Officer	16.76
27070 - Firefighter	19.02
27101 - Guard I	12.52
27102 - Guard II	14.06
27131 - Police Officer I	24.73
27132 - Police Officer II	27.47
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.23
28042 - Carnival Equipment Repairer	13.20
28043 - Carnival Worker	9.93
28210 - Gate Attendant/Gate Tender	19.68
28310 - Lifeguard	11.51
28350 - Park Attendant (Aide)	22.01
28510 - Recreation Aide/Health Facility Attendant	16.06
28515 - Recreation Specialist	27.25
28630 - Sports Official	17.52
28690 - Swimming Pool Operator	18.83
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.66
29020 - Hatch Tender	24.66
29030 - Line Handler	24.66
29041 - Stevedore I	23.18
29042 - Stevedore II	26.03
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		15.88
30022 - Archeological Technician II		17.76
30023 - Archeological Technician III		22.00
30030 - Cartographic Technician		22.00
30040 - Civil Engineering Technician		22.57
30051 - Cryogenic Technician I		24.37
30052 - Cryogenic Technician II		26.91
30061 - Drafter/CAD Operator I		15.88
30062 - Drafter/CAD Operator II		17.76
30063 - Drafter/CAD Operator III		19.80
30064 - Drafter/CAD Operator IV		24.37
30081 - Engineering Technician I		14.69
30082 - Engineering Technician II		16.49
30083 - Engineering Technician III		18.45
30084 - Engineering Technician IV		22.85
30085 - Engineering Technician V		27.95
30086 - Engineering Technician VI		33.82
30090 - Environmental Technician		23.00
30095 - Evidence Control Specialist		22.00
30210 - Laboratory Technician		23.84
30221 - Latent Fingerprint Technician I		24.37
30222 - Latent Fingerprint Technician II		26.91
30240 - Mathematical Technician		24.20
30361 - Paralegal/Legal Assistant I		18.76
30362 - Paralegal/Legal Assistant II		23.24
30363 - Paralegal/Legal Assistant III		28.39
30364 - Paralegal/Legal Assistant IV		34.40
30375 - Petroleum Supply Specialist		26.91
30390 - Photo-Optics Technician		22.00
30395 - Radiation Control Technician		26.91
30461 - Technical Writer I		23.52
30462 - Technical Writer II		28.78
30463 - Technical Writer III		34.81
30491 - Unexploded Ordnance (UXO) Technician I		25.60
30492 - Unexploded Ordnance (UXO) Technician II		30.98
30493 - Unexploded Ordnance (UXO) Technician III		37.13
30494 - Unexploded (UXO) Safety Escort		25.60
30495 - Unexploded (UXO) Sweep Personnel		25.60
30501 - Weather Forecaster I		24.37
30502 - Weather Forecaster II		29.63
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	19.80
30621 - Weather Observer Senior	(see 2)	22.00
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		15.42
31030 - Bus Driver		20.44
31043 - Driver Courier		17.07
31260 - Parking and Lot Attendant		10.90
31290 - Shuttle Bus Driver		18.44

31310 - Taxi Driver	14.60
31361 - Truckdriver Light	18.31
31362 - Truckdriver Medium	19.59
31363 - Truckdriver Heavy	24.60
31364 - Truckdriver Tractor-Trailer	24.60
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	10.93
99050 - Desk Clerk	11.18
99095 - Embalmer	25.01
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	12.40
99252 - Laboratory Animal Caretaker II	13.30
99260 - Marketing Analyst	27.92
99310 - Mortician	25.01
99410 - Pest Controller	18.58
99510 - Photofinishing Worker	14.04
99710 - Recycling Laborer	19.38
99711 - Recycling Specialist	22.49
99730 - Refuse Collector	17.82
99810 - Sales Clerk	11.79
99820 - School Crossing Guard	13.77
99830 - Survey Party Chief	24.23
99831 - Surveying Aide	14.61
99832 - Surveying Technician	19.89
99840 - Vending Machine Attendant	17.70
99841 - Vending Machine Repairer	21.57
99842 - Vending Machine Repairer Helper	17.70

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick 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.: 2015-4716
Revision No.: 14
Date Of Last Revision: 05/06/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Indiana

Area: Indiana County of Washington

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.73
01012 - Accounting Clerk II		16.53
01013 - Accounting Clerk III		18.50
01020 - Administrative Assistant		24.85
01035 - Court Reporter		17.25
01041 - Customer Service Representative I		13.44
01042 - Customer Service Representative II		15.12
01043 - Customer Service Representative III		16.49
01051 - Data Entry Operator I		13.99
01052 - Data Entry Operator II		15.26
01060 - Dispatcher Motor Vehicle		20.13
01070 - Document Preparation Clerk		15.44

01090 - Duplicating Machine Operator 15.44
01111 - General Clerk I 12.99
01112 - General Clerk II 14.17
01113 - General Clerk III 15.90
01120 - Housing Referral Assistant 19.56
01141 - Messenger Courier 13.74
01191 - Order Clerk I 13.50
01192 - Order Clerk II 14.87
01261 - Personnel Assistant (Employment) I 16.47
01262 - Personnel Assistant (Employment) II 18.43
01263 - Personnel Assistant (Employment) III 20.54
01270 - Production Control Clerk 22.48
01290 - Rental Clerk 13.37
01300 - Scheduler Maintenance 15.69
01311 - Secretary I 15.69
01312 - Secretary II 17.55
01313 - Secretary III 19.56
01320 - Service Order Dispatcher 17.99
01410 - Supply Technician 24.85
01420 - Survey Worker 17.25
01460 - Switchboard Operator/Receptionist 14.10
01531 - Travel Clerk I 15.00
01532 - Travel Clerk II 15.75
01533 - Travel Clerk III 16.47
01611 - Word Processor I 15.09
01612 - Word Processor II 16.94
01613 - Word Processor III 18.96
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.72
05010 - Automotive Electrician 17.88
05040 - Automotive Glass Installer 17.01
05070 - Automotive Worker 17.01
05110 - Mobile Equipment Servicer 14.97
05130 - Motor Equipment Metal Mechanic 18.59
05160 - Motor Equipment Metal Worker 17.01
05190 - Motor Vehicle Mechanic 18.59
05220 - Motor Vehicle Mechanic Helper 13.95
05250 - Motor Vehicle Upholstery Worker 16.01
05280 - Motor Vehicle Wrecker 17.01
05310 - Painter Automotive 17.88
05340 - Radiator Repair Specialist 17.01
05370 - Tire Repairer 12.96
05400 - Transmission Repair Specialist 18.59
07000 - Food Preparation And Service Occupations
07010 - Baker 13.81
07041 - Cook I 13.76
07042 - Cook II 15.60
07070 - Dishwasher 10.76
07130 - Food Service Worker 11.31
07210 - Meat Cutter 16.38

07260 - Waiter/Waitress	9.68
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.64
09040 - Furniture Handler	14.99
09080 - Furniture Refinisher	19.64
09090 - Furniture Refinisher Helper	17.91
09110 - Furniture Repairer Minor	18.81
09130 - Upholsterer	19.64
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.07
11060 - Elevator Operator	12.32
11090 - Gardener	17.64
11122 - Housekeeping Aide	12.40
11150 - Janitor	12.40
11210 - Laborer Grounds Maintenance	14.18
11240 - Maid or Houseman	11.05
11260 - Pruner	13.32
11270 - Tractor Operator	16.46
11330 - Trail Maintenance Worker	14.18
11360 - Window Cleaner	13.48
12000 - Health Occupations	
12010 - Ambulance Driver	16.35
12011 - Breath Alcohol Technician	19.39
12012 - Certified Occupational Therapist Assistant	28.08
12015 - Certified Physical Therapist Assistant	27.59
12020 - Dental Assistant	19.06
12025 - Dental Hygienist	36.78
12030 - EKG Technician	26.58
12035 - Electroneurodiagnostic Technologist	26.58
12040 - Emergency Medical Technician	16.35
12071 - Licensed Practical Nurse I	17.33
12072 - Licensed Practical Nurse II	19.39
12073 - Licensed Practical Nurse III	21.62
12100 - Medical Assistant	16.75
12130 - Medical Laboratory Technician	24.89
12160 - Medical Record Clerk	15.35
12190 - Medical Record Technician	18.90
12195 - Medical Transcriptionist	20.67
12210 - Nuclear Medicine Technologist	34.05
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	18.84
12236 - Optical Technician	15.87
12250 - Pharmacy Technician	15.14
12280 - Phlebotomist	15.99
12305 - Radiologic Technologist	25.52
12311 - Registered Nurse I	20.93
12312 - Registered Nurse II	25.60

12313 - Registered Nurse II Specialist		25.60
12314 - Registered Nurse III		30.97
12315 - Registered Nurse III Anesthetist		30.97
12316 - Registered Nurse IV		37.11
12317 - Scheduler (Drug and Alcohol Testing)		24.02
12320 - Substance Abuse Treatment Counselor		19.15
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.25
13012 - Exhibits Specialist II		23.85
13013 - Exhibits Specialist III		29.17
13041 - Illustrator I		18.47
13042 - Illustrator II		22.35
13043 - Illustrator III		28.04
13047 - Librarian		26.63
13050 - Library Aide/Clerk		13.85
13054 - Library Information Technology Systems Administrator		24.04
13058 - Library Technician		15.90
13061 - Media Specialist I		20.18
13062 - Media Specialist II		22.58
13063 - Media Specialist III		25.16
13071 - Photographer I		16.97
13072 - Photographer II		19.00
13073 - Photographer III		22.94
13074 - Photographer IV		28.77
13075 - Photographer V		34.82
13090 - Technical Order Library Clerk		17.04
13110 - Video Teleconference Technician		19.95
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.86
14042 - Computer Operator II		16.63
14043 - Computer Operator III		18.89
14044 - Computer Operator IV		20.68
14045 - Computer Operator V		22.92
14071 - Computer Programmer I	(see 1)	19.95
14072 - Computer Programmer II	(see 1)	24.71
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - 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		20.68
14170 - System Support Specialist		27.95
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)		42.63
15050 - Computer Based Training Specialist / Instructor		29.40
15060 - Educational Technologist		26.11

15070 - Flight Instructor (Pilot) 42.63
15080 - Graphic Artist 21.58
15085 - Maintenance Test Pilot Fixed Jet/Prop 42.63
15086 - Maintenance Test Pilot Rotary Wing 42.63
15088 - Non-Maintenance Test/Co-Pilot 42.63
15090 - Technical Instructor 21.52
15095 - Technical Instructor/Course Developer 26.33
15110 - Test Proctor 17.38
15120 - Tutor 17.38
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.47
16030 - Counter Attendant 10.47
16040 - Dry Cleaner 13.24
16070 - Finisher Flatwork Machine 10.47
16090 - Presser Hand 10.47
16110 - Presser Machine Drycleaning 10.47
16130 - Presser Machine Shirts 10.47
16160 - Presser Machine Wearing Apparel Laundry 10.47
16190 - Sewing Machine Operator 14.04
16220 - Tailor 14.81
16250 - Washer Machine 11.45
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.95
19040 - Tool And Die Maker 30.37
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.61
21030 - Material Coordinator 22.48
21040 - Material Expediter 22.48
21050 - Material Handling Laborer 14.09
21071 - Order Filler 14.65
21080 - Production Line Worker (Food Processing) 17.61
21110 - Shipping Packer 15.53
21130 - Shipping/Receiving Clerk 15.53
21140 - Store Worker I 15.23
21150 - Stock Clerk 19.62
21210 - Tools And Parts Attendant 17.61
21410 - Warehouse Specialist 17.61
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.88
23019 - Aircraft Logs and Records Technician 24.68
23021 - Aircraft Mechanic I 28.64
23022 - Aircraft Mechanic II 29.88
23023 - Aircraft Mechanic III 31.23
23040 - Aircraft Mechanic Helper 21.57
23050 - Aircraft Painter 27.57
23060 - Aircraft Servicer 24.68
23070 - Aircraft Survival Flight Equipment Technician 27.57
23080 - Aircraft Worker 26.21
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 26.21

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.64
23110 - Appliance Mechanic 18.64
23120 - Bicycle Repairer 19.87
23125 - Cable Splicer 31.91
23130 - Carpenter Maintenance 24.89
23140 - Carpet Layer 20.38
23160 - Electrician Maintenance 27.96
23181 - Electronics Technician Maintenance I 26.39
23182 - Electronics Technician Maintenance II 27.74
23183 - Electronics Technician Maintenance III 28.84
23260 - Fabric Worker 21.21
23290 - Fire Alarm System Mechanic 23.09
23310 - Fire Extinguisher Repairer 19.87
23311 - Fuel Distribution System Mechanic 28.71
23312 - Fuel Distribution System Operator 22.90
23370 - General Maintenance Worker 20.14
23380 - Ground Support Equipment Mechanic 28.64
23381 - Ground Support Equipment Servicer 24.68
23382 - Ground Support Equipment Worker 26.21
23391 - Gunsmith I 19.87
23392 - Gunsmith II 22.52
23393 - Gunsmith III 24.60
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.88
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.82
23430 - Heavy Equipment Mechanic 22.84
23440 - Heavy Equipment Operator 23.91
23460 - Instrument Mechanic 27.24
23465 - Laboratory/Shelter Mechanic 23.67
23470 - Laborer 14.09
23510 - Locksmith 21.60
23530 - Machinery Maintenance Mechanic 24.84
23550 - Machinist Maintenance 21.12
23580 - Maintenance Trades Helper 18.51
23591 - Metrology Technician I 27.24
23592 - Metrology Technician II 28.41
23593 - Metrology Technician III 29.71
23640 - Millwright 26.65
23710 - Office Appliance Repairer 20.86
23760 - Painter Maintenance 18.49
23790 - Pipefitter Maintenance 27.61
23810 - Plumber Maintenance 26.56
23820 - Pneudraulic Systems Mechanic 24.60
23850 - Rigger 24.52
23870 - Scale Mechanic 22.52
23890 - Sheet-Metal Worker Maintenance 22.98
23910 - Small Engine Mechanic 18.53
23931 - Telecommunications Mechanic I 26.48

23932 - Telecommunications Mechanic II 27.62
23950 - Telephone Lineman 24.72
23960 - Welder Combination Maintenance 20.76
23965 - Well Driller 24.52
23970 - Woodcraft Worker 24.60
23980 - Woodworker 19.87
24000 - Personal Needs Occupations
24550 - Case Manager 15.80
24570 - Child Care Attendant 9.81
24580 - Child Care Center Clerk 12.22
24610 - Chore Aide 11.89
24620 - Family Readiness And Support Services Coordinator 15.80
24630 - Homemaker 15.80
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 27.06
25040 - Sewage Plant Operator 22.38
25070 - Stationary Engineer 27.06
25190 - Ventilation Equipment Tender 20.38
25210 - Water Treatment Plant Operator 22.38
27000 - Protective Service Occupations
27004 - Alarm Monitor 18.14
27007 - Baggage Inspector 11.38
27008 - Corrections Officer 16.76
27010 - Court Security Officer 18.27
27030 - Detection Dog Handler 13.80
27040 - Detention Officer 16.76
27070 - Firefighter 19.02
27101 - Guard I 11.38
27102 - Guard II 13.28
27131 - Police Officer I 24.73
27132 - Police Officer II 27.47
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.20
28042 - Carnival Equipment Repairer 13.20
28043 - Carnival Worker 9.93
28210 - Gate Attendant/Gate Tender 19.68
28310 - Lifeguard 11.51
28350 - Park Attendant (Aide) 22.01
28510 - Recreation Aide/Health Facility Attendant 16.06
28515 - Recreation Specialist 27.25
28630 - Sports Official 17.52
28690 - Swimming Pool Operator 18.83
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 22.42
29020 - Hatch Tender 22.42
29030 - Line Handler 22.42
29041 - Stevedore I 21.07
29042 - Stevedore II 23.76
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 15.88
30022 - Archeological Technician II 17.76
30023 - Archeological Technician III 22.00
30030 - Cartographic Technician 22.00
30040 - Civil Engineering Technician 22.57
30051 - Cryogenic Technician I 24.37
30052 - Cryogenic Technician II 26.91
30061 - Drafter/CAD Operator I 15.88
30062 - Drafter/CAD Operator II 17.76
30063 - Drafter/CAD Operator III 19.80
30064 - Drafter/CAD Operator IV 24.37
30081 - Engineering Technician I 14.69
30082 - Engineering Technician II 16.49
30083 - Engineering Technician III 18.45
30084 - Engineering Technician IV 22.85
30085 - Engineering Technician V 27.95
30086 - Engineering Technician VI 33.82
30090 - Environmental Technician 23.00
30095 - Evidence Control Specialist 22.00
30210 - Laboratory Technician 23.84
30221 - Latent Fingerprint Technician I 24.37
30222 - Latent Fingerprint Technician II 26.91
30240 - Mathematical Technician 22.00
30361 - Paralegal/Legal Assistant I 17.09
30362 - Paralegal/Legal Assistant II 22.19
30363 - Paralegal/Legal Assistant III 25.81
30364 - Paralegal/Legal Assistant IV 32.85
30375 - Petroleum Supply Specialist 26.91
30390 - Photo-Optics Technician 22.00
30395 - Radiation Control Technician 26.91
30461 - Technical Writer I 21.38
30462 - Technical Writer II 26.16
30463 - Technical Writer III 31.65
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 24.37
30502 - Weather Forecaster II 29.63
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 19.80
30621 - Weather Observer Senior (see 2) 22.00
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 15.42
31030 - Bus Driver 20.44

31043 - Driver Courier	16.23
31260 - Parking and Lot Attendant	10.27
31290 - Shuttle Bus Driver	17.40
31310 - Taxi Driver	13.27
31361 - Truckdriver Light	17.40
31362 - Truckdriver Medium	18.57
31363 - Truckdriver Heavy	23.20
31364 - Truckdriver Tractor-Trailer	23.20
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.36
99050 - Desk Clerk	10.37
99095 - Embalmer	25.01
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	11.92
99252 - Laboratory Animal Caretaker II	12.79
99260 - Marketing Analyst	27.46
99310 - Mortician	25.01
99410 - Pest Controller	18.58
99510 - Photofinishing Worker	14.04
99710 - Recycling Laborer	18.00
99711 - Recycling Specialist	20.99
99730 - Refuse Collector	16.47
99810 - Sales Clerk	11.33
99820 - School Crossing Guard	13.77
99830 - Survey Party Chief	22.54
99831 - Surveying Aide	13.59
99832 - Surveying Technician	18.50
99840 - Vending Machine Attendant	17.70
99841 - Vending Machine Repairer	21.57
99842 - Vending Machine Repairer Helper	17.70

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick 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.: 2015-4717
Revision No.: 15
Date Of Last Revision: 04/28/2021

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: Indiana Kentucky

Area: Indiana Counties of Clark Floyd Harrison Scott

Kentucky Counties of Bullitt Henry Jefferson Oldham Shelby Spencer Trimble

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		25.22
01035 - Court Reporter		18.05
01041 - Customer Service Representative I		13.83
01042 - Customer Service Representative II		15.12
01043 - Customer Service Representative III		16.95
01051 - Data Entry Operator I		15.12
01052 - Data Entry Operator II		16.50
01060 - Dispatcher Motor Vehicle		20.13
01070 - Document Preparation Clerk		16.98

01090 - Duplicating Machine Operator 16.98
01111 - General Clerk I 13.45
01112 - General Clerk II 14.68
01113 - General Clerk III 16.49
01120 - Housing Referral Assistant 20.99
01141 - Messenger Courier 15.04
01191 - Order Clerk I 14.67
01192 - Order Clerk II 16.01
01261 - Personnel Assistant (Employment) I 16.52
01262 - Personnel Assistant (Employment) II 18.47
01263 - Personnel Assistant (Employment) III 20.96
01270 - Production Control Clerk 23.49
01290 - Rental Clerk 12.65
01300 - Scheduler Maintenance 16.39
01311 - Secretary I 16.39
01312 - Secretary II 18.99
01313 - Secretary III 20.99
01320 - Service Order Dispatcher 17.99
01410 - Supply Technician 25.22
01420 - Survey Worker 18.05
01460 - Switchboard Operator/Receptionist 14.56
01531 - Travel Clerk I 15.00
01532 - Travel Clerk II 15.75
01533 - Travel Clerk III 16.47
01611 - Word Processor I 15.09
01612 - Word Processor II 16.94
01613 - Word Processor III 18.96
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.72
05010 - Automotive Electrician 20.33
05040 - Automotive Glass Installer 19.78
05070 - Automotive Worker 19.35
05110 - Mobile Equipment Servicer 17.20
05130 - Motor Equipment Metal Mechanic 21.11
05160 - Motor Equipment Metal Worker 19.35
05190 - Motor Vehicle Mechanic 21.11
05220 - Motor Vehicle Mechanic Helper 16.14
05250 - Motor Vehicle Upholstery Worker 18.36
05280 - Motor Vehicle Wrecker 19.35
05310 - Painter Automotive 20.33
05340 - Radiator Repair Specialist 19.35
05370 - Tire Repairer 14.90
05400 - Transmission Repair Specialist 21.11
07000 - Food Preparation And Service Occupations
07010 - Baker 11.99
07041 - Cook I 14.05
07042 - Cook II 15.97
07070 - Dishwasher 10.95
07130 - Food Service Worker 12.22
07210 - Meat Cutter 16.38

07260 - Waiter/Waitress	9.34
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.91
09040 - Furniture Handler	13.79
09080 - Furniture Refinisher	17.88
09090 - Furniture Refinisher Helper	14.20
09110 - Furniture Repairer Minor	16.58
09130 - Upholsterer	18.05
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.30
11060 - Elevator Operator	13.30
11090 - Gardener	19.11
11122 - Housekeeping Aide	12.40
11150 - Janitor	12.40
11210 - Laborer Grounds Maintenance	15.35
11240 - Maid or Houseman	11.54
11260 - Pruner	14.12
11270 - Tractor Operator	17.81
11330 - Trail Maintenance Worker	15.35
11360 - Window Cleaner	13.48
12000 - Health Occupations	
12010 - Ambulance Driver	17.32
12011 - Breath Alcohol Technician	19.72
12012 - Certified Occupational Therapist Assistant	28.89
12015 - Certified Physical Therapist Assistant	28.82
12020 - Dental Assistant	19.06
12025 - Dental Hygienist	33.68
12030 - EKG Technician	26.58
12035 - Electroneurodiagnostic Technologist	26.58
12040 - Emergency Medical Technician	17.32
12071 - Licensed Practical Nurse I	17.64
12072 - Licensed Practical Nurse II	19.72
12073 - Licensed Practical Nurse III	21.98
12100 - Medical Assistant	17.12
12130 - Medical Laboratory Technician	27.25
12160 - Medical Record Clerk	16.89
12190 - Medical Record Technician	20.03
12195 - Medical Transcriptionist	21.11
12210 - Nuclear Medicine Technologist	33.44
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	19.24
12236 - Optical Technician	15.87
12250 - Pharmacy Technician	15.14
12280 - Phlebotomist	15.99
12305 - Radiologic Technologist	25.52
12311 - Registered Nurse I	22.82
12312 - Registered Nurse II	27.91

12313 - Registered Nurse II Specialist		27.91
12314 - Registered Nurse III		33.76
12315 - Registered Nurse III Anesthetist		33.76
12316 - Registered Nurse IV		40.47
12317 - Scheduler (Drug and Alcohol Testing)		24.43
12320 - Substance Abuse Treatment Counselor		19.15
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.25
13012 - Exhibits Specialist II		23.85
13013 - Exhibits Specialist III		29.17
13041 - Illustrator I		20.65
13042 - Illustrator II		25.59
13043 - Illustrator III		31.30
13047 - Librarian		30.98
13050 - Library Aide/Clerk		13.85
13054 - Library Information Technology Systems Administrator		27.97
13058 - Library Technician		15.90
13061 - Media Specialist I		20.18
13062 - Media Specialist II		22.58
13063 - Media Specialist III		25.16
13071 - Photographer I		16.00
13072 - Photographer II		17.90
13073 - Photographer III		22.17
13074 - Photographer IV		27.12
13075 - Photographer V		32.81
13090 - Technical Order Library Clerk		17.04
13110 - Video Teleconference Technician		21.07
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.38
14042 - Computer Operator II		19.44
14043 - Computer Operator III		21.68
14044 - Computer Operator IV		24.09
14045 - Computer Operator V		26.66
14071 - Computer Programmer I	(see 1)	21.18
14072 - Computer Programmer II	(see 1)	26.25
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		17.38
14160 - Personal Computer Support Technician		24.09
14170 - System Support Specialist		27.95
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)		42.63
15050 - Computer Based Training Specialist / Instructor		29.40
15060 - Educational Technologist		27.05

15070 - Flight Instructor (Pilot) 42.63
15080 - Graphic Artist 22.05
15085 - Maintenance Test Pilot Fixed Jet/Prop 42.63
15086 - Maintenance Test Pilot Rotary Wing 42.63
15088 - Non-Maintenance Test/Co-Pilot 42.63
15090 - Technical Instructor 21.52
15095 - Technical Instructor/Course Developer 26.33
15110 - Test Proctor 17.38
15120 - Tutor 17.38
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.81
16030 - Counter Attendant 10.81
16040 - Dry Cleaner 13.62
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 14.45
16220 - Tailor 15.24
16250 - Washer Machine 11.82
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.95
19040 - Tool And Die Maker 30.37
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.31
21030 - Material Coordinator 23.49
21040 - Material Expediter 23.49
21050 - Material Handling Laborer 14.95
21071 - Order Filler 14.65
21080 - Production Line Worker (Food Processing) 18.31
21110 - Shipping Packer 16.29
21130 - Shipping/Receiving Clerk 16.29
21140 - Store Worker I 16.63
21150 - Stock Clerk 19.62
21210 - Tools And Parts Attendant 18.31
21410 - Warehouse Specialist 18.31
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 37.63
23019 - Aircraft Logs and Records Technician 31.58
23021 - Aircraft Mechanic I 35.84
23022 - Aircraft Mechanic II 37.63
23023 - Aircraft Mechanic III 39.51
23040 - Aircraft Mechanic Helper 27.09
23050 - Aircraft Painter 34.85
23060 - Aircraft Servicer 31.58
23070 - Aircraft Survival Flight Equipment Technician 34.85
23080 - Aircraft Worker 32.79
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 32.79

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 35.84
23110 - Appliance Mechanic 20.68
23120 - Bicycle Repairer 20.68
23125 - Cable Splicer 33.25
23130 - Carpenter Maintenance 25.68
23140 - Carpet Layer 21.24
23160 - Electrician Maintenance 29.07
23181 - Electronics Technician Maintenance I 26.39
23182 - Electronics Technician Maintenance II 27.74
23183 - Electronics Technician Maintenance III 28.84
23260 - Fabric Worker 22.13
23290 - Fire Alarm System Mechanic 23.28
23310 - Fire Extinguisher Repairer 20.68
23311 - Fuel Distribution System Mechanic 30.24
23312 - Fuel Distribution System Operator 24.35
23370 - General Maintenance Worker 20.83
23380 - Ground Support Equipment Mechanic 35.84
23381 - Ground Support Equipment Servicer 31.58
23382 - Ground Support Equipment Worker 32.79
23391 - Gunsmith I 20.68
23392 - Gunsmith II 23.51
23393 - Gunsmith III 25.69
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.88
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.82
23430 - Heavy Equipment Mechanic 24.84
23440 - Heavy Equipment Operator 24.73
23460 - Instrument Mechanic 28.10
23465 - Laboratory/Shelter Mechanic 24.71
23470 - Laborer 14.95
23510 - Locksmith 23.23
23530 - Machinery Maintenance Mechanic 25.94
23550 - Machinist Maintenance 21.83
23580 - Maintenance Trades Helper 18.78
23591 - Metrology Technician I 28.10
23592 - Metrology Technician II 29.31
23593 - Metrology Technician III 30.64
23640 - Millwright 30.25
23710 - Office Appliance Repairer 19.13
23760 - Painter Maintenance 19.68
23790 - Pipefitter Maintenance 29.05
23810 - Plumber Maintenance 27.94
23820 - Pneudraulic Systems Mechanic 25.69
23850 - Rigger 25.69
23870 - Scale Mechanic 23.51
23890 - Sheet-Metal Worker Maintenance 22.75
23910 - Small Engine Mechanic 17.33
23931 - Telecommunications Mechanic I 27.28

23932 - Telecommunications Mechanic II 28.46
23950 - Telephone Lineman 24.72
23960 - Welder Combination Maintenance 21.23
23965 - Well Driller 25.69
23970 - Woodcraft Worker 25.69
23980 - Woodworker 20.68
24000 - Personal Needs Occupations
24550 - Case Manager 16.59
24570 - Child Care Attendant 10.26
24580 - Child Care Center Clerk 12.79
24610 - Chore Aide 12.86
24620 - Family Readiness And Support Services Coordinator 16.59
24630 - Homemaker 16.59
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 29.77
25040 - Sewage Plant Operator 22.38
25070 - Stationary Engineer 29.77
25190 - Ventilation Equipment Tender 22.47
25210 - Water Treatment Plant Operator 22.38
27000 - Protective Service Occupations
27004 - Alarm Monitor 18.14
27007 - Baggage Inspector 12.83
27008 - Corrections Officer 17.26
27010 - Court Security Officer 18.55
27030 - Detection Dog Handler 16.01
27040 - Detention Officer 17.26
27070 - Firefighter 19.22
27101 - Guard I 12.83
27102 - Guard II 16.01
27131 - Police Officer I 24.73
27132 - Police Officer II 27.47
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.23
28042 - Carnival Equipment Repairer 13.12
28043 - Carnival Worker 9.69
28210 - Gate Attendant/Gate Tender 19.68
28310 - Lifeguard 11.05
28350 - Park Attendant (Aide) 22.01
28510 - Recreation Aide/Health Facility Attendant 16.25
28515 - Recreation Specialist 23.18
28630 - Sports Official 17.52
28690 - Swimming Pool Operator 15.35
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 24.88
29020 - Hatch Tender 24.88
29030 - Line Handler 24.88
29041 - Stevedore I 23.63
29042 - Stevedore II 26.14
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 18.17
30022 - Archeological Technician II 20.32
30023 - Archeological Technician III 25.19
30030 - Cartographic Technician 25.19
30040 - Civil Engineering Technician 24.71
30051 - Cryogenic Technician I 24.37
30052 - Cryogenic Technician II 26.91
30061 - Drafter/CAD Operator I 18.17
30062 - Drafter/CAD Operator II 20.32
30063 - Drafter/CAD Operator III 22.67
30064 - Drafter/CAD Operator IV 27.88
30081 - Engineering Technician I 19.98
30082 - Engineering Technician II 22.43
30083 - Engineering Technician III 25.09
30084 - Engineering Technician IV 31.08
30085 - Engineering Technician V 38.03
30086 - Engineering Technician VI 46.01
30090 - Environmental Technician 23.84
30095 - Evidence Control Specialist 22.00
30210 - Laboratory Technician 24.03
30221 - Latent Fingerprint Technician I 24.37
30222 - Latent Fingerprint Technician II 26.91
30240 - Mathematical Technician 29.27
30361 - Paralegal/Legal Assistant I 19.75
30362 - Paralegal/Legal Assistant II 26.15
30363 - Paralegal/Legal Assistant III 29.48
30364 - Paralegal/Legal Assistant IV 35.63
30375 - Petroleum Supply Specialist 26.91
30390 - Photo-Optics Technician 25.19
30395 - Radiation Control Technician 26.91
30461 - Technical Writer I 23.85
30462 - Technical Writer II 29.17
30463 - Technical Writer III 35.30
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 27.88
30502 - Weather Forecaster II 33.92
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.67
30621 - Weather Observer Senior (see 2) 24.33
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.98
31020 - Bus Aide 15.42
31030 - Bus Driver 20.44

31043 - Driver Courier	17.07
31260 - Parking and Lot Attendant	10.90
31290 - Shuttle Bus Driver	18.44
31310 - Taxi Driver	13.57
31361 - Truckdriver Light	18.31
31362 - Truckdriver Medium	19.59
31363 - Truckdriver Heavy	24.60
31364 - Truckdriver Tractor-Trailer	24.60
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	10.93
99050 - Desk Clerk	11.18
99095 - Embalmer	24.68
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	12.40
99252 - Laboratory Animal Caretaker II	13.30
99260 - Marketing Analyst	27.92
99310 - Mortician	25.33
99410 - Pest Controller	16.35
99510 - Photofinishing Worker	14.04
99710 - Recycling Laborer	18.26
99711 - Recycling Specialist	20.88
99730 - Refuse Collector	16.81
99810 - Sales Clerk	12.99
99820 - School Crossing Guard	12.98
99830 - Survey Party Chief	21.97
99831 - Surveying Aide	19.29
99832 - Surveying Technician	19.89
99840 - Vending Machine Attendant	13.95
99841 - Vending Machine Repairer	16.89
99842 - Vending Machine Repairer Helper	13.95

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 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.: 2015-4718
Revision No.: 14
Date Of Last Revision: 05/06/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

States: Indiana Kentucky

Area: Indiana Counties of Clark Floyd Harrison Scott

Kentucky Counties of Bullitt Henry Jefferson Oldham Shelby Spencer Trimble

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.73
01012 - Accounting Clerk II		16.53
01013 - Accounting Clerk III		18.50
01020 - Administrative Assistant		24.85
01035 - Court Reporter		17.25
01041 - Customer Service Representative I		13.44
01042 - Customer Service Representative II		15.12
01043 - Customer Service Representative III		16.49
01051 - Data Entry Operator I		13.99

01052 - Data Entry Operator II	15.26
01060 - Dispatcher Motor Vehicle	20.13
01070 - Document Preparation Clerk	15.44
01090 - Duplicating Machine Operator	15.44
01111 - General Clerk I	12.99
01112 - General Clerk II	14.17
01113 - General Clerk III	15.90
01120 - Housing Referral Assistant	20.99
01141 - Messenger Courier	13.74
01191 - Order Clerk I	13.63
01192 - Order Clerk II	15.16
01261 - Personnel Assistant (Employment) I	16.47
01262 - Personnel Assistant (Employment) II	18.43
01263 - Personnel Assistant (Employment) III	20.96
01270 - Production Control Clerk	22.63
01290 - Rental Clerk	12.53
01300 - Scheduler Maintenance	16.39
01311 - Secretary I	16.39
01312 - Secretary II	18.99
01313 - Secretary III	20.99
01320 - Service Order Dispatcher	17.99
01410 - Supply Technician	24.85
01420 - Survey Worker	17.25
01460 - Switchboard Operator/Receptionist	14.10
01531 - Travel Clerk I	15.00
01532 - Travel Clerk II	15.75
01533 - Travel Clerk III	16.47
01611 - Word Processor I	15.09
01612 - Word Processor II	16.94
01613 - Word Processor III	18.96
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	22.72
05010 - Automotive Electrician	20.33
05040 - Automotive Glass Installer	19.78
05070 - Automotive Worker	19.35
05110 - Mobile Equipment Servicer	17.20
05130 - Motor Equipment Metal Mechanic	21.11
05160 - Motor Equipment Metal Worker	19.35
05190 - Motor Vehicle Mechanic	21.11
05220 - Motor Vehicle Mechanic Helper	16.14
05250 - Motor Vehicle Upholstery Worker	18.36
05280 - Motor Vehicle Wrecker	19.35
05310 - Painter Automotive	20.33
05340 - Radiator Repair Specialist	19.35
05370 - Tire Repairer	13.74
05400 - Transmission Repair Specialist	21.11
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.99
07041 - Cook I	13.76
07042 - Cook II	15.60

07070 - Dishwasher	10.76
07130 - Food Service Worker	11.31
07210 - Meat Cutter	16.38
07260 - Waiter/Waitress	9.17
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.88
09040 - Furniture Handler	13.79
09080 - Furniture Refinisher	17.88
09090 - Furniture Refinisher Helper	14.20
09110 - Furniture Repairer Minor	16.58
09130 - Upholsterer	18.05
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.32
11060 - Elevator Operator	12.37
11090 - Gardener	17.64
11122 - Housekeeping Aide	12.40
11150 - Janitor	12.40
11210 - Laborer Grounds Maintenance	14.18
11240 - Maid or Houseman	11.05
11260 - Pruner	13.04
11270 - Tractor Operator	16.46
11330 - Trail Maintenance Worker	14.18
11360 - Window Cleaner	13.48
12000 - Health Occupations	
12010 - Ambulance Driver	16.35
12011 - Breath Alcohol Technician	19.39
12012 - Certified Occupational Therapist Assistant	28.08
12015 - Certified Physical Therapist Assistant	27.59
12020 - Dental Assistant	19.06
12025 - Dental Hygienist	33.68
12030 - EKG Technician	26.58
12035 - Electroneurodiagnostic Technologist	26.58
12040 - Emergency Medical Technician	16.35
12071 - Licensed Practical Nurse I	17.33
12072 - Licensed Practical Nurse II	19.39
12073 - Licensed Practical Nurse III	21.62
12100 - Medical Assistant	16.75
12130 - Medical Laboratory Technician	24.89
12160 - Medical Record Clerk	15.35
12190 - Medical Record Technician	18.90
12195 - Medical Transcriptionist	20.67
12210 - Nuclear Medicine Technologist	33.44
12221 - Nursing Assistant I	11.57
12222 - Nursing Assistant II	13.01
12223 - Nursing Assistant III	14.20
12224 - Nursing Assistant IV	15.94
12235 - Optical Dispenser	19.24
12236 - Optical Technician	15.87
12250 - Pharmacy Technician	15.14
12280 - Phlebotomist	15.99

12305 - Radiologic Technologist		25.52
12311 - Registered Nurse I		22.82
12312 - Registered Nurse II		27.91
12313 - Registered Nurse II Specialist		27.91
12314 - Registered Nurse III		33.76
12315 - Registered Nurse III Anesthetist		33.76
12316 - Registered Nurse IV		40.47
12317 - Scheduler (Drug and Alcohol Testing)		24.02
12320 - Substance Abuse Treatment Counselor		19.15
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.25
13012 - Exhibits Specialist II		23.85
13013 - Exhibits Specialist III		29.17
13041 - Illustrator I		20.65
13042 - Illustrator II		25.59
13043 - Illustrator III		31.30
13047 - Librarian		30.98
13050 - Library Aide/Clerk		13.85
13054 - Library Information Technology Systems Administrator		27.97
13058 - Library Technician		15.90
13061 - Media Specialist I		20.18
13062 - Media Specialist II		22.58
13063 - Media Specialist III		25.16
13071 - Photographer I		16.00
13072 - Photographer II		17.90
13073 - Photographer III		22.17
13074 - Photographer IV		27.12
13075 - Photographer V		32.81
13090 - Technical Order Library Clerk		17.04
13110 - Video Teleconference Technician		21.07
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.80
14042 - Computer Operator II		17.67
14043 - Computer Operator III		19.71
14044 - Computer Operator IV		21.90
14045 - Computer Operator V		24.24
14071 - Computer Programmer I	(see 1)	21.18
14072 - Computer Programmer II	(see 1)	26.25
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		15.80
14160 - Personal Computer Support Technician		21.90
14170 - System Support Specialist		27.95
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) 42.63
15050 - Computer Based Training Specialist / Instructor 29.40
15060 - Educational Technologist 27.05
15070 - Flight Instructor (Pilot) 42.63
15080 - Graphic Artist 21.68
15085 - Maintenance Test Pilot Fixed Jet/Prop 42.63
15086 - Maintenance Test Pilot Rotary Wing 42.63
15088 - Non-Maintenance Test/Co-Pilot 42.63
15090 - Technical Instructor 21.52
15095 - Technical Instructor/Course Developer 26.33
15110 - Test Proctor 17.38
15120 - Tutor 17.38
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.47
16030 - Counter Attendant 10.47
16040 - Dry Cleaner 13.24
16070 - Finisher Flatwork Machine 10.47
16090 - Presser Hand 10.47
16110 - Presser Machine Drycleaning 10.47
16130 - Presser Machine Shirts 10.47
16160 - Presser Machine Wearing Apparel Laundry 10.47
16190 - Sewing Machine Operator 14.04
16220 - Tailor 14.81
16250 - Washer Machine 11.45
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.95
19040 - Tool And Die Maker 30.37
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.31
21030 - Material Coordinator 22.63
21040 - Material Expediter 22.63
21050 - Material Handling Laborer 14.09
21071 - Order Filler 14.65
21080 - Production Line Worker (Food Processing) 17.31
21110 - Shipping Packer 15.58
21130 - Shipping/Receiving Clerk 15.58
21140 - Store Worker I 16.63
21150 - Stock Clerk 19.62
21210 - Tools And Parts Attendant 17.31
21410 - Warehouse Specialist 17.31
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 34.21
23019 - Aircraft Logs and Records Technician 28.75
23021 - Aircraft Mechanic I 32.58
23022 - Aircraft Mechanic II 34.21
23023 - Aircraft Mechanic III 35.92
23040 - Aircraft Mechanic Helper 24.63
23050 - Aircraft Painter 31.68
23060 - Aircraft Servicer 28.75
23070 - Aircraft Survival Flight Equipment Technician 31.68

23080 - Aircraft Worker 29.81
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 29.81
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 32.58
23110 - Appliance Mechanic 20.68
23120 - Bicycle Repairer 19.87
23125 - Cable Splicer 33.25
23130 - Carpenter Maintenance 24.28
23140 - Carpet Layer 19.31
23160 - Electrician Maintenance 27.62
23181 - Electronics Technician Maintenance I 26.39
23182 - Electronics Technician Maintenance II 27.74
23183 - Electronics Technician Maintenance III 28.84
23260 - Fabric Worker 21.21
23290 - Fire Alarm System Mechanic 23.28
23310 - Fire Extinguisher Repairer 19.87
23311 - Fuel Distribution System Mechanic 27.82
23312 - Fuel Distribution System Operator 22.40
23370 - General Maintenance Worker 20.14
23380 - Ground Support Equipment Mechanic 32.58
23381 - Ground Support Equipment Servicer 28.75
23382 - Ground Support Equipment Worker 29.81
23391 - Gunsmith I 19.87
23392 - Gunsmith II 22.52
23393 - Gunsmith III 24.60
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.88
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.82
23430 - Heavy Equipment Mechanic 22.82
23440 - Heavy Equipment Operator 23.91
23460 - Instrument Mechanic 28.10
23465 - Laboratory/Shelter Mechanic 23.67
23470 - Laborer 14.09
23510 - Locksmith 21.12
23530 - Machinery Maintenance Mechanic 24.84
23550 - Machinist Maintenance 21.12
23580 - Maintenance Trades Helper 18.78
23591 - Metrology Technician I 28.10
23592 - Metrology Technician II 29.31
23593 - Metrology Technician III 30.64
23640 - Millwright 28.15
23710 - Office Appliance Repairer 19.13
23760 - Painter Maintenance 19.67
23790 - Pipefitter Maintenance 27.89
23810 - Plumber Maintenance 26.56
23820 - Pneudraulic Systems Mechanic 24.60
23850 - Rigger 24.52
23870 - Scale Mechanic 22.52

23890 - Sheet-Metal Worker Maintenance	22.75
23910 - Small Engine Mechanic	17.33
23931 - Telecommunications Mechanic I	26.48
23932 - Telecommunications Mechanic II	27.62
23950 - Telephone Lineman	24.72
23960 - Welder Combination Maintenance	19.42
23965 - Well Driller	24.52
23970 - Woodcraft Worker	24.60
23980 - Woodworker	19.87
24000 - Personal Needs Occupations	
24550 - Case Manager	15.80
24570 - Child Care Attendant	9.78
24580 - Child Care Center Clerk	12.20
24610 - Chore Aide	11.88
24620 - Family Readiness And Support Services Coordinator	15.80
24630 - Homemaker	15.80
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.06
25040 - Sewage Plant Operator	22.38
25070 - Stationary Engineer	27.06
25190 - Ventilation Equipment Tender	20.43
25210 - Water Treatment Plant Operator	22.38
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.14
27007 - Baggage Inspector	12.83
27008 - Corrections Officer	17.26
27010 - Court Security Officer	18.55
27030 - Detection Dog Handler	16.01
27040 - Detention Officer	17.26
27070 - Firefighter	19.22
27101 - Guard I	12.83
27102 - Guard II	16.01
27131 - Police Officer I	24.73
27132 - Police Officer II	27.47
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.85
28042 - Carnival Equipment Repairer	12.71
28043 - Carnival Worker	9.39
28210 - Gate Attendant/Gate Tender	19.68
28310 - Lifeguard	11.05
28350 - Park Attendant (Aide)	22.01
28510 - Recreation Aide/Health Facility Attendant	16.25
28515 - Recreation Specialist	21.78
28630 - Sports Official	17.52
28690 - Swimming Pool Operator	15.35
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.88
29020 - Hatch Tender	24.88
29030 - Line Handler	24.88

29041 - Stevedore I		23.63
29042 - Stevedore II		26.14
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		18.17
30022 - Archeological Technician II		20.32
30023 - Archeological Technician III		25.19
30030 - Cartographic Technician		25.19
30040 - Civil Engineering Technician		24.71
30051 - Cryogenic Technician I		24.37
30052 - Cryogenic Technician II		26.91
30061 - Drafter/CAD Operator I		18.17
30062 - Drafter/CAD Operator II		20.32
30063 - Drafter/CAD Operator III		22.67
30064 - Drafter/CAD Operator IV		27.88
30081 - Engineering Technician I		19.98
30082 - Engineering Technician II		22.43
30083 - Engineering Technician III		25.09
30084 - Engineering Technician IV		31.08
30085 - Engineering Technician V		38.03
30086 - Engineering Technician VI		46.01
30090 - Environmental Technician		23.84
30095 - Evidence Control Specialist		22.00
30210 - Laboratory Technician		24.03
30221 - Latent Fingerprint Technician I		24.37
30222 - Latent Fingerprint Technician II		26.91
30240 - Mathematical Technician		26.61
30361 - Paralegal/Legal Assistant I		19.75
30362 - Paralegal/Legal Assistant II		26.15
30363 - Paralegal/Legal Assistant III		29.48
30364 - Paralegal/Legal Assistant IV		35.63
30375 - Petroleum Supply Specialist		26.91
30390 - Photo-Optics Technician		25.19
30395 - Radiation Control Technician		26.91
30461 - Technical Writer I		21.68
30462 - Technical Writer II		26.52
30463 - Technical Writer III		32.09
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		27.88
30502 - Weather Forecaster II		33.92
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.67
30621 - Weather Observer Senior	(see 2)	24.33
31000 - Transportation/Mobile Equipment Operation Occupations		

31010 - Airplane Pilot	30.67
31020 - Bus Aide	15.42
31030 - Bus Driver	20.44
31043 - Driver Courier	16.23
31260 - Parking and Lot Attendant	10.51
31290 - Shuttle Bus Driver	17.40
31310 - Taxi Driver	12.34
31361 - Truckdriver Light	17.40
31362 - Truckdriver Medium	18.57
31363 - Truckdriver Heavy	23.20
31364 - Truckdriver Tractor-Trailer	23.20
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.36
99050 - Desk Clerk	10.37
99095 - Embalmer	24.68
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	11.92
99252 - Laboratory Animal Caretaker II	12.79
99260 - Marketing Analyst	27.46
99310 - Mortician	25.33
99410 - Pest Controller	16.35
99510 - Photofinishing Worker	14.04
99710 - Recycling Laborer	16.60
99711 - Recycling Specialist	18.98
99730 - Refuse Collector	15.28
99810 - Sales Clerk	12.99
99820 - School Crossing Guard	12.98
99830 - Survey Party Chief	20.43
99831 - Surveying Aide	17.94
99832 - Surveying Technician	18.50
99840 - Vending Machine Attendant	13.95
99841 - Vending Machine Repairer	16.89
99842 - Vending Machine Repairer Helper	13.95

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 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.: 2015-4719
Revision No.: 15
Date Of Last Revision: 04/29/2021

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: Indiana Kentucky Ohio

Area: Indiana Counties of Dearborn Ohio

Kentucky Counties of Boone Bracken Campbell Gallatin Grant Kenton Pendleton

Ohio Counties of Brown Butler Clermont Hamilton Warren

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.76
01012 - Accounting Clerk II		17.71
01013 - Accounting Clerk III		19.80
01020 - Administrative Assistant		29.07
01035 - Court Reporter		26.46
01041 - Customer Service Representative I		13.84
01042 - Customer Service Representative II		15.17
01043 - Customer Service Representative III		16.97
01051 - Data Entry Operator I		15.05
01052 - Data Entry Operator II		16.43

01060 - Dispatcher Motor Vehicle 21.86
01070 - Document Preparation Clerk 17.09
01090 - Duplicating Machine Operator 17.09
01111 - General Clerk I 14.48
01112 - General Clerk II 15.80
01113 - General Clerk III 17.75
01120 - Housing Referral Assistant 20.58
01141 - Messenger Courier 14.18
01191 - Order Clerk I 14.91
01192 - Order Clerk II 17.02
01261 - Personnel Assistant (Employment) I 16.05
01262 - Personnel Assistant (Employment) II 17.94
01263 - Personnel Assistant (Employment) III 20.00
01270 - Production Control Clerk 23.17
01290 - Rental Clerk 14.57
01300 - Scheduler Maintenance 16.51
01311 - Secretary I 16.51
01312 - Secretary II 18.46
01313 - Secretary III 20.58
01320 - Service Order Dispatcher 19.55
01410 - Supply Technician 29.07
01420 - Survey Worker 17.63
01460 - Switchboard Operator/Receptionist 14.39
01531 - Travel Clerk I 16.59
01532 - Travel Clerk II 17.70
01533 - Travel Clerk III 18.77
01611 - Word Processor I 16.81
01612 - Word Processor II 18.89
01613 - Word Processor III 21.12
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 23.71
05010 - Automotive Electrician 23.12
05040 - Automotive Glass Installer 21.61
05070 - Automotive Worker 22.26
05110 - Mobile Equipment Servicer 20.65
05130 - Motor Equipment Metal Mechanic 24.59
05160 - Motor Equipment Metal Worker 22.26
05190 - Motor Vehicle Mechanic 23.03
05220 - Motor Vehicle Mechanic Helper 20.30
05250 - Motor Vehicle Upholstery Worker 21.42
05280 - Motor Vehicle Wrecker 22.26
05310 - Painter Automotive 23.12
05340 - Radiator Repair Specialist 22.26
05370 - Tire Repairer 15.45
05400 - Transmission Repair Specialist 24.59
07000 - Food Preparation And Service Occupations
07010 - Baker 15.55
07041 - Cook I 13.41
07042 - Cook II 15.09
07070 - Dishwasher 10.78

07130 - Food Service Worker	12.26
07210 - Meat Cutter	16.74
07260 - Waiter/Waitress	9.43
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.05
09040 - Furniture Handler	13.81
09080 - Furniture Refinisher	17.91
09090 - Furniture Refinisher Helper	15.31
09110 - Furniture Repairer Minor	16.59
09130 - Upholsterer	19.21
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.34
11060 - Elevator Operator	13.95
11090 - Gardener	17.88
11122 - Housekeeping Aide	13.95
11150 - Janitor	13.95
11210 - Laborer Grounds Maintenance	14.99
11240 - Maid or Houseman	11.80
11260 - Pruner	13.48
11270 - Tractor Operator	16.71
11330 - Trail Maintenance Worker	14.99
11360 - Window Cleaner	15.27
12000 - Health Occupations	
12010 - Ambulance Driver	19.04
12011 - Breath Alcohol Technician	21.19
12012 - Certified Occupational Therapist Assistant	30.03
12015 - Certified Physical Therapist Assistant	29.76
12020 - Dental Assistant	21.10
12025 - Dental Hygienist	37.94
12030 - EKG Technician	25.03
12035 - Electroneurodiagnostic Technologist	25.03
12040 - Emergency Medical Technician	19.04
12071 - Licensed Practical Nurse I	18.95
12072 - Licensed Practical Nurse II	21.19
12073 - Licensed Practical Nurse III	23.62
12100 - Medical Assistant	17.24
12130 - Medical Laboratory Technician	27.26
12160 - Medical Record Clerk	19.37
12190 - Medical Record Technician	21.25
12195 - Medical Transcriptionist	19.70
12210 - Nuclear Medicine Technologist	36.97
12221 - Nursing Assistant I	12.33
12222 - Nursing Assistant II	13.86
12223 - Nursing Assistant III	15.12
12224 - Nursing Assistant IV	16.98
12235 - Optical Dispenser	21.33
12236 - Optical Technician	17.96
12250 - Pharmacy Technician	15.22
12280 - Phlebotomist	17.26
12305 - Radiologic Technologist	28.90

12311 - Registered Nurse I		24.51
12312 - Registered Nurse II		29.20
12313 - Registered Nurse II Specialist		29.20
12314 - Registered Nurse III		35.32
12315 - Registered Nurse III Anesthetist		35.32
12316 - Registered Nurse IV		42.35
12317 - Scheduler (Drug and Alcohol Testing)		26.25
12320 - Substance Abuse Treatment Counselor		22.88
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.50
13012 - Exhibits Specialist II		25.39
13013 - Exhibits Specialist III		31.06
13041 - Illustrator I		20.55
13042 - Illustrator II		25.45
13043 - Illustrator III		31.14
13047 - Librarian		30.23
13050 - Library Aide/Clerk		12.27
13054 - Library Information Technology Systems Administrator		27.30
13058 - Library Technician		15.33
13061 - Media Specialist I		19.70
13062 - Media Specialist II		22.03
13063 - Media Specialist III		24.56
13071 - Photographer I		18.44
13072 - Photographer II		20.84
13073 - Photographer III		25.81
13074 - Photographer IV		31.57
13075 - Photographer V		38.19
13090 - Technical Order Library Clerk		15.14
13110 - Video Teleconference Technician		19.85
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.92
14042 - Computer Operator II		20.05
14043 - Computer Operator III		22.34
14044 - Computer Operator IV		24.83
14045 - Computer Operator V		27.50
14071 - Computer Programmer I	(see 1)	21.91
14072 - Computer Programmer II	(see 1)	27.15
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.92
14160 - Personal Computer Support Technician		24.83
14170 - System Support Specialist		28.91
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.98
15020 - Aircrew Training Devices Instructor (Rated)		38.68
15030 - Air Crew Training Devices Instructor (Pilot)		43.92

15050 - Computer Based Training Specialist / Instructor 31.98
15060 - Educational Technologist 32.11
15070 - Flight Instructor (Pilot) 43.92
15080 - Graphic Artist 23.42
15085 - Maintenance Test Pilot Fixed Jet/Prop 43.92
15086 - Maintenance Test Pilot Rotary Wing 43.92
15088 - Non-Maintenance Test/Co-Pilot 43.92
15090 - Technical Instructor 23.23
15095 - Technical Instructor/Course Developer 28.42
15110 - Test Proctor 18.76
15120 - Tutor 18.76
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.49
16030 - Counter Attendant 10.49
16040 - Dry Cleaner 13.09
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 14.01
16220 - Tailor 14.94
16250 - Washer Machine 11.22
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.18
19040 - Tool And Die Maker 27.35
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.14
21030 - Material Coordinator 23.17
21040 - Material Expediter 23.17
21050 - Material Handling Laborer 16.74
21071 - Order Filler 13.62
21080 - Production Line Worker (Food Processing) 18.14
21110 - Shipping Packer 16.80
21130 - Shipping/Receiving Clerk 16.80
21140 - Store Worker I 15.19
21150 - Stock Clerk 19.93
21210 - Tools And Parts Attendant 18.14
21410 - Warehouse Specialist 18.14
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 35.48
23019 - Aircraft Logs and Records Technician 29.60
23021 - Aircraft Mechanic I 34.27
23022 - Aircraft Mechanic II 35.48
23023 - Aircraft Mechanic III 36.71
23040 - Aircraft Mechanic Helper 26.15
23050 - Aircraft Painter 32.64
23060 - Aircraft Servicer 29.60
23070 - Aircraft Survival Flight Equipment Technician 32.64
23080 - Aircraft Worker 31.24

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 31.24
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 34.27
23110 - Appliance Mechanic 23.61
23120 - Bicycle Repairer 21.40
23125 - Cable Splicer 35.92
23130 - Carpenter Maintenance 23.46
23140 - Carpet Layer 24.61
23160 - Electrician Maintenance 24.37
23181 - Electronics Technician Maintenance I 27.10
23182 - Electronics Technician Maintenance II 28.31
23183 - Electronics Technician Maintenance III 29.36
23260 - Fabric Worker 22.75
23290 - Fire Alarm System Mechanic 24.71
23310 - Fire Extinguisher Repairer 21.40
23311 - Fuel Distribution System Mechanic 32.88
23312 - Fuel Distribution System Operator 27.01
23370 - General Maintenance Worker 20.86
23380 - Ground Support Equipment Mechanic 34.27
23381 - Ground Support Equipment Servicer 29.60
23382 - Ground Support Equipment Worker 31.24
23391 - Gunsmith I 21.40
23392 - Gunsmith II 24.07
23393 - Gunsmith III 26.08
23410 - Heating Ventilation And Air-Conditioning Mechanic 25.87
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 26.79
23430 - Heavy Equipment Mechanic 27.79
23440 - Heavy Equipment Operator 26.51
23460 - Instrument Mechanic 29.25
23465 - Laboratory/Shelter Mechanic 25.15
23470 - Laborer 15.18
23510 - Locksmith 22.96
23530 - Machinery Maintenance Mechanic 28.98
23550 - Machinist Maintenance 23.86
23580 - Maintenance Trades Helper 17.42
23591 - Metrology Technician I 29.25
23592 - Metrology Technician II 30.29
23593 - Metrology Technician III 31.33
23640 - Millwright 30.31
23710 - Office Appliance Repairer 18.88
23760 - Painter Maintenance 20.42
23790 - Pipefitter Maintenance 26.72
23810 - Plumber Maintenance 25.76
23820 - Pneudraulic Systems Mechanic 26.08
23850 - Rigger 26.08
23870 - Scale Mechanic 24.07
23890 - Sheet-Metal Worker Maintenance 24.29

23910 - Small Engine Mechanic	18.96
23931 - Telecommunications Mechanic I	26.54
23932 - Telecommunications Mechanic II	27.48
23950 - Telephone Lineman	23.70
23960 - Welder Combination Maintenance	20.42
23965 - Well Driller	23.94
23970 - Woodcraft Worker	26.08
23980 - Woodworker	21.40
24000 - Personal Needs Occupations	
24550 - Case Manager	17.53
24570 - Child Care Attendant	11.48
24580 - Child Care Center Clerk	15.48
24610 - Chore Aide	11.72
24620 - Family Readiness And Support Services Coordinator	17.53
24630 - Homemaker	17.53
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	31.29
25040 - Sewage Plant Operator	24.17
25070 - Stationary Engineer	31.29
25190 - Ventilation Equipment Tender	23.84
25210 - Water Treatment Plant Operator	24.17
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.89
27007 - Baggage Inspector	14.54
27008 - Corrections Officer	24.65
27010 - Court Security Officer	24.65
27030 - Detection Dog Handler	18.00
27040 - Detention Officer	24.65
27070 - Firefighter	24.58
27101 - Guard I	14.54
27102 - Guard II	18.00
27131 - Police Officer I	30.82
27132 - Police Officer II	34.26
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.36
28042 - Carnival Equipment Repairer	13.31
28043 - Carnival Worker	9.63
28210 - Gate Attendant/Gate Tender	14.23
28310 - Lifeguard	11.25
28350 - Park Attendant (Aide)	15.91
28510 - Recreation Aide/Health Facility Attendant	11.61
28515 - Recreation Specialist	19.71
28630 - Sports Official	12.67
28690 - Swimming Pool Operator	17.89
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.41
29020 - Hatch Tender	24.41
29030 - Line Handler	24.41
29041 - Stevedore I	23.07

29042 - Stevedore II 25.51
30000 - Technical Occupations
30010 - Air Traffic Control Specialist Center (HFO) (see 2) 41.88
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 28.89
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 31.80
30021 - Archeological Technician I 18.75
30022 - Archeological Technician II 20.33
30023 - Archeological Technician III 25.19
30030 - Cartographic Technician 25.19
30040 - Civil Engineering Technician 26.76
30051 - Cryogenic Technician I 27.89
30052 - Cryogenic Technician II 30.81
30061 - Drafter/CAD Operator I 18.18
30062 - Drafter/CAD Operator II 20.33
30063 - Drafter/CAD Operator III 22.67
30064 - Drafter/CAD Operator IV 27.89
30081 - Engineering Technician I 16.69
30082 - Engineering Technician II 18.74
30083 - Engineering Technician III 20.96
30084 - Engineering Technician IV 25.96
30085 - Engineering Technician V 31.76
30086 - Engineering Technician VI 38.43
30090 - Environmental Technician 24.51
30095 - Evidence Control Specialist 25.19
30210 - Laboratory Technician 24.47
30221 - Latent Fingerprint Technician I 29.12
30222 - Latent Fingerprint Technician II 32.16
30240 - Mathematical Technician 27.71
30361 - Paralegal/Legal Assistant I 20.91
30362 - Paralegal/Legal Assistant II 25.92
30363 - Paralegal/Legal Assistant III 31.70
30364 - Paralegal/Legal Assistant IV 38.35
30375 - Petroleum Supply Specialist 30.81
30390 - Photo-Optics Technician 25.19
30395 - Radiation Control Technician 30.81
30461 - Technical Writer I 25.25
30462 - Technical Writer II 30.89
30463 - Technical Writer III 37.38
30491 - Unexploded Ordnance (UXO) Technician I 26.62
30492 - Unexploded Ordnance (UXO) Technician II 32.21
30493 - Unexploded Ordnance (UXO) Technician III 38.60
30494 - Unexploded (UXO) Safety Escort 26.62
30495 - Unexploded (UXO) Sweep Personnel 26.62
30501 - Weather Forecaster I 27.89
30502 - Weather Forecaster II 33.92
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.67
30621 - Weather Observer Senior (see 2) 25.19
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 32.21

31020 - Bus Aide	16.24
31030 - Bus Driver	21.80
31043 - Driver Courier	17.51
31260 - Parking and Lot Attendant	11.59
31290 - Shuttle Bus Driver	18.95
31310 - Taxi Driver	14.26
31361 - Truckdriver Light	18.95
31362 - Truckdriver Medium	20.07
31363 - Truckdriver Heavy	23.07
31364 - Truckdriver Tractor-Trailer	23.07
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.70
99030 - Cashier	11.17
99050 - Desk Clerk	11.76
99095 - Embalmer	29.07
99130 - Flight Follower	26.62
99251 - Laboratory Animal Caretaker I	14.91
99252 - Laboratory Animal Caretaker II	16.05
99260 - Marketing Analyst	29.67
99310 - Mortician	29.07
99410 - Pest Controller	19.73
99510 - Photofinishing Worker	15.95
99710 - Recycling Laborer	23.21
99711 - Recycling Specialist	27.24
99730 - Refuse Collector	21.22
99810 - Sales Clerk	12.02
99820 - School Crossing Guard	11.22
99830 - Survey Party Chief	23.43
99831 - Surveying Aide	14.14
99832 - Surveying Technician	20.93
99840 - Vending Machine Attendant	16.07
99841 - Vending Machine Repairer	19.05
99842 - Vending Machine Repairer Helper	16.07

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to

assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 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.: 2015-4720
Revision No.: 14
Date Of Last Revision: 05/06/2020

Daniel W. Simms
Director

Division of
Wage Determinations

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

States: Indiana Kentucky Ohio

Area: Indiana Counties of Dearborn Ohio

Kentucky Counties of Boone Bracken Campbell Gallatin Grant Kenton Pendleton

Ohio Counties of Brown Butler Clermont Hamilton Warren

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		17.40
01013 - Accounting Clerk III		19.46
01020 - Administrative Assistant		28.13
01035 - Court Reporter		25.72
01041 - Customer Service Representative I		13.50
01042 - Customer Service Representative II		15.17

01043 - Customer Service Representative III 16.56
01051 - Data Entry Operator I 15.05
01052 - Data Entry Operator II 16.43
01060 - Dispatcher Motor Vehicle 20.32
01070 - Document Preparation Clerk 16.89
01090 - Duplicating Machine Operator 16.89
01111 - General Clerk I 13.97
01112 - General Clerk II 15.25
01113 - General Clerk III 17.12
01120 - Housing Referral Assistant 20.07
01141 - Messenger Courier 13.86
01191 - Order Clerk I 14.42
01192 - Order Clerk II 17.02
01261 - Personnel Assistant (Employment) I 16.00
01262 - Personnel Assistant (Employment) II 17.89
01263 - Personnel Assistant (Employment) III 19.95
01270 - Production Control Clerk 23.17
01290 - Rental Clerk 14.57
01300 - Scheduler Maintenance 16.10
01311 - Secretary I 16.10
01312 - Secretary II 18.00
01313 - Secretary III 20.07
01320 - Service Order Dispatcher 18.16
01410 - Supply Technician 28.13
01420 - Survey Worker 17.63
01460 - Switchboard Operator/Receptionist 14.31
01531 - Travel Clerk I 15.08
01532 - Travel Clerk II 16.09
01533 - Travel Clerk III 17.06
01611 - Word Processor I 16.43
01612 - Word Processor II 18.45
01613 - Word Processor III 20.63
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.55
05010 - Automotive Electrician 23.12
05040 - Automotive Glass Installer 21.61
05070 - Automotive Worker 22.26
05110 - Mobile Equipment Servicer 20.65
05130 - Motor Equipment Metal Mechanic 24.59
05160 - Motor Equipment Metal Worker 22.26
05190 - Motor Vehicle Mechanic 23.03
05220 - Motor Vehicle Mechanic Helper 20.30
05250 - Motor Vehicle Upholstery Worker 21.42
05280 - Motor Vehicle Wrecker 22.26
05310 - Painter Automotive 23.12
05340 - Radiator Repair Specialist 22.26
05370 - Tire Repairer 15.45
05400 - Transmission Repair Specialist 24.59
07000 - Food Preparation And Service Occupations
07010 - Baker 14.14

07041 - Cook I	13.15
07042 - Cook II	14.79
07070 - Dishwasher	10.26
07130 - Food Service Worker	11.43
07210 - Meat Cutter	16.67
07260 - Waiter/Waitress	9.43
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.91
09040 - Furniture Handler	13.81
09080 - Furniture Refinisher	17.91
09090 - Furniture Refinisher Helper	15.31
09110 - Furniture Repairer Minor	16.59
09130 - Upholsterer	17.91
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.13
11060 - Elevator Operator	12.68
11090 - Gardener	17.80
11122 - Housekeeping Aide	12.68
11150 - Janitor	12.68
11210 - Laborer Grounds Maintenance	14.99
11240 - Maid or Houseman	11.37
11260 - Pruner	13.48
11270 - Tractor Operator	16.71
11330 - Trail Maintenance Worker	14.99
11360 - Window Cleaner	13.88
12000 - Health Occupations	
12010 - Ambulance Driver	19.04
12011 - Breath Alcohol Technician	20.71
12012 - Certified Occupational Therapist Assistant	29.67
12015 - Certified Physical Therapist Assistant	29.02
12020 - Dental Assistant	19.18
12025 - Dental Hygienist	37.94
12030 - EKG Technician	25.03
12035 - Electroneurodiagnostic Technologist	25.03
12040 - Emergency Medical Technician	19.04
12071 - Licensed Practical Nurse I	18.52
12072 - Licensed Practical Nurse II	20.71
12073 - Licensed Practical Nurse III	23.09
12100 - Medical Assistant	16.76
12130 - Medical Laboratory Technician	25.01
12160 - Medical Record Clerk	19.37
12190 - Medical Record Technician	21.25
12195 - Medical Transcriptionist	19.70
12210 - Nuclear Medicine Technologist	35.54
12221 - Nursing Assistant I	11.30
12222 - Nursing Assistant II	12.72
12223 - Nursing Assistant III	13.87
12224 - Nursing Assistant IV	15.57
12235 - Optical Dispenser	20.12
12236 - Optical Technician	17.96

12250 - Pharmacy Technician		15.22
12280 - Phlebotomist		17.26
12305 - Radiologic Technologist		28.81
12311 - Registered Nurse I		24.51
12312 - Registered Nurse II		29.20
12313 - Registered Nurse II Specialist		29.20
12314 - Registered Nurse III		35.32
12315 - Registered Nurse III Anesthetist		35.32
12316 - Registered Nurse IV		42.35
12317 - Scheduler (Drug and Alcohol Testing)		25.66
12320 - Substance Abuse Treatment Counselor		22.15
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.50
13012 - Exhibits Specialist II		25.39
13013 - Exhibits Specialist III		31.06
13041 - Illustrator I		20.55
13042 - Illustrator II		25.45
13043 - Illustrator III		31.14
13047 - Librarian		28.58
13050 - Library Aide/Clerk		12.27
13054 - Library Information Technology Systems Administrator		25.81
13058 - Library Technician		15.33
13061 - Media Specialist I		18.62
13062 - Media Specialist II		20.84
13063 - Media Specialist III		23.22
13071 - Photographer I		18.44
13072 - Photographer II		20.84
13073 - Photographer III		25.81
13074 - Photographer IV		31.57
13075 - Photographer V		38.19
13090 - Technical Order Library Clerk		15.14
13110 - Video Teleconference Technician		19.61
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.29
14042 - Computer Operator II		18.23
14043 - Computer Operator III		20.31
14044 - Computer Operator IV		22.57
14045 - Computer Operator V		25.00
14071 - Computer Programmer I	(see 1)	19.92
14072 - Computer Programmer II	(see 1)	24.68
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.29
14160 - Personal Computer Support Technician		22.57
14170 - System Support Specialist		27.99
15000 - Instructional Occupations		

15010 - Aircrew Training Devices Instructor (Non-Rated) 31.98
15020 - Aircrew Training Devices Instructor (Rated) 38.68
15030 - Air Crew Training Devices Instructor (Pilot) 42.71
15050 - Computer Based Training Specialist / Instructor 31.98
15060 - Educational Technologist 32.11
15070 - Flight Instructor (Pilot) 42.71
15080 - Graphic Artist 23.42
15085 - Maintenance Test Pilot Fixed Jet/Prop 42.14
15086 - Maintenance Test Pilot Rotary Wing 42.14
15088 - Non-Maintenance Test/Co-Pilot 42.14
15090 - Technical Instructor 23.23
15095 - Technical Instructor/Course Developer 28.42
15110 - Test Proctor 18.76
15120 - Tutor 18.76
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.19
16030 - Counter Attendant 10.19
16040 - Dry Cleaner 12.68
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 13.57
16220 - Tailor 14.47
16250 - Washer Machine 10.87
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.18
19040 - Tool And Die Maker 27.35
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.35
21030 - Material Coordinator 23.17
21040 - Material Expediter 23.17
21050 - Material Handling Laborer 16.74
21071 - Order Filler 13.62
21080 - Production Line Worker (Food Processing) 17.35
21110 - Shipping Packer 16.32
21130 - Shipping/Receiving Clerk 16.32
21140 - Store Worker I 15.19
21150 - Stock Clerk 19.93
21210 - Tools And Parts Attendant 17.35
21410 - Warehouse Specialist 17.35
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 35.48
23019 - Aircraft Logs and Records Technician 29.60
23021 - Aircraft Mechanic I 34.27
23022 - Aircraft Mechanic II 35.48
23023 - Aircraft Mechanic III 36.71
23040 - Aircraft Mechanic Helper 26.15
23050 - Aircraft Painter 32.64

23060 - Aircraft Servicer 29.60
23070 - Aircraft Survival Flight Equipment Technician 32.64
23080 - Aircraft Worker 31.24
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 31.24
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 34.27
23110 - Appliance Mechanic 23.26
23120 - Bicycle Repairer 21.06
23125 - Cable Splicer 35.77
23130 - Carpenter Maintenance 22.53
23140 - Carpet Layer 24.61
23160 - Electrician Maintenance 24.37
23181 - Electronics Technician Maintenance I 27.10
23182 - Electronics Technician Maintenance II 28.31
23183 - Electronics Technician Maintenance III 29.36
23260 - Fabric Worker 22.39
23290 - Fire Alarm System Mechanic 22.46
23310 - Fire Extinguisher Repairer 21.06
23311 - Fuel Distribution System Mechanic 32.88
23312 - Fuel Distribution System Operator 27.01
23370 - General Maintenance Worker 20.86
23380 - Ground Support Equipment Mechanic 34.27
23381 - Ground Support Equipment Servicer 29.60
23382 - Ground Support Equipment Worker 31.24
23391 - Gunsmith I 21.06
23392 - Gunsmith II 23.69
23393 - Gunsmith III 25.67
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.65
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.49
23430 - Heavy Equipment Mechanic 26.38
23440 - Heavy Equipment Operator 25.85
23460 - Instrument Mechanic 29.25
23465 - Laboratory/Shelter Mechanic 24.75
23470 - Laborer 14.46
23510 - Locksmith 21.88
23530 - Machinery Maintenance Mechanic 28.25
23550 - Machinist Maintenance 23.86
23580 - Maintenance Trades Helper 17.42
23591 - Metrology Technician I 29.25
23592 - Metrology Technician II 30.29
23593 - Metrology Technician III 31.33
23640 - Millwright 30.15
23710 - Office Appliance Repairer 18.88
23760 - Painter Maintenance 20.42
23790 - Pipefitter Maintenance 26.40
23810 - Plumber Maintenance 25.46
23820 - Pneudraulic Systems Mechanic 25.67

23850 - Rigger 25.67
23870 - Scale Mechanic 23.69
23890 - Sheet-Metal Worker Maintenance 24.29
23910 - Small Engine Mechanic 18.96
23931 - Telecommunications Mechanic I 24.41
23932 - Telecommunications Mechanic II 26.44
23950 - Telephone Lineman 23.70
23960 - Welder Combination Maintenance 20.42
23965 - Well Driller 23.94
23970 - Woodcraft Worker 25.67
23980 - Woodworker 21.06
24000 - Personal Needs Occupations
24550 - Case Manager 17.23
24570 - Child Care Attendant 11.27
24580 - Child Care Center Clerk 15.48
24610 - Chore Aide 11.29
24620 - Family Readiness And Support Services Coordinator 17.23
24630 - Homemaker 17.36
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 30.20
25040 - Sewage Plant Operator 23.21
25070 - Stationary Engineer 30.20
25190 - Ventilation Equipment Tender 23.05
25210 - Water Treatment Plant Operator 23.21
27000 - Protective Service Occupations
27004 - Alarm Monitor 22.89
27007 - Baggage Inspector 13.22
27008 - Corrections Officer 24.65
27010 - Court Security Officer 24.65
27030 - Detection Dog Handler 18.00
27040 - Detention Officer 24.65
27070 - Firefighter 24.58
27101 - Guard I 13.22
27102 - Guard II 18.00
27131 - Police Officer I 29.90
27132 - Police Officer II 33.23
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.19
28042 - Carnival Equipment Repairer 13.12
28043 - Carnival Worker 9.49
28210 - Gate Attendant/Gate Tender 14.06
28310 - Lifeguard 11.25
28350 - Park Attendant (Aide) 15.73
28510 - Recreation Aide/Health Facility Attendant 11.48
28515 - Recreation Specialist 19.48
28630 - Sports Official 12.52
28690 - Swimming Pool Operator 17.89
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 24.41

29020 - Hatch Tender 24.41
29030 - Line Handler 24.41
29041 - Stevedore I 23.07
29042 - Stevedore II 25.51
30000 - Technical Occupations
30010 - Air Traffic Control Specialist Center (HFO) (see 2) 41.46
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 28.59
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 31.49
30021 - Archeological Technician I 18.75
30022 - Archeological Technician II 20.33
30023 - Archeological Technician III 25.19
30030 - Cartographic Technician 25.19
30040 - Civil Engineering Technician 25.75
30051 - Cryogenic Technician I 27.89
30052 - Cryogenic Technician II 30.81
30061 - Drafter/CAD Operator I 18.18
30062 - Drafter/CAD Operator II 20.33
30063 - Drafter/CAD Operator III 22.67
30064 - Drafter/CAD Operator IV 27.89
30081 - Engineering Technician I 15.69
30082 - Engineering Technician II 17.62
30083 - Engineering Technician III 20.43
30084 - Engineering Technician IV 25.30
30085 - Engineering Technician V 30.94
30086 - Engineering Technician VI 35.32
30090 - Environmental Technician 24.51
30095 - Evidence Control Specialist 25.19
30210 - Laboratory Technician 24.47
30221 - Latent Fingerprint Technician I 26.47
30222 - Latent Fingerprint Technician II 29.24
30240 - Mathematical Technician 25.19
30361 - Paralegal/Legal Assistant I 19.01
30362 - Paralegal/Legal Assistant II 23.56
30363 - Paralegal/Legal Assistant III 28.82
30364 - Paralegal/Legal Assistant IV 34.86
30375 - Petroleum Supply Specialist 30.81
30390 - Photo-Optics Technician 25.19
30395 - Radiation Control Technician 30.81
30461 - Technical Writer I 23.77
30462 - Technical Writer II 29.08
30463 - Technical Writer III 35.18
30491 - Unexploded Ordnance (UXO) Technician I 26.36
30492 - Unexploded Ordnance (UXO) Technician II 31.89
30493 - Unexploded Ordnance (UXO) Technician III 38.22
30494 - Unexploded (UXO) Safety Escort 26.36
30495 - Unexploded (UXO) Sweep Personnel 26.36
30501 - Weather Forecaster I 27.89
30502 - Weather Forecaster II 33.92
30620 - Weather Observer Combined Upper Air Or (see 2) 22.67
Surface Programs

30621 - Weather Observer Senior	(see 2)	25.19
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		31.89
31020 - Bus Aide		15.25
31030 - Bus Driver		20.76
31043 - Driver Courier		17.51
31260 - Parking and Lot Attendant		11.21
31290 - Shuttle Bus Driver		18.95
31310 - Taxi Driver		14.26
31361 - Truckdriver Light		18.95
31362 - Truckdriver Medium		20.07
31363 - Truckdriver Heavy		22.08
31364 - Truckdriver Tractor-Trailer		22.08
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		15.55
99030 - Cashier		10.59
99050 - Desk Clerk		11.49
99095 - Embalmer		29.07
99130 - Flight Follower		26.36
99251 - Laboratory Animal Caretaker I		14.56
99252 - Laboratory Animal Caretaker II		15.68
99260 - Marketing Analyst		29.17
99310 - Mortician		29.07
99410 - Pest Controller		19.13
99510 - Photofinishing Worker		15.95
99710 - Recycling Laborer		22.19
99711 - Recycling Specialist		26.17
99730 - Refuse Collector		20.28
99810 - Sales Clerk		11.34
99820 - School Crossing Guard		11.22
99830 - Survey Party Chief		21.85
99831 - Surveying Aide		13.19
99832 - Surveying Technician		19.52
99840 - Vending Machine Attendant		16.07
99841 - Vending Machine Repairer		18.03
99842 - Vending Machine Repairer Helper		16.07

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees

with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 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.: 2015-4721
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: Ohio

Area: Ohio Counties of Portage Summit

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.60
01012 - Accounting Clerk II		16.39
01013 - Accounting Clerk III		18.34
01020 - Administrative Assistant		25.09
01035 - Court Reporter		18.97
01041 - Customer Service Representative I		13.67
01042 - Customer Service Representative II		15.38
01043 - Customer Service Representative III		16.78
01051 - Data Entry Operator I		13.42
01052 - Data Entry Operator II		15.43
01060 - Dispatcher Motor Vehicle		20.76
01070 - Document Preparation Clerk		15.75
01090 - Duplicating Machine Operator		15.75
01111 - General Clerk I		13.92
01112 - General Clerk II		15.19

01113 - General Clerk III 17.05
01120 - Housing Referral Assistant 21.15
01141 - Messenger Courier 13.68
01191 - Order Clerk I 15.80
01192 - Order Clerk II 17.24
01261 - Personnel Assistant (Employment) I 16.54
01262 - Personnel Assistant (Employment) II 18.51
01263 - Personnel Assistant (Employment) III 20.63
01270 - Production Control Clerk 23.03
01290 - Rental Clerk 15.48
01300 - Scheduler Maintenance 16.96
01311 - Secretary I 16.96
01312 - Secretary II 18.97
01313 - Secretary III 21.15
01320 - Service Order Dispatcher 18.84
01410 - Supply Technician 25.09
01420 - Survey Worker 15.10
01460 - Switchboard Operator/Receptionist 13.97
01531 - Travel Clerk I 14.75
01532 - Travel Clerk II 15.74
01533 - Travel Clerk III 16.69
01611 - Word Processor I 16.61
01612 - Word Processor II 18.65
01613 - Word Processor III 20.86
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.85
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 13.32
07041 - Cook I 13.56
07042 - Cook II 15.27
07070 - Dishwasher 11.31
07130 - Food Service Worker 12.49
07210 - Meat Cutter 17.70
07260 - Waiter/Waitress 9.94
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 20.60

09040 - Furniture Handler 13.89
09080 - Furniture Refinisher 20.60
09090 - Furniture Refinisher Helper 15.88
09110 - Furniture Repairer Minor 18.06
09130 - Upholsterer 20.60
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.78
11060 - Elevator Operator 12.11
11090 - Gardener 16.60
11122 - Housekeeping Aide 12.11
11150 - Janitor 12.11
11210 - Laborer Grounds Maintenance 13.24
11240 - Maid or Houseman 10.75
11260 - Pruner 12.14
11270 - Tractor Operator 15.52
11330 - Trail Maintenance Worker 13.24
11360 - Window Cleaner 13.21
12000 - Health Occupations
12010 - Ambulance Driver 17.59
12011 - Breath Alcohol Technician 19.61
12012 - Certified Occupational Therapist Assistant 28.71
12015 - Certified Physical Therapist Assistant 27.96
12020 - Dental Assistant 18.99
12025 - Dental Hygienist 34.52
12030 - EKG Technician 26.85
12035 - Electroneurodiagnostic Technologist 26.85
12040 - Emergency Medical Technician 17.59
12071 - Licensed Practical Nurse I 17.53
12072 - Licensed Practical Nurse II 19.68
12073 - Licensed Practical Nurse III 21.86
12100 - Medical Assistant 14.98
12130 - Medical Laboratory Technician 25.33
12160 - Medical Record Clerk 16.49
12190 - Medical Record Technician 18.45
12195 - Medical Transcriptionist 18.81
12210 - Nuclear Medicine Technologist 35.47
12221 - Nursing Assistant I 12.04
12222 - Nursing Assistant II 13.53
12223 - Nursing Assistant III 14.77
12224 - Nursing Assistant IV 16.58
12235 - Optical Dispenser 21.59
12236 - Optical Technician 17.53
12250 - Pharmacy Technician 14.65
12280 - Phlebotomist 17.33
12305 - Radiologic Technologist 27.62
12311 - Registered Nurse I 22.85
12312 - Registered Nurse II 27.71
12313 - Registered Nurse II Specialist 27.71
12314 - Registered Nurse III 33.52
12315 - Registered Nurse III Anesthetist 33.52

12316 - Registered Nurse IV		40.18
12317 - Scheduler (Drug and Alcohol Testing)		24.29
12320 - Substance Abuse Treatment Counselor		21.92
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.58
13012 - Exhibits Specialist II		23.96
13013 - Exhibits Specialist III		28.55
13041 - Illustrator I		20.35
13042 - Illustrator II		25.21
13043 - Illustrator III		30.83
13047 - Librarian		29.41
13050 - Library Aide/Clerk		13.28
13054 - Library Information Technology Systems Administrator		22.94
13058 - Library Technician		17.17
13061 - Media Specialist I		16.56
13062 - Media Specialist II		18.52
13063 - Media Specialist III		20.65
13071 - Photographer I		16.35
13072 - Photographer II		18.29
13073 - Photographer III		22.66
13074 - Photographer IV		27.72
13075 - Photographer V		33.54
13090 - Technical Order Library Clerk		16.37
13110 - Video Teleconference Technician		23.18
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.53
14042 - Computer Operator II		18.48
14043 - Computer Operator III		20.60
14044 - Computer Operator IV		22.90
14045 - Computer Operator V		25.36
14071 - Computer Programmer I	(see 1)	22.13
14072 - Computer Programmer II	(see 1)	27.20
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		16.53
14160 - Personal Computer Support Technician		22.90
14170 - System Support Specialist		28.25
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.53
15020 - Aircrew Training Devices Instructor (Rated)		35.35
15030 - Air Crew Training Devices Instructor (Pilot)		41.38
15050 - Computer Based Training Specialist / Instructor		30.23
15060 - Educational Technologist		30.33
15070 - Flight Instructor (Pilot)		41.38
15080 - Graphic Artist		22.54
15085 - Maintenance Test Pilot Fixed Jet/Prop		40.65

15086 - Maintenance Test Pilot Rotary Wing 40.65
15088 - Non-Maintenance Test/Co-Pilot 40.65
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 10.57
16030 - Counter Attendant 10.57
16040 - Dry Cleaner 13.13
16070 - Finisher Flatwork Machine 10.57
16090 - Presser Hand 10.57
16110 - Presser Machine Drycleaning 10.57
16130 - Presser Machine Shirts 10.57
16160 - Presser Machine Wearing Apparel Laundry 10.57
16190 - Sewing Machine Operator 14.07
16220 - Tailor 15.00
16250 - Washer Machine 11.26
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.02
19040 - Tool And Die Maker 26.69
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.38
21030 - Material Coordinator 23.03
21040 - Material Expediter 23.03
21050 - Material Handling Laborer 14.74
21071 - Order Filler 13.69
21080 - Production Line Worker (Food Processing) 18.38
21110 - Shipping Packer 16.72
21130 - Shipping/Receiving Clerk 16.72
21140 - Store Worker I 16.43
21150 - Stock Clerk 21.54
21210 - Tools And Parts Attendant 18.38
21410 - Warehouse Specialist 18.38
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.59
23019 - Aircraft Logs and Records Technician 23.65
23021 - Aircraft Mechanic I 27.50
23022 - Aircraft Mechanic II 28.59
23023 - Aircraft Mechanic III 29.57
23040 - Aircraft Mechanic Helper 20.81
23050 - Aircraft Painter 26.26
23060 - Aircraft Servicer 23.65
23070 - Aircraft Survival Flight Equipment Technician 26.26
23080 - Aircraft Worker 25.07
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.07
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.50
23110 - Appliance Mechanic 20.44

23120 - Bicycle Repairer	21.00
23125 - Cable Splicer	38.85
23130 - Carpenter Maintenance	24.47
23140 - Carpet Layer	23.65
23160 - Electrician Maintenance	28.46
23181 - Electronics Technician Maintenance I	29.14
23182 - Electronics Technician Maintenance II	30.52
23183 - Electronics Technician Maintenance III	31.97
23260 - Fabric Worker	22.31
23290 - Fire Alarm System Mechanic	23.14
23310 - Fire Extinguisher Repairer	21.00
23311 - Fuel Distribution System Mechanic	34.34
23312 - Fuel Distribution System Operator	27.79
23370 - General Maintenance Worker	19.50
23380 - Ground Support Equipment Mechanic	27.50
23381 - Ground Support Equipment Servicer	23.65
23382 - Ground Support Equipment Worker	25.07
23391 - Gunsmith I	21.00
23392 - Gunsmith II	23.65
23393 - Gunsmith III	25.95
23410 - Heating Ventilation And Air-Conditioning Mechanic	20.79
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	21.62
23430 - Heavy Equipment Mechanic	25.44
23440 - Heavy Equipment Operator	30.52
23460 - Instrument Mechanic	24.90
23465 - Laboratory/Shelter Mechanic	24.77
23470 - Laborer	14.74
23510 - Locksmith	20.60
23530 - Machinery Maintenance Mechanic	23.26
23550 - Machinist Maintenance	21.77
23580 - Maintenance Trades Helper	16.05
23591 - Metrology Technician I	25.65
23592 - Metrology Technician II	26.74
23593 - Metrology Technician III	27.66
23640 - Millwright	31.73
23710 - Office Appliance Repairer	21.04
23760 - Painter Maintenance	25.91
23790 - Pipefitter Maintenance	28.29
23810 - Plumber Maintenance	27.01
23820 - Pneudraulic Systems Mechanic	25.95
23850 - Rigger	25.95
23870 - Scale Mechanic	23.65
23890 - Sheet-Metal Worker Maintenance	28.26
23910 - Small Engine Mechanic	21.19
23931 - Telecommunications Mechanic I	25.96
23932 - Telecommunications Mechanic II	27.00
23950 - Telephone Lineman	20.83
23960 - Welder Combination Maintenance	21.07

23965 - Well Driller	25.95
23970 - Woodcraft Worker	25.95
23980 - Woodworker	21.00
24000 - Personal Needs Occupations	
24550 - Case Manager	15.51
24570 - Child Care Attendant	12.25
24580 - Child Care Center Clerk	15.29
24610 - Chore Aide	10.98
24620 - Family Readiness And Support Services Coordinator	15.51
24630 - Homemaker	17.23
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.96
25040 - Sewage Plant Operator	24.78
25070 - Stationary Engineer	25.96
25190 - Ventilation Equipment Tender	19.64
25210 - Water Treatment Plant Operator	24.78
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.58
27007 - Baggage Inspector	13.65
27008 - Corrections Officer	21.73
27010 - Court Security Officer	23.11
27030 - Detection Dog Handler	16.31
27040 - Detention Officer	21.73
27070 - Firefighter	24.15
27101 - Guard I	13.65
27102 - Guard II	16.31
27131 - Police Officer I	27.62
27132 - Police Officer II	30.69
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.49
28042 - Carnival Equipment Repairer	13.36
28043 - Carnival Worker	9.77
28210 - Gate Attendant/Gate Tender	13.17
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	14.74
28510 - Recreation Aide/Health Facility Attendant	10.75
28515 - Recreation Specialist	18.10
28630 - Sports Official	11.73
28690 - Swimming Pool Operator	18.62
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	29.46
29020 - Hatch Tender	29.46
29030 - Line Handler	29.46
29041 - Stevedore I	27.80
29042 - Stevedore II	30.86
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	41.56
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	28.65
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	31.56

30021 - Archeological Technician I		18.14
30022 - Archeological Technician II		20.46
30023 - Archeological Technician III		24.89
30030 - Cartographic Technician		25.34
30040 - Civil Engineering Technician		31.28
30051 - Cryogenic Technician I		27.57
30052 - Cryogenic Technician II		30.45
30061 - Drafter/CAD Operator I		18.14
30062 - Drafter/CAD Operator II		20.46
30063 - Drafter/CAD Operator III		22.81
30064 - Drafter/CAD Operator IV		28.07
30081 - Engineering Technician I		16.70
30082 - Engineering Technician II		18.75
30083 - Engineering Technician III		20.98
30084 - Engineering Technician IV		25.99
30085 - Engineering Technician V		31.78
30086 - Engineering Technician VI		38.46
30090 - Environmental Technician		24.98
30095 - Evidence Control Specialist		24.89
30210 - Laboratory Technician		22.81
30221 - Latent Fingerprint Technician I		32.73
30222 - Latent Fingerprint Technician II		36.14
30240 - Mathematical Technician		27.85
30361 - Paralegal/Legal Assistant I		20.07
30362 - Paralegal/Legal Assistant II		24.86
30363 - Paralegal/Legal Assistant III		30.42
30364 - Paralegal/Legal Assistant IV		36.81
30375 - Petroleum Supply Specialist		30.45
30390 - Photo-Optics Technician		25.34
30395 - Radiation Control Technician		30.45
30461 - Technical Writer I		27.08
30462 - Technical Writer II		31.69
30463 - Technical Writer III		38.35
30491 - Unexploded Ordnance (UXO) Technician I		26.41
30492 - Unexploded Ordnance (UXO) Technician II		31.96
30493 - Unexploded Ordnance (UXO) Technician III		38.31
30494 - Unexploded (UXO) Safety Escort		26.41
30495 - Unexploded (UXO) Sweep Personnel		26.41
30501 - Weather Forecaster I		28.07
30502 - Weather Forecaster II		33.53
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.15
30621 - Weather Observer Senior	(see 2)	25.34
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		31.96
31020 - Bus Aide		20.11
31030 - Bus Driver		26.80
31043 - Driver Courier		15.37
31260 - Parking and Lot Attendant		11.42
31290 - Shuttle Bus Driver		16.42

31310 - Taxi Driver	12.86
31361 - Truckdriver Light	16.42
31362 - Truckdriver Medium	19.05
31363 - Truckdriver Heavy	23.70
31364 - Truckdriver Tractor-Trailer	23.70
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.58
99030 - Cashier	10.67
99050 - Desk Clerk	11.14
99095 - Embalmer	36.64
99130 - Flight Follower	26.41
99251 - Laboratory Animal Caretaker I	12.58
99252 - Laboratory Animal Caretaker II	13.46
99260 - Marketing Analyst	28.73
99310 - Mortician	36.64
99410 - Pest Controller	17.17
99510 - Photofinishing Worker	13.88
99710 - Recycling Laborer	18.40
99711 - Recycling Specialist	21.57
99730 - Refuse Collector	16.87
99810 - Sales Clerk	12.24
99820 - School Crossing Guard	16.94
99830 - Survey Party Chief	31.03
99831 - Surveying Aide	17.70
99832 - Surveying Technician	26.58
99840 - Vending Machine Attendant	14.17
99841 - Vending Machine Repairer	17.07
99842 - Vending Machine Repairer Helper	14.17

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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4722
Revision No.: 12
Date Of Last Revision: 08/18/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate 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 Portage Summit

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.60
01012 - Accounting Clerk II		16.39
01013 - Accounting Clerk III		18.34
01020 - Administrative Assistant		25.09
01035 - Court Reporter		18.97
01041 - Customer Service Representative I		13.67
01042 - Customer Service Representative II		15.38
01043 - Customer Service Representative III		16.78
01051 - Data Entry Operator I		13.42
01052 - Data Entry Operator II		15.43
01060 - Dispatcher Motor Vehicle		20.76
01070 - Document Preparation Clerk		15.75

01090 - Duplicating Machine Operator 15.75
01111 - General Clerk I 13.92
01112 - General Clerk II 15.19
01113 - General Clerk III 17.05
01120 - Housing Referral Assistant 21.15
01141 - Messenger Courier 13.68
01191 - Order Clerk I 15.80
01192 - Order Clerk II 17.24
01261 - Personnel Assistant (Employment) I 16.54
01262 - Personnel Assistant (Employment) II 18.51
01263 - Personnel Assistant (Employment) III 20.63
01270 - Production Control Clerk 23.03
01290 - Rental Clerk 15.48
01300 - Scheduler Maintenance 16.96
01311 - Secretary I 16.96
01312 - Secretary II 18.97
01313 - Secretary III 21.15
01320 - Service Order Dispatcher 18.84
01410 - Supply Technician 25.09
01420 - Survey Worker 15.10
01460 - Switchboard Operator/Receptionist 13.97
01531 - Travel Clerk I 14.75
01532 - Travel Clerk II 15.74
01533 - Travel Clerk III 16.69
01611 - Word Processor I 16.61
01612 - Word Processor II 18.65
01613 - Word Processor III 20.86
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.85
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 13.32
07041 - Cook I 13.56
07042 - Cook II 15.27
07070 - Dishwasher 11.31
07130 - Food Service Worker 12.49
07210 - Meat Cutter 17.70

07260 - Waiter/Waitress	9.94
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.60
09040 - Furniture Handler	13.89
09080 - Furniture Refinisher	20.60
09090 - Furniture Refinisher Helper	15.88
09110 - Furniture Repairer Minor	18.06
09130 - Upholsterer	20.60
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.78
11060 - Elevator Operator	12.11
11090 - Gardener	16.60
11122 - Housekeeping Aide	12.11
11150 - Janitor	12.11
11210 - Laborer Grounds Maintenance	13.24
11240 - Maid or Houseman	10.75
11260 - Pruner	12.14
11270 - Tractor Operator	15.52
11330 - Trail Maintenance Worker	13.24
11360 - Window Cleaner	13.21
12000 - Health Occupations	
12010 - Ambulance Driver	17.59
12011 - Breath Alcohol Technician	19.61
12012 - Certified Occupational Therapist Assistant	28.71
12015 - Certified Physical Therapist Assistant	27.96
12020 - Dental Assistant	18.99
12025 - Dental Hygienist	34.52
12030 - EKG Technician	26.85
12035 - Electroneurodiagnostic Technologist	26.85
12040 - Emergency Medical Technician	17.59
12071 - Licensed Practical Nurse I	17.53
12072 - Licensed Practical Nurse II	19.68
12073 - Licensed Practical Nurse III	21.86
12100 - Medical Assistant	14.98
12130 - Medical Laboratory Technician	25.33
12160 - Medical Record Clerk	16.49
12190 - Medical Record Technician	18.45
12195 - Medical Transcriptionist	18.81
12210 - Nuclear Medicine Technologist	35.47
12221 - Nursing Assistant I	12.04
12222 - Nursing Assistant II	13.53
12223 - Nursing Assistant III	14.77
12224 - Nursing Assistant IV	16.58
12235 - Optical Dispenser	21.59
12236 - Optical Technician	17.53
12250 - Pharmacy Technician	14.65
12280 - Phlebotomist	17.33
12305 - Radiologic Technologist	27.62
12311 - Registered Nurse I	22.85
12312 - Registered Nurse II	27.71

12313 - Registered Nurse II Specialist		27.71
12314 - Registered Nurse III		33.52
12315 - Registered Nurse III Anesthetist		33.52
12316 - Registered Nurse IV		40.18
12317 - Scheduler (Drug and Alcohol Testing)		24.29
12320 - Substance Abuse Treatment Counselor		21.92
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.58
13012 - Exhibits Specialist II		23.96
13013 - Exhibits Specialist III		28.55
13041 - Illustrator I		20.35
13042 - Illustrator II		25.21
13043 - Illustrator III		30.83
13047 - Librarian		29.41
13050 - Library Aide/Clerk		13.28
13054 - Library Information Technology Systems Administrator		22.94
13058 - Library Technician		17.17
13061 - Media Specialist I		16.56
13062 - Media Specialist II		18.52
13063 - Media Specialist III		20.65
13071 - Photographer I		16.35
13072 - Photographer II		18.29
13073 - Photographer III		22.66
13074 - Photographer IV		27.72
13075 - Photographer V		33.54
13090 - Technical Order Library Clerk		16.37
13110 - Video Teleconference Technician		23.18
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.53
14042 - Computer Operator II		18.48
14043 - Computer Operator III		20.60
14044 - Computer Operator IV		22.90
14045 - Computer Operator V		25.36
14071 - Computer Programmer I	(see 1)	22.13
14072 - Computer Programmer II	(see 1)	27.20
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		16.53
14160 - Personal Computer Support Technician		22.90
14170 - System Support Specialist		28.25
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.53
15020 - Aircrew Training Devices Instructor (Rated)		35.35
15030 - Air Crew Training Devices Instructor (Pilot)		41.38
15050 - Computer Based Training Specialist / Instructor		30.23
15060 - Educational Technologist		30.33

15070 - Flight Instructor (Pilot) 41.38
15080 - Graphic Artist 22.54
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.65
15086 - Maintenance Test Pilot Rotary Wing 40.65
15088 - Non-Maintenance Test/Co-Pilot 40.65
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 10.57
16030 - Counter Attendant 10.57
16040 - Dry Cleaner 13.13
16070 - Finisher Flatwork Machine 10.57
16090 - Presser Hand 10.57
16110 - Presser Machine Drycleaning 10.57
16130 - Presser Machine Shirts 10.57
16160 - Presser Machine Wearing Apparel Laundry 10.57
16190 - Sewing Machine Operator 14.07
16220 - Tailor 15.00
16250 - Washer Machine 11.26
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.02
19040 - Tool And Die Maker 26.69
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.38
21030 - Material Coordinator 23.03
21040 - Material Expediter 23.03
21050 - Material Handling Laborer 14.74
21071 - Order Filler 13.69
21080 - Production Line Worker (Food Processing) 18.38
21110 - Shipping Packer 16.72
21130 - Shipping/Receiving Clerk 16.72
21140 - Store Worker I 16.43
21150 - Stock Clerk 21.54
21210 - Tools And Parts Attendant 18.38
21410 - Warehouse Specialist 18.38
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.59
23019 - Aircraft Logs and Records Technician 23.65
23021 - Aircraft Mechanic I 27.50
23022 - Aircraft Mechanic II 28.59
23023 - Aircraft Mechanic III 29.57
23040 - Aircraft Mechanic Helper 20.81
23050 - Aircraft Painter 26.26
23060 - Aircraft Servicer 23.65
23070 - Aircraft Survival Flight Equipment Technician 26.26
23080 - Aircraft Worker 25.07
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.07

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.50
23110 - Appliance Mechanic 20.44
23120 - Bicycle Repairer 21.00
23125 - Cable Splicer 38.85
23130 - Carpenter Maintenance 24.47
23140 - Carpet Layer 23.65
23160 - Electrician Maintenance 28.46
23181 - Electronics Technician Maintenance I 29.14
23182 - Electronics Technician Maintenance II 30.52
23183 - Electronics Technician Maintenance III 31.97
23260 - Fabric Worker 22.31
23290 - Fire Alarm System Mechanic 23.14
23310 - Fire Extinguisher Repairer 21.00
23311 - Fuel Distribution System Mechanic 34.34
23312 - Fuel Distribution System Operator 27.79
23370 - General Maintenance Worker 19.50
23380 - Ground Support Equipment Mechanic 27.50
23381 - Ground Support Equipment Servicer 23.65
23382 - Ground Support Equipment Worker 25.07
23391 - Gunsmith I 21.00
23392 - Gunsmith II 23.65
23393 - Gunsmith III 25.95
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.79
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.62
23430 - Heavy Equipment Mechanic 25.44
23440 - Heavy Equipment Operator 30.52
23460 - Instrument Mechanic 24.90
23465 - Laboratory/Shelter Mechanic 24.77
23470 - Laborer 14.74
23510 - Locksmith 20.60
23530 - Machinery Maintenance Mechanic 23.26
23550 - Machinist Maintenance 21.77
23580 - Maintenance Trades Helper 16.05
23591 - Metrology Technician I 25.65
23592 - Metrology Technician II 26.74
23593 - Metrology Technician III 27.66
23640 - Millwright 31.73
23710 - Office Appliance Repairer 21.04
23760 - Painter Maintenance 25.91
23790 - Pipefitter Maintenance 28.29
23810 - Plumber Maintenance 27.01
23820 - Pneudraulic Systems Mechanic 25.95
23850 - Rigger 25.95
23870 - Scale Mechanic 23.65
23890 - Sheet-Metal Worker Maintenance 28.26
23910 - Small Engine Mechanic 21.19
23931 - Telecommunications Mechanic I 25.96

23932 - Telecommunications Mechanic II 27.00
23950 - Telephone Lineman 20.83
23960 - Welder Combination Maintenance 21.07
23965 - Well Driller 25.95
23970 - Woodcraft Worker 25.95
23980 - Woodworker 21.00
24000 - Personal Needs Occupations
24550 - Case Manager 15.51
24570 - Child Care Attendant 12.25
24580 - Child Care Center Clerk 15.29
24610 - Chore Aide 10.98
24620 - Family Readiness And Support Services Coordinator 15.51
24630 - Homemaker 17.23
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 25.96
25040 - Sewage Plant Operator 24.78
25070 - Stationary Engineer 25.96
25190 - Ventilation Equipment Tender 19.64
25210 - Water Treatment Plant Operator 24.78
27000 - Protective Service Occupations
27004 - Alarm Monitor 22.58
27007 - Baggage Inspector 13.65
27008 - Corrections Officer 21.73
27010 - Court Security Officer 23.11
27030 - Detection Dog Handler 16.31
27040 - Detention Officer 21.73
27070 - Firefighter 24.15
27101 - Guard I 13.65
27102 - Guard II 16.31
27131 - Police Officer I 27.62
27132 - Police Officer II 30.69
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.49
28042 - Carnival Equipment Repairer 13.36
28043 - Carnival Worker 9.77
28210 - Gate Attendant/Gate Tender 13.17
28310 - Lifeguard 11.34
28350 - Park Attendant (Aide) 14.74
28510 - Recreation Aide/Health Facility Attendant 10.75
28515 - Recreation Specialist 18.10
28630 - Sports Official 11.73
28690 - Swimming Pool Operator 18.62
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 29.46
29020 - Hatch Tender 29.46
29030 - Line Handler 29.46
29041 - Stevedore I 27.80
29042 - Stevedore II 30.86
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 41.56
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 28.65
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 31.56
30021 - Archeological Technician I 18.14
30022 - Archeological Technician II 20.46
30023 - Archeological Technician III 24.89
30030 - Cartographic Technician 25.34
30040 - Civil Engineering Technician 31.28
30051 - Cryogenic Technician I 27.57
30052 - Cryogenic Technician II 30.45
30061 - Drafter/CAD Operator I 18.14
30062 - Drafter/CAD Operator II 20.46
30063 - Drafter/CAD Operator III 22.81
30064 - Drafter/CAD Operator IV 28.07
30081 - Engineering Technician I 16.70
30082 - Engineering Technician II 18.75
30083 - Engineering Technician III 20.98
30084 - Engineering Technician IV 25.99
30085 - Engineering Technician V 31.78
30086 - Engineering Technician VI 38.46
30090 - Environmental Technician 24.98
30095 - Evidence Control Specialist 24.89
30210 - Laboratory Technician 22.81
30221 - Latent Fingerprint Technician I 32.73
30222 - Latent Fingerprint Technician II 36.14
30240 - Mathematical Technician 27.85
30361 - Paralegal/Legal Assistant I 20.07
30362 - Paralegal/Legal Assistant II 24.86
30363 - Paralegal/Legal Assistant III 30.42
30364 - Paralegal/Legal Assistant IV 36.81
30375 - Petroleum Supply Specialist 30.45
30390 - Photo-Optics Technician 25.34
30395 - Radiation Control Technician 30.45
30461 - Technical Writer I 27.08
30462 - Technical Writer II 31.69
30463 - Technical Writer III 38.35
30491 - Unexploded Ordnance (UXO) Technician I 26.41
30492 - Unexploded Ordnance (UXO) Technician II 31.96
30493 - Unexploded Ordnance (UXO) Technician III 38.31
30494 - Unexploded (UXO) Safety Escort 26.41
30495 - Unexploded (UXO) Sweep Personnel 26.41
30501 - Weather Forecaster I 28.07
30502 - Weather Forecaster II 33.53
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.15
30621 - Weather Observer Senior (see 2) 25.34
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 31.96
31020 - Bus Aide 20.11
31030 - Bus Driver 26.80

31043 - Driver Courier	15.37
31260 - Parking and Lot Attendant	11.42
31290 - Shuttle Bus Driver	16.42
31310 - Taxi Driver	12.86
31361 - Truckdriver Light	16.42
31362 - Truckdriver Medium	19.05
31363 - Truckdriver Heavy	23.70
31364 - Truckdriver Tractor-Trailer	23.70
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.58
99030 - Cashier	10.67
99050 - Desk Clerk	11.14
99095 - Embalmer	36.64
99130 - Flight Follower	26.41
99251 - Laboratory Animal Caretaker I	12.58
99252 - Laboratory Animal Caretaker II	13.46
99260 - Marketing Analyst	28.73
99310 - Mortician	36.64
99410 - Pest Controller	17.17
99510 - Photofinishing Worker	13.88
99710 - Recycling Laborer	18.40
99711 - Recycling Specialist	21.57
99730 - Refuse Collector	16.87
99810 - Sales Clerk	12.24
99820 - School Crossing Guard	16.94
99830 - Survey Party Chief	31.03
99831 - Surveying Aide	17.70
99832 - Surveying Technician	26.58
99840 - Vending Machine Attendant	14.17
99841 - Vending Machine Repairer	17.07
99842 - Vending Machine Repairer Helper	14.17

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 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4723
Revision No.: 15
Date Of Last Revision: 04/29/2021

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 Stark

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		15.94
01013 - Accounting Clerk III		17.82
01020 - Administrative Assistant		25.39
01035 - Court Reporter		18.88
01041 - Customer Service Representative I		13.12
01042 - Customer Service Representative II		14.76
01043 - Customer Service Representative III		16.10
01051 - Data Entry Operator I		13.42
01052 - Data Entry Operator II		15.43
01060 - Dispatcher Motor Vehicle		21.59
01070 - Document Preparation Clerk		14.90
01090 - Duplicating Machine Operator		14.90
01111 - General Clerk I		14.31
01112 - General Clerk II		15.62

01113 - General Clerk III 17.55
01120 - Housing Referral Assistant 21.04
01141 - Messenger Courier 13.48
01191 - Order Clerk I 14.78
01192 - Order Clerk II 16.13
01261 - Personnel Assistant (Employment) I 16.42
01262 - Personnel Assistant (Employment) II 18.37
01263 - Personnel Assistant (Employment) III 20.48
01270 - Production Control Clerk 22.83
01290 - Rental Clerk 15.48
01300 - Scheduler Maintenance 16.87
01311 - Secretary I 16.87
01312 - Secretary II 18.88
01313 - Secretary III 21.04
01320 - Service Order Dispatcher 19.30
01410 - Supply Technician 25.39
01420 - Survey Worker 15.36
01460 - Switchboard Operator/Receptionist 13.97
01531 - Travel Clerk I 14.40
01532 - Travel Clerk II 15.35
01533 - Travel Clerk III 16.38
01611 - Word Processor I 15.03
01612 - Word Processor II 16.87
01613 - Word Processor III 18.88
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.36
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 12.08
07041 - Cook I 11.11
07042 - Cook II 12.51
07070 - Dishwasher 9.90
07130 - Food Service Worker 11.52
07210 - Meat Cutter 17.54
07260 - Waiter/Waitress 9.94
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 22.66

09040 - Furniture Handler 15.28
09080 - Furniture Refinisher 22.66
09090 - Furniture Refinisher Helper 17.28
09110 - Furniture Repairer Minor 18.94
09130 - Upholsterer 22.66
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 14.76
11060 - Elevator Operator 14.76
11090 - Gardener 20.42
11122 - Housekeeping Aide 12.06
11150 - Janitor 12.06
11210 - Laborer Grounds Maintenance 16.28
11240 - Maid or Houseman 11.05
11260 - Pruner 14.93
11270 - Tractor Operator 19.09
11330 - Trail Maintenance Worker 16.28
11360 - Window Cleaner 12.97
12000 - Health Occupations
12010 - Ambulance Driver 17.59
12011 - Breath Alcohol Technician 19.58
12012 - Certified Occupational Therapist Assistant 28.19
12015 - Certified Physical Therapist Assistant 28.24
12020 - Dental Assistant 18.48
12025 - Dental Hygienist 37.04
12030 - EKG Technician 27.78
12035 - Electroneurodiagnostic Technologist 27.78
12040 - Emergency Medical Technician 17.59
12071 - Licensed Practical Nurse I 17.51
12072 - Licensed Practical Nurse II 19.68
12073 - Licensed Practical Nurse III 21.84
12100 - Medical Assistant 16.25
12130 - Medical Laboratory Technician 23.89
12160 - Medical Record Clerk 16.49
12190 - Medical Record Technician 18.59
12195 - Medical Transcriptionist 17.97
12210 - Nuclear Medicine Technologist 35.08
12221 - Nursing Assistant I 12.04
12222 - Nursing Assistant II 13.53
12223 - Nursing Assistant III 14.76
12224 - Nursing Assistant IV 16.58
12235 - Optical Dispenser 19.96
12236 - Optical Technician 17.51
12250 - Pharmacy Technician 14.77
12280 - Phlebotomist 16.20
12305 - Radiologic Technologist 26.10
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		44.39
12317 - Scheduler (Drug and Alcohol Testing)		24.25
12320 - Substance Abuse Treatment Counselor		21.39
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.58
13012 - Exhibits Specialist II		23.96
13013 - Exhibits Specialist III		28.55
13041 - Illustrator I		20.35
13042 - Illustrator II		25.21
13043 - Illustrator III		30.83
13047 - Librarian		29.41
13050 - Library Aide/Clerk		13.28
13054 - Library Information Technology Systems Administrator		22.30
13058 - Library Technician		17.17
13061 - Media Specialist I		16.09
13062 - Media Specialist II		18.01
13063 - Media Specialist III		20.07
13071 - Photographer I		15.90
13072 - Photographer II		18.01
13073 - Photographer III		22.30
13074 - Photographer IV		26.94
13075 - Photographer V		32.59
13090 - Technical Order Library Clerk		13.28
13110 - Video Teleconference Technician		19.15
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.58
14042 - Computer Operator II		18.55
14043 - Computer Operator III		20.67
14044 - Computer Operator IV		22.97
14045 - Computer Operator V		25.44
14071 - Computer Programmer I	(see 1)	22.13
14072 - Computer Programmer II	(see 1)	27.20
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		16.58
14160 - Personal Computer Support Technician		22.97
14170 - System Support Specialist		26.37
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.63
15020 - Aircrew Training Devices Instructor (Rated)		35.86
15030 - Air Crew Training Devices Instructor (Pilot)		42.98
15050 - Computer Based Training Specialist / Instructor		30.23
15060 - Educational Technologist		32.53
15070 - Flight Instructor (Pilot)		42.98
15080 - Graphic Artist		22.54
15085 - Maintenance Test Pilot Fixed Jet/Prop		42.98

15086 - Maintenance Test Pilot Rotary Wing 42.98
15088 - Non-Maintenance Test/Co-Pilot 42.98
15090 - Technical Instructor 19.91
15095 - Technical Instructor/Course Developer 24.36
15110 - Test Proctor 16.98
15120 - Tutor 16.98
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.58
16030 - Counter Attendant 10.58
16040 - Dry Cleaner 13.17
16070 - Finisher Flatwork Machine 10.58
16090 - Presser Hand 10.58
16110 - Presser Machine Drycleaning 10.58
16130 - Presser Machine Shirts 10.58
16160 - Presser Machine Wearing Apparel Laundry 10.58
16190 - Sewing Machine Operator 14.09
16220 - Tailor 15.02
16250 - Washer Machine 11.28
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.02
19040 - Tool And Die Maker 26.69
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.66
21030 - Material Coordinator 22.83
21040 - Material Expediter 22.83
21050 - Material Handling Laborer 14.46
21071 - Order Filler 15.06
21080 - Production Line Worker (Food Processing) 18.66
21110 - Shipping Packer 16.72
21130 - Shipping/Receiving Clerk 16.72
21140 - Store Worker I 16.43
21150 - Stock Clerk 21.54
21210 - Tools And Parts Attendant 18.66
21410 - Warehouse Specialist 18.66
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.48
23019 - Aircraft Logs and Records Technician 21.85
23021 - Aircraft Mechanic I 25.41
23022 - Aircraft Mechanic II 26.48
23023 - Aircraft Mechanic III 27.47
23040 - Aircraft Mechanic Helper 19.22
23050 - Aircraft Painter 24.26
23060 - Aircraft Servicer 21.85
23070 - Aircraft Survival Flight Equipment Technician 24.26
23080 - Aircraft Worker 23.16
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.16
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.41
23110 - Appliance Mechanic 20.40

23120 - Bicycle Repairer 20.56
23125 - Cable Splicer 37.74
23130 - Carpenter Maintenance 23.48
23140 - Carpet Layer 23.16
23160 - Electrician Maintenance 32.39
23181 - Electronics Technician Maintenance I 23.44
23182 - Electronics Technician Maintenance II 24.55
23183 - Electronics Technician Maintenance III 26.65
23260 - Fabric Worker 21.85
23290 - Fire Alarm System Mechanic 21.77
23310 - Fire Extinguisher Repairer 20.56
23311 - Fuel Distribution System Mechanic 33.34
23312 - Fuel Distribution System Operator 27.31
23370 - General Maintenance Worker 18.98
23380 - Ground Support Equipment Mechanic 25.41
23381 - Ground Support Equipment Servicer 21.85
23382 - Ground Support Equipment Worker 23.16
23391 - Gunsmith I 20.56
23392 - Gunsmith II 23.16
23393 - Gunsmith III 25.41
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.15
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.13
23430 - Heavy Equipment Mechanic 26.27
23440 - Heavy Equipment Operator 28.86
23460 - Instrument Mechanic 25.41
23465 - Laboratory/Shelter Mechanic 24.26
23470 - Laborer 14.46
23510 - Locksmith 24.26
23530 - Machinery Maintenance Mechanic 24.43
23550 - Machinist Maintenance 21.77
23580 - Maintenance Trades Helper 21.95
23591 - Metrology Technician I 25.65
23592 - Metrology Technician II 26.67
23593 - Metrology Technician III 27.59
23640 - Millwright 31.70
23710 - Office Appliance Repairer 21.04
23760 - Painter Maintenance 21.74
23790 - Pipefitter Maintenance 31.61
23810 - Plumber Maintenance 30.18
23820 - Pneudraulic Systems Mechanic 25.41
23850 - Rigger 25.41
23870 - Scale Mechanic 23.16
23890 - Sheet-Metal Worker Maintenance 26.07
23910 - Small Engine Mechanic 19.82
23931 - Telecommunications Mechanic I 27.17
23932 - Telecommunications Mechanic II 28.14
23950 - Telephone Lineman 23.77
23960 - Welder Combination Maintenance 19.36

23965 - Well Driller	25.41
23970 - Woodcraft Worker	25.41
23980 - Woodworker	20.56
24000 - Personal Needs Occupations	
24550 - Case Manager	15.55
24570 - Child Care Attendant	12.25
24580 - Child Care Center Clerk	15.29
24610 - Chore Aide	11.31
24620 - Family Readiness And Support Services Coordinator	15.55
24630 - Homemaker	17.23
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.41
25040 - Sewage Plant Operator	22.34
25070 - Stationary Engineer	25.41
25190 - Ventilation Equipment Tender	19.22
25210 - Water Treatment Plant Operator	22.34
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.16
27007 - Baggage Inspector	16.23
27008 - Corrections Officer	22.60
27010 - Court Security Officer	23.11
27030 - Detection Dog Handler	18.16
27040 - Detention Officer	22.60
27070 - Firefighter	22.60
27101 - Guard I	16.23
27102 - Guard II	18.16
27131 - Police Officer I	25.03
27132 - Police Officer II	27.80
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.89
28042 - Carnival Equipment Repairer	12.72
28043 - Carnival Worker	9.30
28210 - Gate Attendant/Gate Tender	13.35
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	14.93
28510 - Recreation Aide/Health Facility Attendant	10.89
28515 - Recreation Specialist	18.49
28630 - Sports Official	11.88
28690 - Swimming Pool Operator	18.62
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.91
29020 - Hatch Tender	27.91
29030 - Line Handler	27.91
29041 - Stevedore I	26.34
29042 - Stevedore II	29.23
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	41.98
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	28.95
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	31.88

30021 - Archeological Technician I		18.23
30022 - Archeological Technician II		20.46
30023 - Archeological Technician III		25.25
30030 - Cartographic Technician		25.34
30040 - Civil Engineering Technician		24.07
30051 - Cryogenic Technician I		28.07
30052 - Cryogenic Technician II		31.01
30061 - Drafter/CAD Operator I		18.23
30062 - Drafter/CAD Operator II		20.46
30063 - Drafter/CAD Operator III		22.81
30064 - Drafter/CAD Operator IV		28.07
30081 - Engineering Technician I		16.74
30082 - Engineering Technician II		18.79
30083 - Engineering Technician III		21.02
30084 - Engineering Technician IV		26.04
30085 - Engineering Technician V		31.85
30086 - Engineering Technician VI		38.55
30090 - Environmental Technician		25.25
30095 - Evidence Control Specialist		25.25
30210 - Laboratory Technician		22.81
30221 - Latent Fingerprint Technician I		28.07
30222 - Latent Fingerprint Technician II		31.01
30240 - Mathematical Technician		25.32
30361 - Paralegal/Legal Assistant I		19.88
30362 - Paralegal/Legal Assistant II		24.63
30363 - Paralegal/Legal Assistant III		30.33
30364 - Paralegal/Legal Assistant IV		36.70
30375 - Petroleum Supply Specialist		30.89
30390 - Photo-Optics Technician		25.34
30395 - Radiation Control Technician		30.89
30461 - Technical Writer I		27.63
30462 - Technical Writer II		31.13
30463 - Technical Writer III		37.38
30491 - Unexploded Ordnance (UXO) Technician I		26.68
30492 - Unexploded Ordnance (UXO) Technician II		32.28
30493 - Unexploded Ordnance (UXO) Technician III		38.69
30494 - Unexploded (UXO) Safety Escort		26.68
30495 - Unexploded (UXO) Sweep Personnel		26.68
30501 - Weather Forecaster I		28.07
30502 - Weather Forecaster II		34.15
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.15
30621 - Weather Observer Senior	(see 2)	25.34
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		32.28
31020 - Bus Aide		14.80
31030 - Bus Driver		19.73
31043 - Driver Courier		15.37
31260 - Parking and Lot Attendant		11.08
31290 - Shuttle Bus Driver		16.42

31310 - Taxi Driver	12.49
31361 - Truckdriver Light	16.42
31362 - Truckdriver Medium	19.05
31363 - Truckdriver Heavy	23.70
31364 - Truckdriver Tractor-Trailer	23.70
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.74
99030 - Cashier	11.00
99050 - Desk Clerk	11.18
99095 - Embalmer	33.31
99130 - Flight Follower	26.68
99251 - Laboratory Animal Caretaker I	14.33
99252 - Laboratory Animal Caretaker II	15.33
99260 - Marketing Analyst	26.32
99310 - Mortician	33.31
99410 - Pest Controller	19.53
99510 - Photofinishing Worker	14.02
99710 - Recycling Laborer	18.21
99711 - Recycling Specialist	20.46
99730 - Refuse Collector	16.74
99810 - Sales Clerk	12.32
99820 - School Crossing Guard	13.30
99830 - Survey Party Chief	22.30
99831 - Surveying Aide	12.72
99832 - Surveying Technician	19.10
99840 - Vending Machine Attendant	14.78
99841 - Vending Machine Repairer	17.81
99842 - Vending Machine Repairer Helper	14.78

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4724
Revision No.: 14
Date Of Last Revision: 05/06/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Ohio

Area: Ohio County of Stark

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		15.90
01013 - Accounting Clerk III		17.72
01020 - Administrative Assistant		25.39
01035 - Court Reporter		18.88
01041 - Customer Service Representative I		11.93
01042 - Customer Service Representative II		13.42
01043 - Customer Service Representative III		14.64
01051 - Data Entry Operator I		13.42
01052 - Data Entry Operator II		15.43
01060 - Dispatcher Motor Vehicle		21.59
01070 - Document Preparation Clerk		14.90

01090 - Duplicating Machine Operator	14.90
01111 - General Clerk I	13.91
01112 - General Clerk II	15.18
01113 - General Clerk III	17.04
01120 - Housing Referral Assistant	21.04
01141 - Messenger Courier	13.48
01191 - Order Clerk I	14.78
01192 - Order Clerk II	16.13
01261 - Personnel Assistant (Employment) I	16.42
01262 - Personnel Assistant (Employment) II	18.37
01263 - Personnel Assistant (Employment) III	20.48
01270 - Production Control Clerk	22.83
01290 - Rental Clerk	15.48
01300 - Scheduler Maintenance	16.87
01311 - Secretary I	16.87
01312 - Secretary II	18.88
01313 - Secretary III	21.04
01320 - Service Order Dispatcher	19.30
01410 - Supply Technician	25.39
01420 - Survey Worker	15.16
01460 - Switchboard Operator/Receptionist	13.97
01531 - Travel Clerk I	13.96
01532 - Travel Clerk II	14.90
01533 - Travel Clerk III	15.80
01611 - Word Processor I	15.03
01612 - Word Processor II	16.87
01613 - Word Processor III	18.88
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	22.36
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	12.08
07041 - Cook I	11.11
07042 - Cook II	12.51
07070 - Dishwasher	9.70
07130 - Food Service Worker	11.52
07210 - Meat Cutter	17.54

07260 - Waiter/Waitress	9.94
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.66
09040 - Furniture Handler	15.28
09080 - Furniture Refinisher	22.66
09090 - Furniture Refinisher Helper	17.28
09110 - Furniture Repairer Minor	18.94
09130 - Upholsterer	22.66
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.42
11060 - Elevator Operator	13.42
11090 - Gardener	18.56
11122 - Housekeeping Aide	12.06
11150 - Janitor	12.06
11210 - Laborer Grounds Maintenance	14.80
11240 - Maid or Houseman	10.63
11260 - Pruner	13.57
11270 - Tractor Operator	17.35
11330 - Trail Maintenance Worker	14.80
11360 - Window Cleaner	12.97
12000 - Health Occupations	
12010 - Ambulance Driver	17.59
12011 - Breath Alcohol Technician	18.56
12012 - Certified Occupational Therapist Assistant	28.19
12015 - Certified Physical Therapist Assistant	27.95
12020 - Dental Assistant	17.37
12025 - Dental Hygienist	37.04
12030 - EKG Technician	27.78
12035 - Electroneurodiagnostic Technologist	27.78
12040 - Emergency Medical Technician	17.59
12071 - Licensed Practical Nurse I	17.51
12072 - Licensed Practical Nurse II	19.68
12073 - Licensed Practical Nurse III	21.84
12100 - Medical Assistant	14.77
12130 - Medical Laboratory Technician	23.89
12160 - Medical Record Clerk	14.99
12190 - Medical Record Technician	18.34
12195 - Medical Transcriptionist	17.59
12210 - Nuclear Medicine Technologist	34.29
12221 - Nursing Assistant I	11.84
12222 - Nursing Assistant II	13.32
12223 - Nursing Assistant III	14.53
12224 - Nursing Assistant IV	16.31
12235 - Optical Dispenser	19.96
12236 - Optical Technician	16.47
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	16.09
12305 - Radiologic Technologist	26.07
12311 - Registered Nurse I	24.52
12312 - Registered Nurse II	30.00

12313 - Registered Nurse II Specialist		30.00
12314 - Registered Nurse III		36.30
12315 - Registered Nurse III Anesthetist		36.30
12316 - Registered Nurse IV		43.52
12317 - Scheduler (Drug and Alcohol Testing)		22.98
12320 - Substance Abuse Treatment Counselor		21.39
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.58
13012 - Exhibits Specialist II		23.96
13013 - Exhibits Specialist III		28.55
13041 - Illustrator I		20.35
13042 - Illustrator II		25.21
13043 - Illustrator III		30.83
13047 - Librarian		29.41
13050 - Library Aide/Clerk		13.28
13054 - Library Information Technology Systems Administrator		22.30
13058 - Library Technician		17.17
13061 - Media Specialist I		16.09
13062 - Media Specialist II		18.01
13063 - Media Specialist III		20.07
13071 - Photographer I		15.90
13072 - Photographer II		18.01
13073 - Photographer III		22.30
13074 - Photographer IV		26.94
13075 - Photographer V		32.59
13090 - Technical Order Library Clerk		13.28
13110 - Video Teleconference Technician		19.15
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.58
14042 - Computer Operator II		18.55
14043 - Computer Operator III		20.67
14044 - Computer Operator IV		22.97
14045 - Computer Operator V		25.44
14071 - Computer Programmer I	(see 1)	22.13
14072 - Computer Programmer II	(see 1)	27.20
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		16.58
14160 - Personal Computer Support Technician		22.97
14170 - System Support Specialist		26.37
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.63
15020 - Aircrew Training Devices Instructor (Rated)		35.86
15030 - Air Crew Training Devices Instructor (Pilot)		42.98
15050 - Computer Based Training Specialist / Instructor		30.23
15060 - Educational Technologist		32.53

15070 - Flight Instructor (Pilot) 42.98
15080 - Graphic Artist 22.54
15085 - Maintenance Test Pilot Fixed Jet/Prop 42.98
15086 - Maintenance Test Pilot Rotary Wing 42.98
15088 - Non-Maintenance Test/Co-Pilot 42.98
15090 - Technical Instructor 19.91
15095 - Technical Instructor/Course Developer 24.36
15110 - Test Proctor 16.98
15120 - Tutor 16.98
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.26
16030 - Counter Attendant 10.26
16040 - Dry Cleaner 12.76
16070 - Finisher Flatwork Machine 10.26
16090 - Presser Hand 10.26
16110 - Presser Machine Drycleaning 10.26
16130 - Presser Machine Shirts 10.26
16160 - Presser Machine Wearing Apparel Laundry 10.26
16190 - Sewing Machine Operator 13.65
16220 - Tailor 14.55
16250 - Washer Machine 10.93
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.02
19040 - Tool And Die Maker 26.69
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.39
21030 - Material Coordinator 22.83
21040 - Material Expediter 22.83
21050 - Material Handling Laborer 14.15
21071 - Order Filler 15.06
21080 - Production Line Worker (Food Processing) 18.39
21110 - Shipping Packer 16.72
21130 - Shipping/Receiving Clerk 16.72
21140 - Store Worker I 15.96
21150 - Stock Clerk 20.92
21210 - Tools And Parts Attendant 18.39
21410 - Warehouse Specialist 18.39
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.24
23019 - Aircraft Logs and Records Technician 20.83
23021 - Aircraft Mechanic I 24.21
23022 - Aircraft Mechanic II 25.24
23023 - Aircraft Mechanic III 26.11
23040 - Aircraft Mechanic Helper 18.55
23050 - Aircraft Painter 23.11
23060 - Aircraft Servicer 20.83
23070 - Aircraft Survival Flight Equipment Technician 23.11
23080 - Aircraft Worker 22.07
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.07

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.21
23110 - Appliance Mechanic 20.40
23120 - Bicycle Repairer 19.59
23125 - Cable Splicer 35.10
23130 - Carpenter Maintenance 23.48
23140 - Carpet Layer 22.07
23160 - Electrician Maintenance 29.90
23181 - Electronics Technician Maintenance I 23.44
23182 - Electronics Technician Maintenance II 24.55
23183 - Electronics Technician Maintenance III 26.65
23260 - Fabric Worker 20.83
23290 - Fire Alarm System Mechanic 21.77
23310 - Fire Extinguisher Repairer 19.59
23311 - Fuel Distribution System Mechanic 30.31
23312 - Fuel Distribution System Operator 24.83
23370 - General Maintenance Worker 18.18
23380 - Ground Support Equipment Mechanic 24.21
23381 - Ground Support Equipment Servicer 20.83
23382 - Ground Support Equipment Worker 22.07
23391 - Gunsmith I 19.59
23392 - Gunsmith II 22.07
23393 - Gunsmith III 24.21
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.11
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.02
23430 - Heavy Equipment Mechanic 26.27
23440 - Heavy Equipment Operator 28.86
23460 - Instrument Mechanic 24.21
23465 - Laboratory/Shelter Mechanic 23.11
23470 - Laborer 14.15
23510 - Locksmith 23.11
23530 - Machinery Maintenance Mechanic 23.27
23550 - Machinist Maintenance 21.77
23580 - Maintenance Trades Helper 19.95
23591 - Metrology Technician I 25.65
23592 - Metrology Technician II 26.67
23593 - Metrology Technician III 27.59
23640 - Millwright 28.82
23710 - Office Appliance Repairer 21.04
23760 - Painter Maintenance 21.74
23790 - Pipefitter Maintenance 31.61
23810 - Plumber Maintenance 30.18
23820 - Pneudraulic Systems Mechanic 24.21
23850 - Rigger 24.21
23870 - Scale Mechanic 22.07
23890 - Sheet-Metal Worker Maintenance 26.07
23910 - Small Engine Mechanic 19.82
23931 - Telecommunications Mechanic I 24.70

23932 - Telecommunications Mechanic II 25.58
23950 - Telephone Lineman 23.77
23960 - Welder Combination Maintenance 19.36
23965 - Well Driller 24.21
23970 - Woodcraft Worker 24.21
23980 - Woodworker 19.59
24000 - Personal Needs Occupations
24550 - Case Manager 15.43
24570 - Child Care Attendant 12.25
24580 - Child Care Center Clerk 15.29
24610 - Chore Aide 11.31
24620 - Family Readiness And Support Services Coordinator 15.43
24630 - Homemaker 17.23
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 24.21
25040 - Sewage Plant Operator 21.96
25070 - Stationary Engineer 24.21
25190 - Ventilation Equipment Tender 18.32
25210 - Water Treatment Plant Operator 21.96
27000 - Protective Service Occupations
27004 - Alarm Monitor 19.55
27007 - Baggage Inspector 16.23
27008 - Corrections Officer 22.60
27010 - Court Security Officer 23.11
27030 - Detection Dog Handler 18.16
27040 - Detention Officer 22.60
27070 - Firefighter 22.60
27101 - Guard I 16.23
27102 - Guard II 18.16
27131 - Police Officer I 25.03
27132 - Police Officer II 27.80
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 11.89
28042 - Carnival Equipment Repairer 12.72
28043 - Carnival Worker 9.30
28210 - Gate Attendant/Gate Tender 13.30
28310 - Lifeguard 11.34
28350 - Park Attendant (Aide) 14.88
28510 - Recreation Aide/Health Facility Attendant 10.86
28515 - Recreation Specialist 18.43
28630 - Sports Official 11.85
28690 - Swimming Pool Operator 18.62
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 27.91
29020 - Hatch Tender 27.91
29030 - Line Handler 27.91
29041 - Stevedore I 26.34
29042 - Stevedore II 29.23
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 41.56
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 28.65
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 31.56
30021 - Archeological Technician I 18.14
30022 - Archeological Technician II 20.46
30023 - Archeological Technician III 24.40
30030 - Cartographic Technician 25.34
30040 - Civil Engineering Technician 24.07
30051 - Cryogenic Technician I 28.07
30052 - Cryogenic Technician II 31.01
30061 - Drafter/CAD Operator I 18.14
30062 - Drafter/CAD Operator II 20.46
30063 - Drafter/CAD Operator III 22.81
30064 - Drafter/CAD Operator IV 28.07
30081 - Engineering Technician I 16.74
30082 - Engineering Technician II 18.79
30083 - Engineering Technician III 21.02
30084 - Engineering Technician IV 26.04
30085 - Engineering Technician V 31.85
30086 - Engineering Technician VI 38.55
30090 - Environmental Technician 24.40
30095 - Evidence Control Specialist 24.40
30210 - Laboratory Technician 22.81
30221 - Latent Fingerprint Technician I 28.07
30222 - Latent Fingerprint Technician II 31.01
30240 - Mathematical Technician 25.32
30361 - Paralegal/Legal Assistant I 19.15
30362 - Paralegal/Legal Assistant II 23.72
30363 - Paralegal/Legal Assistant III 30.33
30364 - Paralegal/Legal Assistant IV 36.70
30375 - Petroleum Supply Specialist 29.85
30390 - Photo-Optics Technician 25.34
30395 - Radiation Control Technician 29.85
30461 - Technical Writer I 27.63
30462 - Technical Writer II 31.13
30463 - Technical Writer III 36.12
30491 - Unexploded Ordnance (UXO) Technician I 26.41
30492 - Unexploded Ordnance (UXO) Technician II 31.96
30493 - Unexploded Ordnance (UXO) Technician III 38.31
30494 - Unexploded (UXO) Safety Escort 26.41
30495 - Unexploded (UXO) Sweep Personnel 26.41
30501 - Weather Forecaster I 28.07
30502 - Weather Forecaster II 34.15
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.15
30621 - Weather Observer Senior (see 2) 25.34
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 31.96
31020 - Bus Aide 14.80
31030 - Bus Driver 19.73

31043 - Driver Courier	15.37
31260 - Parking and Lot Attendant	11.08
31290 - Shuttle Bus Driver	16.42
31310 - Taxi Driver	12.49
31361 - Truckdriver Light	16.42
31362 - Truckdriver Medium	19.05
31363 - Truckdriver Heavy	23.70
31364 - Truckdriver Tractor-Trailer	23.70
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.58
99030 - Cashier	10.98
99050 - Desk Clerk	11.14
99095 - Embalmer	33.31
99130 - Flight Follower	26.41
99251 - Laboratory Animal Caretaker I	13.14
99252 - Laboratory Animal Caretaker II	14.05
99260 - Marketing Analyst	25.06
99310 - Mortician	33.31
99410 - Pest Controller	17.75
99510 - Photofinishing Worker	13.88
99710 - Recycling Laborer	18.21
99711 - Recycling Specialist	20.46
99730 - Refuse Collector	16.74
99810 - Sales Clerk	12.24
99820 - School Crossing Guard	12.09
99830 - Survey Party Chief	22.30
99831 - Surveying Aide	12.72
99832 - Surveying Technician	19.10
99840 - Vending Machine Attendant	14.76
99841 - Vending Machine Repairer	16.93
99842 - Vending Machine Repairer Helper	14.76

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4725
Revision No.: 15
Date Of Last Revision: 04/29/2021

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 Carroll

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.19
01012 - Accounting Clerk II		15.94
01013 - Accounting Clerk III		18.29
01020 - Administrative Assistant		25.39
01035 - Court Reporter		19.57
01041 - Customer Service Representative I		13.12
01042 - Customer Service Representative II		14.76
01043 - Customer Service Representative III		16.10
01051 - Data Entry Operator I		12.67
01052 - Data Entry Operator II		13.83
01060 - Dispatcher Motor Vehicle		21.59
01070 - Document Preparation Clerk		14.90
01090 - Duplicating Machine Operator		14.90
01111 - General Clerk I		14.31
01112 - General Clerk II		15.62

01113 - General Clerk III 17.55
01120 - Housing Referral Assistant 21.04
01141 - Messenger Courier 13.48
01191 - Order Clerk I 14.78
01192 - Order Clerk II 16.13
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 22.83
01290 - Rental Clerk 14.54
01300 - Scheduler Maintenance 16.87
01311 - Secretary I 16.87
01312 - Secretary II 18.88
01313 - Secretary III 21.04
01320 - Service Order Dispatcher 18.43
01410 - Supply Technician 25.39
01420 - Survey Worker 19.16
01460 - Switchboard Operator/Receptionist 13.41
01531 - Travel Clerk I 14.40
01532 - Travel Clerk II 15.35
01533 - Travel Clerk III 16.38
01611 - Word Processor I 15.03
01612 - Word Processor II 16.91
01613 - Word Processor III 19.16
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.36
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 13.13
07041 - Cook I 11.57
07042 - Cook II 13.13
07070 - Dishwasher 9.90
07130 - Food Service Worker 11.52
07210 - Meat Cutter 17.54
07260 - Waiter/Waitress 9.72
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 20.60

09040 - Furniture Handler 15.28
09080 - Furniture Refinisher 20.60
09090 - Furniture Refinisher Helper 17.28
09110 - Furniture Repairer Minor 18.94
09130 - Upholsterer 20.60
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 14.76
11060 - Elevator Operator 14.76
11090 - Gardener 20.42
11122 - Housekeeping Aide 11.89
11150 - Janitor 11.89
11210 - Laborer Grounds Maintenance 16.28
11240 - Maid or Houseman 11.05
11260 - Pruner 14.93
11270 - Tractor Operator 19.09
11330 - Trail Maintenance Worker 16.28
11360 - Window Cleaner 12.97
12000 - Health Occupations
12010 - Ambulance Driver 15.19
12011 - Breath Alcohol Technician 19.58
12012 - Certified Occupational Therapist Assistant 28.19
12015 - Certified Physical Therapist Assistant 28.24
12020 - Dental Assistant 18.48
12025 - Dental Hygienist 32.88
12030 - EKG Technician 27.78
12035 - Electroneurodiagnostic Technologist 27.78
12040 - Emergency Medical Technician 15.19
12071 - Licensed Practical Nurse I 17.51
12072 - Licensed Practical Nurse II 19.58
12073 - Licensed Practical Nurse III 21.82
12100 - Medical Assistant 16.25
12130 - Medical Laboratory Technician 23.89
12160 - Medical Record Clerk 16.49
12190 - Medical Record Technician 18.59
12195 - Medical Transcriptionist 17.97
12210 - Nuclear Medicine Technologist 35.08
12221 - Nursing Assistant I 12.04
12222 - Nursing Assistant II 13.53
12223 - Nursing Assistant III 14.76
12224 - Nursing Assistant IV 16.58
12235 - Optical Dispenser 19.96
12236 - Optical Technician 17.51
12250 - Pharmacy Technician 14.77
12280 - Phlebotomist 16.20
12305 - Radiologic Technologist 26.10
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		44.39
12317 - Scheduler (Drug and Alcohol Testing)		24.25
12320 - Substance Abuse Treatment Counselor		21.39
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		14.37
13072 - Photographer II		17.03
13073 - Photographer III		19.91
13074 - Photographer IV		24.36
13075 - Photographer V		29.27
13090 - Technical Order Library Clerk		13.28
13110 - Video Teleconference Technician		17.58
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.58
14042 - Computer Operator II		18.55
14043 - Computer Operator III		20.67
14044 - Computer Operator IV		22.97
14045 - Computer Operator V		25.44
14071 - Computer Programmer I	(see 1)	22.56
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		16.58
14160 - Personal Computer Support Technician		22.97
14170 - System Support Specialist		26.37
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.63
15020 - Aircrew Training Devices Instructor (Rated)		35.86
15030 - Air Crew Training Devices Instructor (Pilot)		42.98
15050 - Computer Based Training Specialist / Instructor		29.63
15060 - Educational Technologist		31.74
15070 - Flight Instructor (Pilot)		42.98
15080 - Graphic Artist		22.27
15085 - Maintenance Test Pilot Fixed Jet/Prop		42.98

15086 - Maintenance Test Pilot Rotary Wing 42.98
15088 - Non-Maintenance Test/Co-Pilot 42.98
15090 - Technical Instructor 20.47
15095 - Technical Instructor/Course Developer 23.68
15110 - Test Proctor 17.57
15120 - Tutor 17.57
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.58
16030 - Counter Attendant 10.58
16040 - Dry Cleaner 13.17
16070 - Finisher Flatwork Machine 10.58
16090 - Presser Hand 10.58
16110 - Presser Machine Drycleaning 10.58
16130 - Presser Machine Shirts 10.58
16160 - Presser Machine Wearing Apparel Laundry 10.58
16190 - Sewing Machine Operator 14.09
16220 - Tailor 15.02
16250 - Washer Machine 11.28
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.51
19040 - Tool And Die Maker 25.76
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.21
21030 - Material Coordinator 22.83
21040 - Material Expediter 22.83
21050 - Material Handling Laborer 14.46
21071 - Order Filler 15.96
21080 - Production Line Worker (Food Processing) 19.21
21110 - Shipping Packer 16.14
21130 - Shipping/Receiving Clerk 16.14
21140 - Store Worker I 16.43
21150 - Stock Clerk 21.54
21210 - Tools And Parts Attendant 19.21
21410 - Warehouse Specialist 19.21
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.84
23019 - Aircraft Logs and Records Technician 23.16
23021 - Aircraft Mechanic I 25.74
23022 - Aircraft Mechanic II 26.84
23023 - Aircraft Mechanic III 27.81
23040 - Aircraft Mechanic Helper 20.56
23050 - Aircraft Painter 24.69
23060 - Aircraft Servicer 23.16
23070 - Aircraft Survival Flight Equipment Technician 24.69
23080 - Aircraft Worker 24.27
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.27
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.74
23110 - Appliance Mechanic 20.60

23120 - Bicycle Repairer	20.56
23125 - Cable Splicer	37.74
23130 - Carpenter Maintenance	23.48
23140 - Carpet Layer	23.16
23160 - Electrician Maintenance	32.22
23181 - Electronics Technician Maintenance I	23.44
23182 - Electronics Technician Maintenance II	24.55
23183 - Electronics Technician Maintenance III	29.45
23260 - Fabric Worker	21.85
23290 - Fire Alarm System Mechanic	21.56
23310 - Fire Extinguisher Repairer	20.56
23311 - Fuel Distribution System Mechanic	29.76
23312 - Fuel Distribution System Operator	24.10
23370 - General Maintenance Worker	19.52
23380 - Ground Support Equipment Mechanic	25.74
23381 - Ground Support Equipment Servicer	23.16
23382 - Ground Support Equipment Worker	24.27
23391 - Gunsmith I	20.56
23392 - Gunsmith II	23.16
23393 - Gunsmith III	25.41
23410 - Heating Ventilation And Air-Conditioning Mechanic	23.15
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	24.13
23430 - Heavy Equipment Mechanic	26.27
23440 - Heavy Equipment Operator	29.35
23460 - Instrument Mechanic	25.41
23465 - Laboratory/Shelter Mechanic	24.26
23470 - Laborer	14.46
23510 - Locksmith	24.26
23530 - Machinery Maintenance Mechanic	29.40
23550 - Machinist Maintenance	21.37
23580 - Maintenance Trades Helper	21.95
23591 - Metrology Technician I	25.41
23592 - Metrology Technician II	26.48
23593 - Metrology Technician III	27.47
23640 - Millwright	31.04
23710 - Office Appliance Repairer	20.72
23760 - Painter Maintenance	23.89
23790 - Pipefitter Maintenance	31.61
23810 - Plumber Maintenance	30.18
23820 - Pneudraulic Systems Mechanic	25.41
23850 - Rigger	25.41
23870 - Scale Mechanic	23.16
23890 - Sheet-Metal Worker Maintenance	28.12
23910 - Small Engine Mechanic	19.52
23931 - Telecommunications Mechanic I	27.26
23932 - Telecommunications Mechanic II	28.41
23950 - Telephone Lineman	23.77
23960 - Welder Combination Maintenance	21.30

23965 - Well Driller	25.41
23970 - Woodcraft Worker	25.41
23980 - Woodworker	20.56
24000 - Personal Needs Occupations	
24550 - Case Manager	15.55
24570 - Child Care Attendant	10.13
24580 - Child Care Center Clerk	13.90
24610 - Chore Aide	11.31
24620 - Family Readiness And Support Services Coordinator	15.55
24630 - Homemaker	15.55
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.41
25040 - Sewage Plant Operator	22.34
25070 - Stationary Engineer	25.41
25190 - Ventilation Equipment Tender	19.22
25210 - Water Treatment Plant Operator	22.34
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.16
27007 - Baggage Inspector	16.23
27008 - Corrections Officer	21.49
27010 - Court Security Officer	21.00
27030 - Detection Dog Handler	18.16
27040 - Detention Officer	21.49
27070 - Firefighter	17.08
27101 - Guard I	16.23
27102 - Guard II	18.16
27131 - Police Officer I	22.82
27132 - Police Officer II	25.36
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.89
28042 - Carnival Equipment Repairer	12.72
28043 - Carnival Worker	9.30
28210 - Gate Attendant/Gate Tender	14.38
28310 - Lifeguard	10.92
28350 - Park Attendant (Aide)	16.08
28510 - Recreation Aide/Health Facility Attendant	11.74
28515 - Recreation Specialist	18.49
28630 - Sports Official	12.81
28690 - Swimming Pool Operator	16.22
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.91
29020 - Hatch Tender	27.91
29030 - Line Handler	27.91
29041 - Stevedore I	26.34
29042 - Stevedore II	29.23
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	41.98
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	28.95
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	31.88

30021 - Archeological Technician I		19.30
30022 - Archeological Technician II		21.59
30023 - Archeological Technician III		25.25
30030 - Cartographic Technician		26.76
30040 - Civil Engineering Technician		24.07
30051 - Cryogenic Technician I		29.62
30052 - Cryogenic Technician II		32.73
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		25.25
30095 - Evidence Control Specialist		25.25
30210 - Laboratory Technician		22.71
30221 - Latent Fingerprint Technician I		29.62
30222 - Latent Fingerprint Technician II		32.73
30240 - Mathematical Technician		26.45
30361 - Paralegal/Legal Assistant I		19.88
30362 - Paralegal/Legal Assistant II		24.63
30363 - Paralegal/Legal Assistant III		30.13
30364 - Paralegal/Legal Assistant IV		36.46
30375 - Petroleum Supply Specialist		30.89
30390 - Photo-Optics Technician		26.27
30395 - Radiation Control Technician		30.89
30461 - Technical Writer I		25.25
30462 - Technical Writer II		30.89
30463 - Technical Writer III		37.38
30491 - Unexploded Ordnance (UXO) Technician I		26.68
30492 - Unexploded Ordnance (UXO) Technician II		32.28
30493 - Unexploded Ordnance (UXO) Technician III		38.69
30494 - Unexploded (UXO) Safety Escort		26.68
30495 - Unexploded (UXO) Sweep Personnel		26.68
30501 - Weather Forecaster I		29.62
30502 - Weather Forecaster II		36.03
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		32.28
31020 - Bus Aide		14.54
31030 - Bus Driver		19.68
31043 - Driver Courier		14.81
31260 - Parking and Lot Attendant		11.08
31290 - Shuttle Bus Driver		14.81

31310 - Taxi Driver	12.56
31361 - Truckdriver Light	15.74
31362 - Truckdriver Medium	17.78
31363 - Truckdriver Heavy	20.87
31364 - Truckdriver Tractor-Trailer	20.87
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.74
99030 - Cashier	11.00
99050 - Desk Clerk	12.25
99095 - Embalmer	29.78
99130 - Flight Follower	26.68
99251 - Laboratory Animal Caretaker I	14.33
99252 - Laboratory Animal Caretaker II	15.33
99260 - Marketing Analyst	26.32
99310 - Mortician	29.78
99410 - Pest Controller	19.94
99510 - Photofinishing Worker	14.39
99710 - Recycling Laborer	17.94
99711 - Recycling Specialist	21.01
99730 - Refuse Collector	16.38
99810 - Sales Clerk	12.32
99820 - School Crossing Guard	13.08
99830 - Survey Party Chief	21.27
99831 - Surveying Aide	12.11
99832 - Surveying Technician	19.10
99840 - Vending Machine Attendant	14.23
99841 - Vending Machine Repairer	17.81
99842 - Vending Machine Repairer Helper	14.23

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4726
Revision No.: 14
Date Of Last Revision: 05/06/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Ohio

Area: Ohio County of Carroll

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.07
01012 - Accounting Clerk II		15.79
01013 - Accounting Clerk III		18.29
01020 - Administrative Assistant		25.39
01035 - Court Reporter		19.57
01041 - Customer Service Representative I		11.93
01042 - Customer Service Representative II		13.42
01043 - Customer Service Representative III		14.64
01051 - Data Entry Operator I		12.67
01052 - Data Entry Operator II		13.83
01060 - Dispatcher Motor Vehicle		21.59
01070 - Document Preparation Clerk		14.90

01090 - Duplicating Machine Operator 14.90
01111 - General Clerk I 13.91
01112 - General Clerk II 15.18
01113 - General Clerk III 17.04
01120 - Housing Referral Assistant 21.04
01141 - Messenger Courier 13.48
01191 - Order Clerk I 14.78
01192 - Order Clerk II 16.13
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 22.83
01290 - Rental Clerk 14.54
01300 - Scheduler Maintenance 16.87
01311 - Secretary I 16.87
01312 - Secretary II 18.88
01313 - Secretary III 21.04
01320 - Service Order Dispatcher 18.43
01410 - Supply Technician 25.39
01420 - Survey Worker 19.16
01460 - Switchboard Operator/Receptionist 13.28
01531 - Travel Clerk I 13.96
01532 - Travel Clerk II 14.90
01533 - Travel Clerk III 15.80
01611 - Word Processor I 15.03
01612 - Word Processor II 16.91
01613 - Word Processor III 19.16
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.36
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 13.13
07041 - Cook I 11.57
07042 - Cook II 13.13
07070 - Dishwasher 9.70
07130 - Food Service Worker 11.52
07210 - Meat Cutter 17.54

07260 - Waiter/Waitress	9.72
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.60
09040 - Furniture Handler	15.28
09080 - Furniture Refinisher	20.60
09090 - Furniture Refinisher Helper	17.28
09110 - Furniture Repairer Minor	18.94
09130 - Upholsterer	20.60
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.42
11060 - Elevator Operator	13.42
11090 - Gardener	18.56
11122 - Housekeeping Aide	11.89
11150 - Janitor	11.89
11210 - Laborer Grounds Maintenance	14.80
11240 - Maid or Houseman	10.63
11260 - Pruner	13.57
11270 - Tractor Operator	17.35
11330 - Trail Maintenance Worker	14.80
11360 - Window Cleaner	12.97
12000 - Health Occupations	
12010 - Ambulance Driver	15.19
12011 - Breath Alcohol Technician	18.34
12012 - Certified Occupational Therapist Assistant	28.19
12015 - Certified Physical Therapist Assistant	27.78
12020 - Dental Assistant	17.37
12025 - Dental Hygienist	32.88
12030 - EKG Technician	27.78
12035 - Electroneurodiagnostic Technologist	27.78
12040 - Emergency Medical Technician	15.19
12071 - Licensed Practical Nurse I	16.39
12072 - Licensed Practical Nurse II	18.34
12073 - Licensed Practical Nurse III	20.44
12100 - Medical Assistant	14.77
12130 - Medical Laboratory Technician	23.89
12160 - Medical Record Clerk	14.99
12190 - Medical Record Technician	18.34
12195 - Medical Transcriptionist	17.59
12210 - Nuclear Medicine Technologist	34.29
12221 - Nursing Assistant I	11.84
12222 - Nursing Assistant II	13.32
12223 - Nursing Assistant III	14.53
12224 - Nursing Assistant IV	16.31
12235 - Optical Dispenser	19.96
12236 - Optical Technician	16.39
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	16.09
12305 - Radiologic Technologist	26.07
12311 - Registered Nurse I	24.52
12312 - Registered Nurse II	30.00

12313 - Registered Nurse II Specialist		30.00
12314 - Registered Nurse III		36.30
12315 - Registered Nurse III Anesthetist		36.30
12316 - Registered Nurse IV		43.52
12317 - Scheduler (Drug and Alcohol Testing)		22.71
12320 - Substance Abuse Treatment Counselor		21.39
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		14.37
13072 - Photographer II		17.03
13073 - Photographer III		19.91
13074 - Photographer IV		24.36
13075 - Photographer V		29.27
13090 - Technical Order Library Clerk		13.28
13110 - Video Teleconference Technician		17.58
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.58
14042 - Computer Operator II		18.55
14043 - Computer Operator III		20.67
14044 - Computer Operator IV		22.97
14045 - Computer Operator V		25.44
14071 - Computer Programmer I	(see 1)	22.56
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		16.58
14160 - Personal Computer Support Technician		22.97
14170 - System Support Specialist		26.37
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.63
15020 - Aircrew Training Devices Instructor (Rated)		35.86
15030 - Air Crew Training Devices Instructor (Pilot)		42.98
15050 - Computer Based Training Specialist / Instructor		29.63
15060 - Educational Technologist		31.13

15070 - Flight Instructor (Pilot) 42.98
15080 - Graphic Artist 22.27
15085 - Maintenance Test Pilot Fixed Jet/Prop 42.98
15086 - Maintenance Test Pilot Rotary Wing 42.98
15088 - Non-Maintenance Test/Co-Pilot 42.98
15090 - Technical Instructor 20.47
15095 - Technical Instructor/Course Developer 23.68
15110 - Test Proctor 17.57
15120 - Tutor 17.57
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.26
16030 - Counter Attendant 10.26
16040 - Dry Cleaner 12.76
16070 - Finisher Flatwork Machine 10.26
16090 - Presser Hand 10.26
16110 - Presser Machine Drycleaning 10.26
16130 - Presser Machine Shirts 10.26
16160 - Presser Machine Wearing Apparel Laundry 10.26
16190 - Sewing Machine Operator 13.65
16220 - Tailor 14.55
16250 - Washer Machine 10.93
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.51
19040 - Tool And Die Maker 25.76
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.21
21030 - Material Coordinator 22.83
21040 - Material Expediter 22.83
21050 - Material Handling Laborer 14.15
21071 - Order Filler 15.96
21080 - Production Line Worker (Food Processing) 19.21
21110 - Shipping Packer 16.14
21130 - Shipping/Receiving Clerk 16.14
21140 - Store Worker I 15.96
21150 - Stock Clerk 20.92
21210 - Tools And Parts Attendant 19.21
21410 - Warehouse Specialist 19.21
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.84
23019 - Aircraft Logs and Records Technician 23.16
23021 - Aircraft Mechanic I 25.74
23022 - Aircraft Mechanic II 26.84
23023 - Aircraft Mechanic III 27.81
23040 - Aircraft Mechanic Helper 20.56
23050 - Aircraft Painter 24.69
23060 - Aircraft Servicer 23.16
23070 - Aircraft Survival Flight Equipment Technician 24.69
23080 - Aircraft Worker 24.27
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.27

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.74
23110 - Appliance Mechanic 20.60
23120 - Bicycle Repairer 19.59
23125 - Cable Splicer 35.10
23130 - Carpenter Maintenance 23.48
23140 - Carpet Layer 22.43
23160 - Electrician Maintenance 29.29
23181 - Electronics Technician Maintenance I 23.44
23182 - Electronics Technician Maintenance II 24.55
23183 - Electronics Technician Maintenance III 29.45
23260 - Fabric Worker 20.83
23290 - Fire Alarm System Mechanic 21.56
23310 - Fire Extinguisher Repairer 19.59
23311 - Fuel Distribution System Mechanic 27.05
23312 - Fuel Distribution System Operator 21.91
23370 - General Maintenance Worker 19.52
23380 - Ground Support Equipment Mechanic 25.74
23381 - Ground Support Equipment Servicer 23.16
23382 - Ground Support Equipment Worker 24.27
23391 - Gunsmith I 19.59
23392 - Gunsmith II 22.07
23393 - Gunsmith III 24.21
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.11
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.02
23430 - Heavy Equipment Mechanic 26.27
23440 - Heavy Equipment Operator 29.35
23460 - Instrument Mechanic 24.21
23465 - Laboratory/Shelter Mechanic 23.11
23470 - Laborer 14.15
23510 - Locksmith 23.11
23530 - Machinery Maintenance Mechanic 29.40
23550 - Machinist Maintenance 21.37
23580 - Maintenance Trades Helper 19.95
23591 - Metrology Technician I 24.21
23592 - Metrology Technician II 25.24
23593 - Metrology Technician III 26.11
23640 - Millwright 28.22
23710 - Office Appliance Repairer 20.72
23760 - Painter Maintenance 23.89
23790 - Pipefitter Maintenance 31.61
23810 - Plumber Maintenance 30.18
23820 - Pneudraulic Systems Mechanic 24.21
23850 - Rigger 24.21
23870 - Scale Mechanic 22.07
23890 - Sheet-Metal Worker Maintenance 28.12
23910 - Small Engine Mechanic 19.52
23931 - Telecommunications Mechanic I 25.28

23932 - Telecommunications Mechanic II 26.36
23950 - Telephone Lineman 23.77
23960 - Welder Combination Maintenance 21.30
23965 - Well Driller 24.21
23970 - Woodcraft Worker 24.21
23980 - Woodworker 19.59
24000 - Personal Needs Occupations
24550 - Case Manager 15.43
24570 - Child Care Attendant 10.13
24580 - Child Care Center Clerk 13.90
24610 - Chore Aide 11.31
24620 - Family Readiness And Support Services Coordinator 15.43
24630 - Homemaker 15.44
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 24.21
25040 - Sewage Plant Operator 21.96
25070 - Stationary Engineer 24.21
25190 - Ventilation Equipment Tender 18.32
25210 - Water Treatment Plant Operator 21.96
27000 - Protective Service Occupations
27004 - Alarm Monitor 19.55
27007 - Baggage Inspector 16.23
27008 - Corrections Officer 21.49
27010 - Court Security Officer 21.00
27030 - Detection Dog Handler 18.16
27040 - Detention Officer 21.49
27070 - Firefighter 17.08
27101 - Guard I 16.23
27102 - Guard II 18.16
27131 - Police Officer I 21.73
27132 - Police Officer II 24.15
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 11.89
28042 - Carnival Equipment Repairer 12.72
28043 - Carnival Worker 9.30
28210 - Gate Attendant/Gate Tender 14.38
28310 - Lifeguard 10.92
28350 - Park Attendant (Aide) 16.08
28510 - Recreation Aide/Health Facility Attendant 11.74
28515 - Recreation Specialist 18.43
28630 - Sports Official 12.81
28690 - Swimming Pool Operator 16.22
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 27.91
29020 - Hatch Tender 27.91
29030 - Line Handler 27.91
29041 - Stevedore I 26.34
29042 - Stevedore II 29.23
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 41.56
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 28.65
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 31.56
30021 - Archeological Technician I 19.30
30022 - Archeological Technician II 21.59
30023 - Archeological Technician III 24.65
30030 - Cartographic Technician 26.76
30040 - Civil Engineering Technician 24.07
30051 - Cryogenic Technician I 29.62
30052 - Cryogenic Technician II 32.73
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 23.90
30095 - Evidence Control Specialist 24.40
30210 - Laboratory Technician 22.33
30221 - Latent Fingerprint Technician I 29.62
30222 - Latent Fingerprint Technician II 32.73
30240 - Mathematical Technician 26.45
30361 - Paralegal/Legal Assistant I 19.15
30362 - Paralegal/Legal Assistant II 23.72
30363 - Paralegal/Legal Assistant III 29.02
30364 - Paralegal/Legal Assistant IV 35.11
30375 - Petroleum Supply Specialist 29.85
30390 - Photo-Optics Technician 26.27
30395 - Radiation Control Technician 29.85
30461 - Technical Writer I 24.40
30462 - Technical Writer II 29.85
30463 - Technical Writer III 36.12
30491 - Unexploded Ordnance (UXO) Technician I 26.41
30492 - Unexploded Ordnance (UXO) Technician II 31.96
30493 - Unexploded Ordnance (UXO) Technician III 38.31
30494 - Unexploded (UXO) Safety Escort 26.41
30495 - Unexploded (UXO) Sweep Personnel 26.41
30501 - Weather Forecaster I 29.62
30502 - Weather Forecaster II 36.03
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 31.96
31020 - Bus Aide 14.54
31030 - Bus Driver 19.68

31043 - Driver Courier	14.81
31260 - Parking and Lot Attendant	11.08
31290 - Shuttle Bus Driver	14.81
31310 - Taxi Driver	12.56
31361 - Truckdriver Light	14.81
31362 - Truckdriver Medium	17.78
31363 - Truckdriver Heavy	20.87
31364 - Truckdriver Tractor-Trailer	20.87
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.58
99030 - Cashier	10.84
99050 - Desk Clerk	12.25
99095 - Embalmer	29.78
99130 - Flight Follower	26.41
99251 - Laboratory Animal Caretaker I	13.14
99252 - Laboratory Animal Caretaker II	14.05
99260 - Marketing Analyst	25.06
99310 - Mortician	29.78
99410 - Pest Controller	19.13
99510 - Photofinishing Worker	14.39
99710 - Recycling Laborer	17.94
99711 - Recycling Specialist	21.01
99730 - Refuse Collector	16.38
99810 - Sales Clerk	12.06
99820 - School Crossing Guard	11.89
99830 - Survey Party Chief	21.27
99831 - Surveying Aide	12.11
99832 - Surveying Technician	19.10
99840 - Vending Machine Attendant	12.94
99841 - Vending Machine Repairer	16.23
99842 - Vending Machine Repairer Helper	12.94

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4727
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: Ohio

Area: Ohio Counties of Cuyahoga Geauga Lake Lorain Medina

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.57
01012 - Accounting Clerk II		17.47
01013 - Accounting Clerk III		19.55
01020 - Administrative Assistant		28.28
01035 - Court Reporter		20.56
01041 - Customer Service Representative I		14.32
01042 - Customer Service Representative II		16.11
01043 - Customer Service Representative III		17.58
01051 - Data Entry Operator I		14.60
01052 - Data Entry Operator II		15.94
01060 - Dispatcher Motor Vehicle		20.85
01070 - Document Preparation Clerk		14.50
01090 - Duplicating Machine Operator		14.50
01111 - General Clerk I		13.78
01112 - General Clerk II		15.04

01113 - General Clerk III 16.88
01120 - Housing Referral Assistant 20.31
01141 - Messenger Courier 13.46
01191 - Order Clerk I 15.41
01192 - Order Clerk II 16.81
01261 - Personnel Assistant (Employment) I 16.00
01262 - Personnel Assistant (Employment) II 17.90
01263 - Personnel Assistant (Employment) III 19.95
01270 - Production Control Clerk 22.11
01290 - Rental Clerk 15.48
01300 - Scheduler Maintenance 16.19
01311 - Secretary I 16.19
01312 - Secretary II 18.22
01313 - Secretary III 20.31
01320 - Service Order Dispatcher 18.84
01410 - Supply Technician 28.28
01420 - Survey Worker 15.95
01460 - Switchboard Operator/Receptionist 13.97
01531 - Travel Clerk I 16.25
01532 - Travel Clerk II 17.34
01533 - Travel Clerk III 18.38
01611 - Word Processor I 15.22
01612 - Word Processor II 17.08
01613 - Word Processor III 19.11
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.43
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 20.56
05160 - Motor Equipment Metal Worker 18.92
05190 - Motor Vehicle Mechanic 20.56
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 20.56
07000 - Food Preparation And Service Occupations
07010 - Baker 12.35
07041 - Cook I 14.15
07042 - Cook II 15.94
07070 - Dishwasher 9.96
07130 - Food Service Worker 11.11
07210 - Meat Cutter 19.09
07260 - Waiter/Waitress 9.94
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 20.60

09040 - Furniture Handler 13.89
09080 - Furniture Refinisher 20.60
09090 - Furniture Refinisher Helper 15.71
09110 - Furniture Repairer Minor 17.22
09130 - Upholsterer 20.60
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.78
11060 - Elevator Operator 12.80
11090 - Gardener 18.44
11122 - Housekeeping Aide 12.80
11150 - Janitor 12.80
11210 - Laborer Grounds Maintenance 14.71
11240 - Maid or Houseman 11.04
11260 - Pruner 13.49
11270 - Tractor Operator 17.24
11330 - Trail Maintenance Worker 14.71
11360 - Window Cleaner 13.96
12000 - Health Occupations
12010 - Ambulance Driver 18.94
12011 - Breath Alcohol Technician 20.78
12012 - Certified Occupational Therapist Assistant 29.96
12015 - Certified Physical Therapist Assistant 29.52
12020 - Dental Assistant 18.96
12025 - Dental Hygienist 33.67
12030 - EKG Technician 28.11
12035 - Electroneurodiagnostic Technologist 28.11
12040 - Emergency Medical Technician 18.94
12071 - Licensed Practical Nurse I 18.57
12072 - Licensed Practical Nurse II 20.78
12073 - Licensed Practical Nurse III 23.16
12100 - Medical Assistant 16.80
12130 - Medical Laboratory Technician 28.07
12160 - Medical Record Clerk 19.63
12190 - Medical Record Technician 21.96
12195 - Medical Transcriptionist 18.97
12210 - Nuclear Medicine Technologist 37.09
12221 - Nursing Assistant I 11.49
12222 - Nursing Assistant II 12.91
12223 - Nursing Assistant III 14.09
12224 - Nursing Assistant IV 15.82
12235 - Optical Dispenser 20.25
12236 - Optical Technician 16.56
12250 - Pharmacy Technician 15.80
12280 - Phlebotomist 17.90
12305 - Radiologic Technologist 29.39
12311 - Registered Nurse I 22.89
12312 - Registered Nurse II 28.00
12313 - Registered Nurse II Specialist 28.00
12314 - Registered Nurse III 33.89
12315 - Registered Nurse III Anesthetist 33.89

12316 - Registered Nurse IV		40.62
12317 - Scheduler (Drug and Alcohol Testing)		25.73
12320 - Substance Abuse Treatment Counselor		22.36
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.28
13012 - Exhibits Specialist II		26.36
13013 - Exhibits Specialist III		32.24
13041 - Illustrator I		20.35
13042 - Illustrator II		25.21
13043 - Illustrator III		30.83
13047 - Librarian		29.41
13050 - Library Aide/Clerk		13.52
13054 - Library Information Technology Systems Administrator		22.30
13058 - Library Technician		18.03
13061 - Media Specialist I		17.87
13062 - Media Specialist II		20.00
13063 - Media Specialist III		22.30
13071 - Photographer I		18.04
13072 - Photographer II		20.18
13073 - Photographer III		25.00
13074 - Photographer IV		30.58
13075 - Photographer V		37.01
13090 - Technical Order Library Clerk		16.98
13110 - Video Teleconference Technician		21.07
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.07
14042 - Computer Operator II		17.98
14043 - Computer Operator III		20.04
14044 - Computer Operator IV		22.64
14045 - Computer Operator V		25.06
14071 - Computer Programmer I	(see 1)	22.13
14072 - Computer Programmer II	(see 1)	27.20
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		16.07
14160 - Personal Computer Support Technician		22.64
14170 - System Support Specialist		27.39
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.53
15020 - Aircrew Training Devices Instructor (Rated)		35.35
15030 - Air Crew Training Devices Instructor (Pilot)		41.38
15050 - Computer Based Training Specialist / Instructor		30.23
15060 - Educational Technologist		35.57
15070 - Flight Instructor (Pilot)		41.38
15080 - Graphic Artist		24.34
15085 - Maintenance Test Pilot Fixed Jet/Prop		38.92

15086 - Maintenance Test Pilot Rotary Wing 38.92
15088 - Non-Maintenance Test/Co-Pilot 38.92
15090 - Technical Instructor 24.57
15095 - Technical Instructor/Course Developer 30.06
15110 - Test Proctor 19.84
15120 - Tutor 19.84
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.57
16030 - Counter Attendant 10.57
16040 - Dry Cleaner 13.13
16070 - Finisher Flatwork Machine 10.57
16090 - Presser Hand 10.57
16110 - Presser Machine Drycleaning 10.57
16130 - Presser Machine Shirts 10.57
16160 - Presser Machine Wearing Apparel Laundry 10.57
16190 - Sewing Machine Operator 14.07
16220 - Tailor 15.00
16250 - Washer Machine 11.26
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.45
19040 - Tool And Die Maker 27.31
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.87
21030 - Material Coordinator 22.11
21040 - Material Expediter 22.11
21050 - Material Handling Laborer 14.51
21071 - Order Filler 13.69
21080 - Production Line Worker (Food Processing) 16.87
21110 - Shipping Packer 16.72
21130 - Shipping/Receiving Clerk 16.72
21140 - Store Worker I 16.43
21150 - Stock Clerk 21.54
21210 - Tools And Parts Attendant 16.87
21410 - Warehouse Specialist 16.87
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 34.74
23019 - Aircraft Logs and Records Technician 28.66
23021 - Aircraft Mechanic I 33.33
23022 - Aircraft Mechanic II 34.74
23023 - Aircraft Mechanic III 36.04
23040 - Aircraft Mechanic Helper 25.21
23050 - Aircraft Painter 31.82
23060 - Aircraft Servicer 28.66
23070 - Aircraft Survival Flight Equipment Technician 31.82
23080 - Aircraft Worker 30.38
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 30.38
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 33.33
23110 - Appliance Mechanic 21.53

23120 - Bicycle Repairer	22.37
23125 - Cable Splicer	34.79
23130 - Carpenter Maintenance	26.83
23140 - Carpet Layer	25.85
23160 - Electrician Maintenance	28.68
23181 - Electronics Technician Maintenance I	25.04
23182 - Electronics Technician Maintenance II	26.23
23183 - Electronics Technician Maintenance III	28.36
23260 - Fabric Worker	23.77
23290 - Fire Alarm System Mechanic	22.29
23310 - Fire Extinguisher Repairer	22.37
23311 - Fuel Distribution System Mechanic	35.16
23312 - Fuel Distribution System Operator	28.45
23370 - General Maintenance Worker	19.41
23380 - Ground Support Equipment Mechanic	33.33
23381 - Ground Support Equipment Servicer	28.66
23382 - Ground Support Equipment Worker	30.38
23391 - Gunsmith I	22.37
23392 - Gunsmith II	25.20
23393 - Gunsmith III	27.64
23410 - Heating Ventilation And Air-Conditioning Mechanic	24.53
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	25.57
23430 - Heavy Equipment Mechanic	28.52
23440 - Heavy Equipment Operator	32.86
23460 - Instrument Mechanic	30.09
23465 - Laboratory/Shelter Mechanic	26.39
23470 - Laborer	14.51
23510 - Locksmith	20.60
23530 - Machinery Maintenance Mechanic	26.22
23550 - Machinist Maintenance	21.77
23580 - Maintenance Trades Helper	17.21
23591 - Metrology Technician I	30.09
23592 - Metrology Technician II	31.37
23593 - Metrology Technician III	32.54
23640 - Millwright	33.74
23710 - Office Appliance Repairer	21.04
23760 - Painter Maintenance	21.74
23790 - Pipefitter Maintenance	32.54
23810 - Plumber Maintenance	31.07
23820 - Pneudraulic Systems Mechanic	27.64
23850 - Rigger	27.64
23870 - Scale Mechanic	25.20
23890 - Sheet-Metal Worker Maintenance	29.41
23910 - Small Engine Mechanic	19.82
23931 - Telecommunications Mechanic I	27.63
23932 - Telecommunications Mechanic II	28.81
23950 - Telephone Lineman	24.10
23960 - Welder Combination Maintenance	19.36

23965 - Well Driller	27.64
23970 - Woodcraft Worker	27.64
23980 - Woodworker	22.37
24000 - Personal Needs Occupations	
24550 - Case Manager	17.29
24570 - Child Care Attendant	12.25
24580 - Child Care Center Clerk	15.29
24610 - Chore Aide	10.93
24620 - Family Readiness And Support Services Coordinator	17.29
24630 - Homemaker	17.29
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.31
25040 - Sewage Plant Operator	26.41
25070 - Stationary Engineer	29.31
25190 - Ventilation Equipment Tender	22.17
25210 - Water Treatment Plant Operator	26.41
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.44
27007 - Baggage Inspector	13.65
27008 - Corrections Officer	22.76
27010 - Court Security Officer	23.73
27030 - Detection Dog Handler	16.31
27040 - Detention Officer	22.76
27070 - Firefighter	25.42
27101 - Guard I	13.65
27102 - Guard II	16.31
27131 - Police Officer I	26.51
27132 - Police Officer II	29.47
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.24
28042 - Carnival Equipment Repairer	13.09
28043 - Carnival Worker	9.57
28210 - Gate Attendant/Gate Tender	15.24
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	17.05
28510 - Recreation Aide/Health Facility Attendant	12.44
28515 - Recreation Specialist	21.11
28630 - Sports Official	13.57
28690 - Swimming Pool Operator	18.62
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.04
29020 - Hatch Tender	21.04
29030 - Line Handler	21.04
29041 - Stevedore I	19.85
29042 - Stevedore II	22.04
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	41.56
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	28.65
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	31.56

30021 - Archeological Technician I		18.50
30022 - Archeological Technician II		20.69
30023 - Archeological Technician III		25.63
30030 - Cartographic Technician		25.63
30040 - Civil Engineering Technician		29.20
30051 - Cryogenic Technician I		28.40
30052 - Cryogenic Technician II		31.36
30061 - Drafter/CAD Operator I		18.50
30062 - Drafter/CAD Operator II		20.69
30063 - Drafter/CAD Operator III		23.07
30064 - Drafter/CAD Operator IV		28.40
30081 - Engineering Technician I		16.70
30082 - Engineering Technician II		18.75
30083 - Engineering Technician III		20.98
30084 - Engineering Technician IV		25.99
30085 - Engineering Technician V		31.78
30086 - Engineering Technician VI		38.46
30090 - Environmental Technician		23.34
30095 - Evidence Control Specialist		25.63
30210 - Laboratory Technician		22.81
30221 - Latent Fingerprint Technician I		26.95
30222 - Latent Fingerprint Technician II		29.77
30240 - Mathematical Technician		27.85
30361 - Paralegal/Legal Assistant I		18.72
30362 - Paralegal/Legal Assistant II		23.34
30363 - Paralegal/Legal Assistant III		30.33
30364 - Paralegal/Legal Assistant IV		36.70
30375 - Petroleum Supply Specialist		31.36
30390 - Photo-Optics Technician		25.63
30395 - Radiation Control Technician		31.36
30461 - Technical Writer I		30.39
30462 - Technical Writer II		35.40
30463 - Technical Writer III		30.60
30491 - Unexploded Ordnance (UXO) Technician I		26.41
30492 - Unexploded Ordnance (UXO) Technician II		31.96
30493 - Unexploded Ordnance (UXO) Technician III		38.31
30494 - Unexploded (UXO) Safety Escort		26.41
30495 - Unexploded (UXO) Sweep Personnel		26.41
30501 - Weather Forecaster I		28.40
30502 - Weather Forecaster II		34.54
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.15
30621 - Weather Observer Senior	(see 2)	25.63
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		31.96
31020 - Bus Aide		16.72
31030 - Bus Driver		22.29
31043 - Driver Courier		15.37
31260 - Parking and Lot Attendant		10.41
31290 - Shuttle Bus Driver		16.42

31310 - Taxi Driver	12.67
31361 - Truckdriver Light	16.42
31362 - Truckdriver Medium	19.05
31363 - Truckdriver Heavy	23.70
31364 - Truckdriver Tractor-Trailer	23.70
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.58
99030 - Cashier	10.67
99050 - Desk Clerk	11.15
99095 - Embalmer	33.31
99130 - Flight Follower	26.41
99251 - Laboratory Animal Caretaker I	12.83
99252 - Laboratory Animal Caretaker II	13.72
99260 - Marketing Analyst	30.16
99310 - Mortician	33.31
99410 - Pest Controller	17.63
99510 - Photofinishing Worker	16.37
99710 - Recycling Laborer	23.21
99711 - Recycling Specialist	27.21
99730 - Refuse Collector	21.28
99810 - Sales Clerk	12.24
99820 - School Crossing Guard	14.63
99830 - Survey Party Chief	29.50
99831 - Surveying Aide	16.83
99832 - Surveying Technician	25.27
99840 - Vending Machine Attendant	13.42
99841 - Vending Machine Repairer	15.94
99842 - Vending Machine Repairer Helper	13.42

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4728
Revision No.: 12
Date Of Last Revision: 06/19/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate 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 Cuyahoga Geauga Lake Lorain Medina

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.57
01012 - Accounting Clerk II		17.47
01013 - Accounting Clerk III		19.55
01020 - Administrative Assistant		28.28
01035 - Court Reporter		20.56
01041 - Customer Service Representative I		14.32
01042 - Customer Service Representative II		16.11
01043 - Customer Service Representative III		17.58
01051 - Data Entry Operator I		14.60
01052 - Data Entry Operator II		15.94
01060 - Dispatcher Motor Vehicle		20.85
01070 - Document Preparation Clerk		14.50

01090 - Duplicating Machine Operator 14.50
01111 - General Clerk I 13.78
01112 - General Clerk II 15.04
01113 - General Clerk III 16.88
01120 - Housing Referral Assistant 20.31
01141 - Messenger Courier 13.46
01191 - Order Clerk I 15.41
01192 - Order Clerk II 16.81
01261 - Personnel Assistant (Employment) I 16.00
01262 - Personnel Assistant (Employment) II 17.90
01263 - Personnel Assistant (Employment) III 19.95
01270 - Production Control Clerk 22.11
01290 - Rental Clerk 15.48
01300 - Scheduler Maintenance 16.19
01311 - Secretary I 16.19
01312 - Secretary II 18.22
01313 - Secretary III 20.31
01320 - Service Order Dispatcher 18.84
01410 - Supply Technician 28.28
01420 - Survey Worker 15.95
01460 - Switchboard Operator/Receptionist 13.97
01531 - Travel Clerk I 16.25
01532 - Travel Clerk II 17.34
01533 - Travel Clerk III 18.38
01611 - Word Processor I 15.22
01612 - Word Processor II 17.08
01613 - Word Processor III 19.11
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.43
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 20.56
05160 - Motor Equipment Metal Worker 18.92
05190 - Motor Vehicle Mechanic 20.56
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 20.56
07000 - Food Preparation And Service Occupations
07010 - Baker 12.35
07041 - Cook I 14.15
07042 - Cook II 15.94
07070 - Dishwasher 9.96
07130 - Food Service Worker 11.11
07210 - Meat Cutter 19.09

07260 - Waiter/Waitress	9.94
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.60
09040 - Furniture Handler	13.89
09080 - Furniture Refinisher	20.60
09090 - Furniture Refinisher Helper	15.71
09110 - Furniture Repairer Minor	17.22
09130 - Upholsterer	20.60
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.78
11060 - Elevator Operator	12.80
11090 - Gardener	18.44
11122 - Housekeeping Aide	12.80
11150 - Janitor	12.80
11210 - Laborer Grounds Maintenance	14.71
11240 - Maid or Houseman	11.04
11260 - Pruner	13.49
11270 - Tractor Operator	17.24
11330 - Trail Maintenance Worker	14.71
11360 - Window Cleaner	13.96
12000 - Health Occupations	
12010 - Ambulance Driver	18.94
12011 - Breath Alcohol Technician	20.78
12012 - Certified Occupational Therapist Assistant	29.96
12015 - Certified Physical Therapist Assistant	29.52
12020 - Dental Assistant	18.96
12025 - Dental Hygienist	33.67
12030 - EKG Technician	28.11
12035 - Electroneurodiagnostic Technologist	28.11
12040 - Emergency Medical Technician	18.94
12071 - Licensed Practical Nurse I	18.57
12072 - Licensed Practical Nurse II	20.78
12073 - Licensed Practical Nurse III	23.16
12100 - Medical Assistant	16.80
12130 - Medical Laboratory Technician	28.07
12160 - Medical Record Clerk	19.63
12190 - Medical Record Technician	21.96
12195 - Medical Transcriptionist	18.97
12210 - Nuclear Medicine Technologist	37.09
12221 - Nursing Assistant I	11.49
12222 - Nursing Assistant II	12.91
12223 - Nursing Assistant III	14.09
12224 - Nursing Assistant IV	15.82
12235 - Optical Dispenser	20.25
12236 - Optical Technician	16.56
12250 - Pharmacy Technician	15.80
12280 - Phlebotomist	17.90
12305 - Radiologic Technologist	29.39
12311 - Registered Nurse I	22.89
12312 - Registered Nurse II	28.00

12313 - Registered Nurse II Specialist		28.00
12314 - Registered Nurse III		33.89
12315 - Registered Nurse III Anesthetist		33.89
12316 - Registered Nurse IV		40.62
12317 - Scheduler (Drug and Alcohol Testing)		25.73
12320 - Substance Abuse Treatment Counselor		22.36
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.28
13012 - Exhibits Specialist II		26.36
13013 - Exhibits Specialist III		32.24
13041 - Illustrator I		20.35
13042 - Illustrator II		25.21
13043 - Illustrator III		30.83
13047 - Librarian		29.41
13050 - Library Aide/Clerk		13.52
13054 - Library Information Technology Systems Administrator		22.30
13058 - Library Technician		18.03
13061 - Media Specialist I		17.87
13062 - Media Specialist II		20.00
13063 - Media Specialist III		22.30
13071 - Photographer I		18.04
13072 - Photographer II		20.18
13073 - Photographer III		25.00
13074 - Photographer IV		30.58
13075 - Photographer V		37.01
13090 - Technical Order Library Clerk		16.98
13110 - Video Teleconference Technician		21.07
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.07
14042 - Computer Operator II		17.98
14043 - Computer Operator III		20.04
14044 - Computer Operator IV		22.64
14045 - Computer Operator V		25.06
14071 - Computer Programmer I	(see 1)	22.13
14072 - Computer Programmer II	(see 1)	27.20
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		16.07
14160 - Personal Computer Support Technician		22.64
14170 - System Support Specialist		27.39
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.53
15020 - Aircrew Training Devices Instructor (Rated)		35.35
15030 - Air Crew Training Devices Instructor (Pilot)		41.38
15050 - Computer Based Training Specialist / Instructor		30.23
15060 - Educational Technologist		35.57

15070 - Flight Instructor (Pilot) 41.38
15080 - Graphic Artist 24.34
15085 - Maintenance Test Pilot Fixed Jet/Prop 38.92
15086 - Maintenance Test Pilot Rotary Wing 38.92
15088 - Non-Maintenance Test/Co-Pilot 38.92
15090 - Technical Instructor 24.57
15095 - Technical Instructor/Course Developer 30.06
15110 - Test Proctor 19.84
15120 - Tutor 19.84
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.57
16030 - Counter Attendant 10.57
16040 - Dry Cleaner 13.13
16070 - Finisher Flatwork Machine 10.57
16090 - Presser Hand 10.57
16110 - Presser Machine Drycleaning 10.57
16130 - Presser Machine Shirts 10.57
16160 - Presser Machine Wearing Apparel Laundry 10.57
16190 - Sewing Machine Operator 14.07
16220 - Tailor 15.00
16250 - Washer Machine 11.26
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.45
19040 - Tool And Die Maker 27.31
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.87
21030 - Material Coordinator 22.11
21040 - Material Expediter 22.11
21050 - Material Handling Laborer 14.51
21071 - Order Filler 13.69
21080 - Production Line Worker (Food Processing) 16.87
21110 - Shipping Packer 16.72
21130 - Shipping/Receiving Clerk 16.72
21140 - Store Worker I 16.43
21150 - Stock Clerk 21.54
21210 - Tools And Parts Attendant 16.87
21410 - Warehouse Specialist 16.87
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 34.74
23019 - Aircraft Logs and Records Technician 28.66
23021 - Aircraft Mechanic I 33.33
23022 - Aircraft Mechanic II 34.74
23023 - Aircraft Mechanic III 36.04
23040 - Aircraft Mechanic Helper 25.21
23050 - Aircraft Painter 31.82
23060 - Aircraft Servicer 28.66
23070 - Aircraft Survival Flight Equipment Technician 31.82
23080 - Aircraft Worker 30.38
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 30.38

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 33.33
23110 - Appliance Mechanic 21.53
23120 - Bicycle Repairer 22.37
23125 - Cable Splicer 34.79
23130 - Carpenter Maintenance 26.83
23140 - Carpet Layer 25.85
23160 - Electrician Maintenance 28.68
23181 - Electronics Technician Maintenance I 25.04
23182 - Electronics Technician Maintenance II 26.23
23183 - Electronics Technician Maintenance III 28.36
23260 - Fabric Worker 23.77
23290 - Fire Alarm System Mechanic 22.29
23310 - Fire Extinguisher Repairer 22.37
23311 - Fuel Distribution System Mechanic 35.16
23312 - Fuel Distribution System Operator 28.45
23370 - General Maintenance Worker 19.41
23380 - Ground Support Equipment Mechanic 33.33
23381 - Ground Support Equipment Servicer 28.66
23382 - Ground Support Equipment Worker 30.38
23391 - Gunsmith I 22.37
23392 - Gunsmith II 25.20
23393 - Gunsmith III 27.64
23410 - Heating Ventilation And Air-Conditioning Mechanic 24.53
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 25.57
23430 - Heavy Equipment Mechanic 28.52
23440 - Heavy Equipment Operator 32.86
23460 - Instrument Mechanic 30.09
23465 - Laboratory/Shelter Mechanic 26.39
23470 - Laborer 14.51
23510 - Locksmith 20.60
23530 - Machinery Maintenance Mechanic 26.22
23550 - Machinist Maintenance 21.77
23580 - Maintenance Trades Helper 17.21
23591 - Metrology Technician I 30.09
23592 - Metrology Technician II 31.37
23593 - Metrology Technician III 32.54
23640 - Millwright 33.74
23710 - Office Appliance Repairer 21.04
23760 - Painter Maintenance 21.74
23790 - Pipefitter Maintenance 32.54
23810 - Plumber Maintenance 31.07
23820 - Pneudraulic Systems Mechanic 27.64
23850 - Rigger 27.64
23870 - Scale Mechanic 25.20
23890 - Sheet-Metal Worker Maintenance 29.41
23910 - Small Engine Mechanic 19.82
23931 - Telecommunications Mechanic I 27.63

23932 - Telecommunications Mechanic II 28.81
23950 - Telephone Lineman 24.10
23960 - Welder Combination Maintenance 19.36
23965 - Well Driller 27.64
23970 - Woodcraft Worker 27.64
23980 - Woodworker 22.37
24000 - Personal Needs Occupations
24550 - Case Manager 17.29
24570 - Child Care Attendant 12.25
24580 - Child Care Center Clerk 15.29
24610 - Chore Aide 10.93
24620 - Family Readiness And Support Services Coordinator 17.29
24630 - Homemaker 17.29
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 29.31
25040 - Sewage Plant Operator 26.41
25070 - Stationary Engineer 29.31
25190 - Ventilation Equipment Tender 22.17
25210 - Water Treatment Plant Operator 26.41
27000 - Protective Service Occupations
27004 - Alarm Monitor 23.44
27007 - Baggage Inspector 13.65
27008 - Corrections Officer 22.76
27010 - Court Security Officer 23.73
27030 - Detection Dog Handler 16.31
27040 - Detention Officer 22.76
27070 - Firefighter 25.42
27101 - Guard I 13.65
27102 - Guard II 16.31
27131 - Police Officer I 26.51
27132 - Police Officer II 29.47
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.24
28042 - Carnival Equipment Repairer 13.09
28043 - Carnival Worker 9.57
28210 - Gate Attendant/Gate Tender 15.24
28310 - Lifeguard 11.34
28350 - Park Attendant (Aide) 17.05
28510 - Recreation Aide/Health Facility Attendant 12.44
28515 - Recreation Specialist 21.11
28630 - Sports Official 13.57
28690 - Swimming Pool Operator 18.62
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 21.04
29020 - Hatch Tender 21.04
29030 - Line Handler 21.04
29041 - Stevedore I 19.85
29042 - Stevedore II 22.04
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 41.56
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 28.65
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 31.56
30021 - Archeological Technician I 18.50
30022 - Archeological Technician II 20.69
30023 - Archeological Technician III 25.63
30030 - Cartographic Technician 25.63
30040 - Civil Engineering Technician 29.20
30051 - Cryogenic Technician I 28.40
30052 - Cryogenic Technician II 31.36
30061 - Drafter/CAD Operator I 18.50
30062 - Drafter/CAD Operator II 20.69
30063 - Drafter/CAD Operator III 23.07
30064 - Drafter/CAD Operator IV 28.40
30081 - Engineering Technician I 16.70
30082 - Engineering Technician II 18.75
30083 - Engineering Technician III 20.98
30084 - Engineering Technician IV 25.99
30085 - Engineering Technician V 31.78
30086 - Engineering Technician VI 38.46
30090 - Environmental Technician 23.34
30095 - Evidence Control Specialist 25.63
30210 - Laboratory Technician 22.81
30221 - Latent Fingerprint Technician I 26.95
30222 - Latent Fingerprint Technician II 29.77
30240 - Mathematical Technician 27.85
30361 - Paralegal/Legal Assistant I 18.72
30362 - Paralegal/Legal Assistant II 23.34
30363 - Paralegal/Legal Assistant III 30.33
30364 - Paralegal/Legal Assistant IV 36.70
30375 - Petroleum Supply Specialist 31.36
30390 - Photo-Optics Technician 25.63
30395 - Radiation Control Technician 31.36
30461 - Technical Writer I 30.39
30462 - Technical Writer II 35.40
30463 - Technical Writer III 30.60
30491 - Unexploded Ordnance (UXO) Technician I 26.41
30492 - Unexploded Ordnance (UXO) Technician II 31.96
30493 - Unexploded Ordnance (UXO) Technician III 38.31
30494 - Unexploded (UXO) Safety Escort 26.41
30495 - Unexploded (UXO) Sweep Personnel 26.41
30501 - Weather Forecaster I 28.40
30502 - Weather Forecaster II 34.54
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.15
30621 - Weather Observer Senior (see 2) 25.63
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 31.96
31020 - Bus Aide 16.72
31030 - Bus Driver 22.29

31043 - Driver Courier	15.37
31260 - Parking and Lot Attendant	10.41
31290 - Shuttle Bus Driver	16.42
31310 - Taxi Driver	12.67
31361 - Truckdriver Light	16.42
31362 - Truckdriver Medium	19.05
31363 - Truckdriver Heavy	23.70
31364 - Truckdriver Tractor-Trailer	23.70
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.58
99030 - Cashier	10.67
99050 - Desk Clerk	11.15
99095 - Embalmer	33.31
99130 - Flight Follower	26.41
99251 - Laboratory Animal Caretaker I	12.83
99252 - Laboratory Animal Caretaker II	13.72
99260 - Marketing Analyst	30.16
99310 - Mortician	33.31
99410 - Pest Controller	17.63
99510 - Photofinishing Worker	16.37
99710 - Recycling Laborer	23.21
99711 - Recycling Specialist	27.21
99730 - Refuse Collector	21.28
99810 - Sales Clerk	12.24
99820 - School Crossing Guard	14.63
99830 - Survey Party Chief	29.50
99831 - Surveying Aide	16.83
99832 - Surveying Technician	25.27
99840 - Vending Machine Attendant	13.42
99841 - Vending Machine Repairer	15.94
99842 - Vending Machine Repairer Helper	13.42

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4729
Revision No.: 15
Date Of Last Revision: 05/05/2021

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 Delaware Fairfield Franklin Licking Madison Morrow Perry Pickaway Union

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.92
01012 - Accounting Clerk II		19.00
01013 - Accounting Clerk III		21.25
01020 - Administrative Assistant		29.65
01035 - Court Reporter		26.76
01041 - Customer Service Representative I		14.24
01042 - Customer Service Representative II		15.53
01043 - Customer Service Representative III		17.45
01051 - Data Entry Operator I		16.15
01052 - Data Entry Operator II		17.62
01060 - Dispatcher Motor Vehicle		21.81
01070 - Document Preparation Clerk		15.74
01090 - Duplicating Machine Operator		15.74
01111 - General Clerk I		14.63

01112 - General Clerk II 15.96
01113 - General Clerk III 17.93
01120 - Housing Referral Assistant 21.46
01141 - Messenger Courier 16.30
01191 - Order Clerk I 15.86
01192 - Order Clerk II 17.29
01261 - Personnel Assistant (Employment) I 17.18
01262 - Personnel Assistant (Employment) II 19.21
01263 - Personnel Assistant (Employment) III 21.41
01270 - Production Control Clerk 25.01
01290 - Rental Clerk 15.20
01300 - Scheduler Maintenance 17.20
01311 - Secretary I 17.20
01312 - Secretary II 19.24
01313 - Secretary III 21.46
01320 - Service Order Dispatcher 19.50
01410 - Supply Technician 29.65
01420 - Survey Worker 17.19
01460 - Switchboard Operator/Receptionist 14.04
01531 - Travel Clerk I 16.67
01532 - Travel Clerk II 17.78
01533 - Travel Clerk III 18.86
01611 - Word Processor I 16.72
01612 - Word Processor II 18.78
01613 - Word Processor III 21.00
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.84
05010 - Automotive Electrician 19.56
05040 - Automotive Glass Installer 18.71
05070 - Automotive Worker 19.26
05110 - Mobile Equipment Servicer 17.02
05130 - Motor Equipment Metal Mechanic 22.25
05160 - Motor Equipment Metal Worker 18.89
05190 - Motor Vehicle Mechanic 20.39
05220 - Motor Vehicle Mechanic Helper 16.18
05250 - Motor Vehicle Upholstery Worker 18.39
05280 - Motor Vehicle Wrecker 19.26
05310 - Painter Automotive 20.38
05340 - Radiator Repair Specialist 19.26
05370 - Tire Repairer 15.53
05400 - Transmission Repair Specialist 20.39
07000 - Food Preparation And Service Occupations
07010 - Baker 12.62
07041 - Cook I 14.00
07042 - Cook II 16.08
07070 - Dishwasher 11.18
07130 - Food Service Worker 11.42
07210 - Meat Cutter 19.00
07260 - Waiter/Waitress 10.00
09000 - Furniture Maintenance And Repair Occupations

09010 - Electrostatic Spray Painter 18.38
09040 - Furniture Handler 11.93
09080 - Furniture Refinisher 18.02
09090 - Furniture Refinisher Helper 13.64
09110 - Furniture Repairer Minor 15.83
09130 - Upholsterer 18.02
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.49
11060 - Elevator Operator 13.28
11090 - Gardener 19.73
11122 - Housekeeping Aide 13.28
11150 - Janitor 13.28
11210 - Laborer Grounds Maintenance 15.30
11240 - Maid or Houseman 11.94
11260 - Pruner 13.84
11270 - Tractor Operator 18.24
11330 - Trail Maintenance Worker 15.30
11360 - Window Cleaner 14.68
12000 - Health Occupations
12010 - Ambulance Driver 18.25
12011 - Breath Alcohol Technician 20.03
12012 - Certified Occupational Therapist Assistant 28.48
12015 - Certified Physical Therapist Assistant 28.07
12020 - Dental Assistant 19.91
12025 - Dental Hygienist 38.98
12030 - EKG Technician 29.06
12035 - Electroneurodiagnostic Technologist 29.06
12040 - Emergency Medical Technician 18.25
12071 - Licensed Practical Nurse I 17.92
12072 - Licensed Practical Nurse II 20.03
12073 - Licensed Practical Nurse III 22.33
12100 - Medical Assistant 16.83
12130 - Medical Laboratory Technician 26.09
12160 - Medical Record Clerk 17.53
12190 - Medical Record Technician 19.60
12195 - Medical Transcriptionist 18.75
12210 - Nuclear Medicine Technologist 37.08
12221 - Nursing Assistant I 11.49
12222 - Nursing Assistant II 12.92
12223 - Nursing Assistant III 14.10
12224 - Nursing Assistant IV 15.83
12235 - Optical Dispenser 21.11
12236 - Optical Technician 17.92
12250 - Pharmacy Technician 16.49
12280 - Phlebotomist 16.21
12305 - Radiologic Technologist 28.63
12311 - Registered Nurse I 25.82
12312 - Registered Nurse II 31.59
12313 - Registered Nurse II Specialist 31.59
12314 - Registered Nurse III 38.23

12315 - Registered Nurse III Anesthetist		38.23
12316 - Registered Nurse IV		45.81
12317 - Scheduler (Drug and Alcohol Testing)		24.82
12320 - Substance Abuse Treatment Counselor		24.11
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.60
13012 - Exhibits Specialist II		24.33
13013 - Exhibits Specialist III		29.76
13041 - Illustrator I		19.78
13042 - Illustrator II		24.52
13043 - Illustrator III		29.99
13047 - Librarian		29.47
13050 - Library Aide/Clerk		14.18
13054 - Library Information Technology Systems Administrator		26.62
13058 - Library Technician		18.05
13061 - Media Specialist I		19.21
13062 - Media Specialist II		21.49
13063 - Media Specialist III		23.95
13071 - Photographer I		17.16
13072 - Photographer II		19.47
13073 - Photographer III		26.06
13074 - Photographer IV		29.51
13075 - Photographer V		35.70
13090 - Technical Order Library Clerk		17.81
13110 - Video Teleconference Technician		22.99
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.82
14042 - Computer Operator II		21.05
14043 - Computer Operator III		23.49
14044 - Computer Operator IV		26.08
14045 - Computer Operator V		28.90
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		18.82
14160 - Personal Computer Support Technician		26.08
14170 - System Support Specialist		35.71
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.20
15020 - Aircrew Training Devices Instructor (Rated)		37.74
15030 - Air Crew Training Devices Instructor (Pilot)		45.23
15050 - Computer Based Training Specialist / Instructor		31.20
15060 - Educational Technologist		31.19
15070 - Flight Instructor (Pilot)		45.23
15080 - Graphic Artist		28.35

15085 - Maintenance Test Pilot Fixed Jet/Prop 43.28
15086 - Maintenance Test Pilot Rotary Wing 43.28
15088 - Non-Maintenance Test/Co-Pilot 43.28
15090 - Technical Instructor 22.64
15095 - Technical Instructor/Course Developer 27.69
15110 - Test Proctor 18.28
15120 - Tutor 18.28
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.49
16030 - Counter Attendant 10.49
16040 - Dry Cleaner 13.09
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 14.01
16220 - Tailor 14.94
16250 - Washer Machine 11.22
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.30
19040 - Tool And Die Maker 24.15
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.54
21030 - Material Coordinator 25.01
21040 - Material Expediter 25.01
21050 - Material Handling Laborer 15.68
21071 - Order Filler 15.24
21080 - Production Line Worker (Food Processing) 17.54
21110 - Shipping Packer 16.92
21130 - Shipping/Receiving Clerk 16.92
21140 - Store Worker I 13.78
21150 - Stock Clerk 18.64
21210 - Tools And Parts Attendant 17.54
21410 - Warehouse Specialist 17.54
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.78
23019 - Aircraft Logs and Records Technician 23.02
23021 - Aircraft Mechanic I 27.44
23022 - Aircraft Mechanic II 28.78
23023 - Aircraft Mechanic III 30.00
23040 - Aircraft Mechanic Helper 19.84
23050 - Aircraft Painter 26.21
23060 - Aircraft Servicer 23.02
23070 - Aircraft Survival Flight Equipment Technician 26.21
23080 - Aircraft Worker 24.65
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.65
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.44

23110 - Appliance Mechanic 22.31
23120 - Bicycle Repairer 20.72
23125 - Cable Splicer 36.00
23130 - Carpenter Maintenance 23.47
23140 - Carpet Layer 21.54
23160 - Electrician Maintenance 23.93
23181 - Electronics Technician Maintenance I 26.04
23182 - Electronics Technician Maintenance II 27.68
23183 - Electronics Technician Maintenance III 28.99
23260 - Fabric Worker 22.23
23290 - Fire Alarm System Mechanic 23.94
23310 - Fire Extinguisher Repairer 20.72
23311 - Fuel Distribution System Mechanic 34.88
23312 - Fuel Distribution System Operator 27.29
23370 - General Maintenance Worker 20.72
23380 - Ground Support Equipment Mechanic 27.44
23381 - Ground Support Equipment Servicer 23.02
23382 - Ground Support Equipment Worker 24.65
23391 - Gunsmith I 20.72
23392 - Gunsmith II 23.80
23393 - Gunsmith III 26.50
23410 - Heating Ventilation And Air-Conditioning Mechanic 24.44
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 25.63
23430 - Heavy Equipment Mechanic 25.83
23440 - Heavy Equipment Operator 27.00
23460 - Instrument Mechanic 29.46
23465 - Laboratory/Shelter Mechanic 25.30
23470 - Laborer 15.68
23510 - Locksmith 25.01
23530 - Machinery Maintenance Mechanic 24.98
23550 - Machinist Maintenance 21.88
23580 - Maintenance Trades Helper 15.49
23591 - Metrology Technician I 29.46
23592 - Metrology Technician II 30.90
23593 - Metrology Technician III 32.20
23640 - Millwright 28.86
23710 - Office Appliance Repairer 19.79
23760 - Painter Maintenance 22.43
23790 - Pipefitter Maintenance 28.66
23810 - Plumber Maintenance 27.37
23820 - Pneudraulic Systems Mechanic 26.50
23850 - Rigger 26.50
23870 - Scale Mechanic 23.80
23890 - Sheet-Metal Worker Maintenance 27.89
23910 - Small Engine Mechanic 17.17
23931 - Telecommunications Mechanic I 30.45
23932 - Telecommunications Mechanic II 31.71
23950 - Telephone Lineman 24.26

23960 - Welder Combination Maintenance		19.06
23965 - Well Driller		26.54
23970 - Woodcraft Worker		26.50
23980 - Woodworker		20.72
24000 - Personal Needs Occupations		
24550 - Case Manager		17.08
24570 - Child Care Attendant		12.47
24580 - Child Care Center Clerk		15.54
24610 - Chore Aide		11.63
24620 - Family Readiness And Support Services Coordinator		17.08
24630 - Homemaker		17.08
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		29.54
25040 - Sewage Plant Operator		24.97
25070 - Stationary Engineer		29.54
25190 - Ventilation Equipment Tender		21.36
25210 - Water Treatment Plant Operator		24.97
27000 - Protective Service Occupations		
27004 - Alarm Monitor		23.37
27007 - Baggage Inspector		15.32
27008 - Corrections Officer		23.62
27010 - Court Security Officer		26.91
27030 - Detection Dog Handler		17.13
27040 - Detention Officer		23.62
27070 - Firefighter		30.21
27101 - Guard I		15.32
27102 - Guard II		17.13
27131 - Police Officer I		38.39
27132 - Police Officer II		42.67
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.05
28042 - Carnival Equipment Repairer		14.11
28043 - Carnival Worker		9.90
28210 - Gate Attendant/Gate Tender		14.72
28310 - Lifeguard		10.82
28350 - Park Attendant (Aide)		16.46
28510 - Recreation Aide/Health Facility Attendant		12.01
28515 - Recreation Specialist		20.39
28630 - Sports Official		13.11
28690 - Swimming Pool Operator		17.08
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		22.50
29020 - Hatch Tender		22.50
29030 - Line Handler		22.50
29041 - Stevedore I		21.01
29042 - Stevedore II		23.92
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	41.70
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	28.75

30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 31.67
30021 - Archeological Technician I 18.62
30022 - Archeological Technician II 20.82
30023 - Archeological Technician III 25.79
30030 - Cartographic Technician 25.79
30040 - Civil Engineering Technician 30.68
30051 - Cryogenic Technician I 28.56
30052 - Cryogenic Technician II 31.55
30061 - Drafter/CAD Operator I 18.62
30062 - Drafter/CAD Operator II 20.82
30063 - Drafter/CAD Operator III 23.20
30064 - Drafter/CAD Operator IV 28.56
30081 - Engineering Technician I 15.81
30082 - Engineering Technician II 17.74
30083 - Engineering Technician III 19.84
30084 - Engineering Technician IV 24.59
30085 - Engineering Technician V 30.08
30086 - Engineering Technician VI 36.39
30090 - Environmental Technician 23.72
30095 - Evidence Control Specialist 25.79
30210 - Laboratory Technician 25.15
30221 - Latent Fingerprint Technician I 31.04
30222 - Latent Fingerprint Technician II 34.28
30240 - Mathematical Technician 27.65
30361 - Paralegal/Legal Assistant I 18.90
30362 - Paralegal/Legal Assistant II 23.41
30363 - Paralegal/Legal Assistant III 28.63
30364 - Paralegal/Legal Assistant IV 34.64
30375 - Petroleum Supply Specialist 31.55
30390 - Photo-Optics Technician 25.79
30395 - Radiation Control Technician 31.55
30461 - Technical Writer I 23.47
30462 - Technical Writer II 28.72
30463 - Technical Writer III 34.75
30491 - Unexploded Ordnance (UXO) Technician I 26.50
30492 - Unexploded Ordnance (UXO) Technician II 32.06
30493 - Unexploded Ordnance (UXO) Technician III 38.43
30494 - Unexploded (UXO) Safety Escort 26.50
30495 - Unexploded (UXO) Sweep Personnel 26.50
30501 - Weather Forecaster I 28.56
30502 - Weather Forecaster II 34.75
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.20
30621 - Weather Observer Senior (see 2) 25.79
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 32.06
31020 - Bus Aide 16.51
31030 - Bus Driver 22.85
31043 - Driver Courier 17.01
31260 - Parking and Lot Attendant 12.00

31290 - Shuttle Bus Driver	19.36
31310 - Taxi Driver	13.09
31361 - Truckdriver Light	19.36
31362 - Truckdriver Medium	19.70
31363 - Truckdriver Heavy	22.31
31364 - Truckdriver Tractor-Trailer	22.31
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.63
99030 - Cashier	11.26
99050 - Desk Clerk	11.72
99095 - Embalmer	26.70
99130 - Flight Follower	26.50
99251 - Laboratory Animal Caretaker I	12.42
99252 - Laboratory Animal Caretaker II	13.43
99260 - Marketing Analyst	31.84
99310 - Mortician	26.70
99410 - Pest Controller	16.30
99510 - Photofinishing Worker	15.77
99710 - Recycling Laborer	23.96
99711 - Recycling Specialist	28.56
99730 - Refuse Collector	21.67
99810 - Sales Clerk	12.26
99820 - School Crossing Guard	12.88
99830 - Survey Party Chief	26.25
99831 - Surveying Aide	15.59
99832 - Surveying Technician	23.86
99840 - Vending Machine Attendant	14.65
99841 - Vending Machine Repairer	18.20
99842 - Vending Machine Repairer Helper	14.65

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or

stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 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.: 2015-4730
Revision No.: 14
Date Of Last Revision: 05/06/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Ohio

Area: Ohio Counties of Delaware Fairfield Franklin Licking Madison Morrow Perry Pickaway Union

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		28.95
01035 - Court Reporter		25.48
01041 - Customer Service Representative I		13.77
01042 - Customer Service Representative II		15.48
01043 - Customer Service Representative III		16.89
01051 - Data Entry Operator I		15.20
01052 - Data Entry Operator II		16.58
01060 - Dispatcher Motor Vehicle		21.81

01070 - Document Preparation Clerk	15.74
01090 - Duplicating Machine Operator	15.74
01111 - General Clerk I	14.38
01112 - General Clerk II	15.69
01113 - General Clerk III	17.61
01120 - Housing Referral Assistant	21.46
01141 - Messenger Courier	16.30
01191 - Order Clerk I	14.42
01192 - Order Clerk II	15.72
01261 - Personnel Assistant (Employment) I	16.68
01262 - Personnel Assistant (Employment) II	18.66
01263 - Personnel Assistant (Employment) III	20.79
01270 - Production Control Clerk	24.62
01290 - Rental Clerk	15.20
01300 - Scheduler Maintenance	17.20
01311 - Secretary I	17.20
01312 - Secretary II	19.24
01313 - Secretary III	21.46
01320 - Service Order Dispatcher	19.50
01410 - Supply Technician	28.95
01420 - Survey Worker	16.70
01460 - Switchboard Operator/Receptionist	13.23
01531 - Travel Clerk I	15.70
01532 - Travel Clerk II	16.74
01533 - Travel Clerk III	17.77
01611 - Word Processor I	15.35
01612 - Word Processor II	17.23
01613 - Word Processor III	19.27
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	21.84
05010 - Automotive Electrician	19.56
05040 - Automotive Glass Installer	18.71
05070 - Automotive Worker	19.26
05110 - Mobile Equipment Servicer	17.02
05130 - Motor Equipment Metal Mechanic	22.25
05160 - Motor Equipment Metal Worker	18.89
05190 - Motor Vehicle Mechanic	20.39
05220 - Motor Vehicle Mechanic Helper	16.18
05250 - Motor Vehicle Upholstery Worker	18.39
05280 - Motor Vehicle Wrecker	19.26
05310 - Painter Automotive	20.38
05340 - Radiator Repair Specialist	19.26
05370 - Tire Repairer	14.62
05400 - Transmission Repair Specialist	20.39
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.51
07041 - Cook I	13.30
07042 - Cook II	15.28
07070 - Dishwasher	10.97
07130 - Food Service Worker	11.42

07210 - Meat Cutter	19.00
07260 - Waiter/Waitress	9.77
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.95
09040 - Furniture Handler	11.93
09080 - Furniture Refinisher	18.02
09090 - Furniture Refinisher Helper	13.64
09110 - Furniture Repairer Minor	15.83
09130 - Upholsterer	18.02
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.57
11060 - Elevator Operator	12.81
11090 - Gardener	19.21
11122 - Housekeeping Aide	12.81
11150 - Janitor	12.81
11210 - Laborer Grounds Maintenance	14.90
11240 - Maid or Houseman	11.15
11260 - Pruner	13.47
11270 - Tractor Operator	17.76
11330 - Trail Maintenance Worker	14.90
11360 - Window Cleaner	14.16
12000 - Health Occupations	
12010 - Ambulance Driver	18.25
12011 - Breath Alcohol Technician	19.13
12012 - Certified Occupational Therapist Assistant	28.48
12015 - Certified Physical Therapist Assistant	27.41
12020 - Dental Assistant	18.96
12025 - Dental Hygienist	38.98
12030 - EKG Technician	26.62
12035 - Electroneurodiagnostic Technologist	26.62
12040 - Emergency Medical Technician	18.25
12071 - Licensed Practical Nurse I	17.10
12072 - Licensed Practical Nurse II	19.13
12073 - Licensed Practical Nurse III	21.32
12100 - Medical Assistant	16.30
12130 - Medical Laboratory Technician	25.41
12160 - Medical Record Clerk	17.26
12190 - Medical Record Technician	19.31
12195 - Medical Transcriptionist	18.02
12210 - Nuclear Medicine Technologist	35.08
12221 - Nursing Assistant I	11.49
12222 - Nursing Assistant II	12.92
12223 - Nursing Assistant III	14.10
12224 - Nursing Assistant IV	15.83
12235 - Optical Dispenser	21.11
12236 - Optical Technician	17.10
12250 - Pharmacy Technician	16.49
12280 - Phlebotomist	16.21
12305 - Radiologic Technologist	28.20
12311 - Registered Nurse I	25.13

12312 - Registered Nurse II		30.74
12313 - Registered Nurse II Specialist		30.74
12314 - Registered Nurse III		37.19
12315 - Registered Nurse III Anesthetist		37.19
12316 - Registered Nurse IV		44.58
12317 - Scheduler (Drug and Alcohol Testing)		23.70
12320 - Substance Abuse Treatment Counselor		23.83
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.60
13012 - Exhibits Specialist II		24.33
13013 - Exhibits Specialist III		29.76
13041 - Illustrator I		19.78
13042 - Illustrator II		24.52
13043 - Illustrator III		29.99
13047 - Librarian		29.47
13050 - Library Aide/Clerk		13.81
13054 - Library Information Technology Systems Administrator		26.62
13058 - Library Technician		18.05
13061 - Media Specialist I		19.21
13062 - Media Specialist II		21.49
13063 - Media Specialist III		23.95
13071 - Photographer I		17.16
13072 - Photographer II		19.47
13073 - Photographer III		26.06
13074 - Photographer IV		29.51
13075 - Photographer V		35.70
13090 - Technical Order Library Clerk		17.35
13110 - Video Teleconference Technician		20.90
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.11
14042 - Computer Operator II		19.14
14043 - Computer Operator III		21.35
14044 - Computer Operator IV		23.71
14045 - Computer Operator V		26.27
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		17.11
14160 - Personal Computer Support Technician		23.71
14170 - System Support Specialist		35.71
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.20
15020 - Aircrew Training Devices Instructor (Rated)		37.74
15030 - Air Crew Training Devices Instructor (Pilot)		45.23
15050 - Computer Based Training Specialist / Instructor		31.20

15060 - Educational Technologist 31.19
15070 - Flight Instructor (Pilot) 45.23
15080 - Graphic Artist 28.35
15085 - Maintenance Test Pilot Fixed Jet/Prop 43.06
15086 - Maintenance Test Pilot Rotary Wing 43.06
15088 - Non-Maintenance Test/Co-Pilot 43.06
15090 - Technical Instructor 22.64
15095 - Technical Instructor/Course Developer 27.69
15110 - Test Proctor 18.28
15120 - Tutor 18.28
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.19
16030 - Counter Attendant 10.19
16040 - Dry Cleaner 12.68
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 13.57
16220 - Tailor 14.47
16250 - Washer Machine 10.87
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.30
19040 - Tool And Die Maker 24.15
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.57
21030 - Material Coordinator 24.62
21040 - Material Expediter 24.62
21050 - Material Handling Laborer 14.77
21071 - Order Filler 15.24
21080 - Production Line Worker (Food Processing) 16.57
21110 - Shipping Packer 16.53
21130 - Shipping/Receiving Clerk 16.53
21140 - Store Worker I 13.64
21150 - Stock Clerk 18.45
21210 - Tools And Parts Attendant 16.57
21410 - Warehouse Specialist 16.57
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.22
23019 - Aircraft Logs and Records Technician 22.58
23021 - Aircraft Mechanic I 26.91
23022 - Aircraft Mechanic II 28.22
23023 - Aircraft Mechanic III 29.41
23040 - Aircraft Mechanic Helper 19.45
23050 - Aircraft Painter 25.70
23060 - Aircraft Servicer 22.58
23070 - Aircraft Survival Flight Equipment Technician 25.70
23080 - Aircraft Worker 24.18
23091 - Aircrew Life Support Equipment (ALSE) Mechanic 24.18

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 26.91
II
23110 - Appliance Mechanic 22.31
23120 - Bicycle Repairer 20.01
23125 - Cable Splicer 34.16
23130 - Carpenter Maintenance 23.47
23140 - Carpet Layer 19.58
23160 - Electrician Maintenance 23.93
23181 - Electronics Technician Maintenance I 26.04
23182 - Electronics Technician Maintenance II 27.68
23183 - Electronics Technician Maintenance III 28.99
23260 - Fabric Worker 21.46
23290 - Fire Alarm System Mechanic 23.94
23310 - Fire Extinguisher Repairer 20.01
23311 - Fuel Distribution System Mechanic 34.88
23312 - Fuel Distribution System Operator 27.29
23370 - General Maintenance Worker 19.48
23380 - Ground Support Equipment Mechanic 26.91
23381 - Ground Support Equipment Servicer 22.58
23382 - Ground Support Equipment Worker 24.18
23391 - Gunsmith I 20.01
23392 - Gunsmith II 22.98
23393 - Gunsmith III 25.58
23410 - Heating Ventilation And Air-Conditioning 24.44
Mechanic
23411 - Heating Ventilation And Air Contidioning 25.63
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 24.56
23440 - Heavy Equipment Operator 26.37
23460 - Instrument Mechanic 28.17
23465 - Laboratory/Shelter Mechanic 24.43
23470 - Laborer 14.77
23510 - Locksmith 24.43
23530 - Machinery Maintenance Mechanic 23.93
23550 - Machinist Maintenance 21.09
23580 - Maintenance Trades Helper 14.94
23591 - Metrology Technician I 28.17
23592 - Metrology Technician II 29.54
23593 - Metrology Technician III 30.79
23640 - Millwright 28.86
23710 - Office Appliance Repairer 19.57
23760 - Painter Maintenance 21.43
23790 - Pipefitter Maintenance 26.14
23810 - Plumber Maintenance 24.96
23820 - Pneudraulic Systems Mechanic 25.58
23850 - Rigger 25.58
23870 - Scale Mechanic 22.98
23890 - Sheet-Metal Worker Maintenance 27.40
23910 - Small Engine Mechanic 17.17

23931 - Telecommunications Mechanic I	27.68
23932 - Telecommunications Mechanic II	28.83
23950 - Telephone Lineman	24.26
23960 - Welder Combination Maintenance	18.85
23965 - Well Driller	24.13
23970 - Woodcraft Worker	25.58
23980 - Woodworker	20.01
24000 - Personal Needs Occupations	
24550 - Case Manager	16.85
24570 - Child Care Attendant	11.96
24580 - Child Care Center Clerk	14.91
24610 - Chore Aide	11.39
24620 - Family Readiness And Support Services Coordinator	16.85
24630 - Homemaker	16.85
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.93
25040 - Sewage Plant Operator	24.97
25070 - Stationary Engineer	27.93
25190 - Ventilation Equipment Tender	20.19
25210 - Water Treatment Plant Operator	24.97
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.37
27007 - Baggage Inspector	14.60
27008 - Corrections Officer	23.27
27010 - Court Security Officer	26.26
27030 - Detection Dog Handler	16.94
27040 - Detention Officer	23.27
27070 - Firefighter	29.25
27101 - Guard I	14.60
27102 - Guard II	16.94
27131 - Police Officer I	37.09
27132 - Police Officer II	41.22
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.56
28042 - Carnival Equipment Repairer	13.59
28043 - Carnival Worker	9.53
28210 - Gate Attendant/Gate Tender	14.18
28310 - Lifeguard	10.82
28350 - Park Attendant (Aide)	15.87
28510 - Recreation Aide/Health Facility Attendant	11.58
28515 - Recreation Specialist	19.65
28630 - Sports Official	12.63
28690 - Swimming Pool Operator	17.08
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.50
29020 - Hatch Tender	22.50
29030 - Line Handler	22.50
29041 - Stevedore I	21.01
29042 - Stevedore II	23.92

30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	41.29
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	28.47
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	31.35
30021 - Archeological Technician I		18.14
30022 - Archeological Technician II		20.30
30023 - Archeological Technician III		25.14
30030 - Cartographic Technician		25.14
30040 - Civil Engineering Technician		29.26
30051 - Cryogenic Technician I		27.85
30052 - Cryogenic Technician II		30.76
30061 - Drafter/CAD Operator I		18.14
30062 - Drafter/CAD Operator II		20.30
30063 - Drafter/CAD Operator III		22.62
30064 - Drafter/CAD Operator IV		27.85
30081 - Engineering Technician I		15.81
30082 - Engineering Technician II		17.74
30083 - Engineering Technician III		19.84
30084 - Engineering Technician IV		24.59
30085 - Engineering Technician V		30.08
30086 - Engineering Technician VI		36.39
30090 - Environmental Technician		23.72
30095 - Evidence Control Specialist		25.14
30210 - Laboratory Technician		23.18
30221 - Latent Fingerprint Technician I		30.90
30222 - Latent Fingerprint Technician II		34.13
30240 - Mathematical Technician		25.14
30361 - Paralegal/Legal Assistant I		18.90
30362 - Paralegal/Legal Assistant II		23.41
30363 - Paralegal/Legal Assistant III		28.63
30364 - Paralegal/Legal Assistant IV		34.64
30375 - Petroleum Supply Specialist		30.76
30390 - Photo-Optics Technician		25.14
30395 - Radiation Control Technician		30.76
30461 - Technical Writer I		23.34
30462 - Technical Writer II		28.54
30463 - Technical Writer III		34.53
30491 - Unexploded Ordnance (UXO) Technician I		26.24
30492 - Unexploded Ordnance (UXO) Technician II		31.75
30493 - Unexploded Ordnance (UXO) Technician III		38.05
30494 - Unexploded (UXO) Safety Escort		26.24
30495 - Unexploded (UXO) Sweep Personnel		26.24
30501 - Weather Forecaster I		27.85
30502 - Weather Forecaster II		33.87
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		31.75
31020 - Bus Aide		15.01

31030 - Bus Driver	20.77
31043 - Driver Courier	17.01
31260 - Parking and Lot Attendant	12.00
31290 - Shuttle Bus Driver	19.36
31310 - Taxi Driver	11.90
31361 - Truckdriver Light	19.36
31362 - Truckdriver Medium	19.70
31363 - Truckdriver Heavy	22.31
31364 - Truckdriver Tractor-Trailer	22.31
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.48
99030 - Cashier	10.64
99050 - Desk Clerk	11.17
99095 - Embalmer	26.70
99130 - Flight Follower	26.24
99251 - Laboratory Animal Caretaker I	11.81
99252 - Laboratory Animal Caretaker II	12.77
99260 - Marketing Analyst	31.66
99310 - Mortician	26.70
99410 - Pest Controller	16.17
99510 - Photofinishing Worker	14.34
99710 - Recycling Laborer	23.96
99711 - Recycling Specialist	28.56
99730 - Refuse Collector	21.67
99810 - Sales Clerk	11.51
99820 - School Crossing Guard	12.88
99830 - Survey Party Chief	24.16
99831 - Surveying Aide	14.35
99832 - Surveying Technician	21.96
99840 - Vending Machine Attendant	14.48
99841 - Vending Machine Repairer	17.99
99842 - Vending Machine Repairer Helper	14.48

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 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.: 2015-4731
Revision No.: 12
Date Of Last Revision: 04/28/2021

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 Greene Miami Montgomery

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		18.20
01013 - Accounting Clerk III		20.35
01020 - Administrative Assistant		25.70
01035 - Court Reporter		25.74
01041 - Customer Service Representative I		14.76
01042 - Customer Service Representative II		16.11
01043 - Customer Service Representative III		18.08
01051 - Data Entry Operator I		14.14
01052 - Data Entry Operator II		15.43
01060 - Dispatcher Motor Vehicle		21.03
01070 - Document Preparation Clerk		16.93
01090 - Duplicating Machine Operator		16.93
01111 - General Clerk I		13.93
01112 - General Clerk II		15.20

01113 - General Clerk III 17.07
01120 - Housing Referral Assistant 20.69
01141 - Messenger Courier 14.97
01191 - Order Clerk I 17.67
01192 - Order Clerk II 19.28
01261 - Personnel Assistant (Employment) I 17.25
01262 - Personnel Assistant (Employment) II 19.29
01263 - Personnel Assistant (Employment) III 21.52
01270 - Production Control Clerk 22.53
01290 - Rental Clerk 14.69
01300 - Scheduler Maintenance 16.59
01311 - Secretary I 16.59
01312 - Secretary II 18.57
01313 - Secretary III 20.69
01320 - Service Order Dispatcher 18.80
01410 - Supply Technician 25.70
01420 - Survey Worker 17.54
01460 - Switchboard Operator/Receptionist 14.26
01531 - Travel Clerk I 16.24
01532 - Travel Clerk II 17.32
01533 - Travel Clerk III 18.37
01611 - Word Processor I 17.67
01612 - Word Processor II 19.84
01613 - Word Processor III 22.19
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.88
05010 - Automotive Electrician 20.69
05040 - Automotive Glass Installer 19.88
05070 - Automotive Worker 19.88
05110 - Mobile Equipment Servicer 18.30
05130 - Motor Equipment Metal Mechanic 19.53
05160 - Motor Equipment Metal Worker 19.88
05190 - Motor Vehicle Mechanic 18.60
05220 - Motor Vehicle Mechanic Helper 17.51
05250 - Motor Vehicle Upholstery Worker 19.10
05280 - Motor Vehicle Wrecker 19.88
05310 - Painter Automotive 20.69
05340 - Radiator Repair Specialist 19.88
05370 - Tire Repairer 15.24
05400 - Transmission Repair Specialist 19.53
07000 - Food Preparation And Service Occupations
07010 - Baker 12.54
07041 - Cook I 13.61
07042 - Cook II 15.17
07070 - Dishwasher 10.60
07130 - Food Service Worker 11.15
07210 - Meat Cutter 17.53
07260 - Waiter/Waitress 9.92
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 20.32

09040 - Furniture Handler 14.26
09080 - Furniture Refinisher 20.32
09090 - Furniture Refinisher Helper 16.36
09110 - Furniture Repairer Minor 18.46
09130 - Upholsterer 20.32
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.45
11060 - Elevator Operator 14.76
11090 - Gardener 17.64
11122 - Housekeeping Aide 14.76
11150 - Janitor 14.76
11210 - Laborer Grounds Maintenance 14.45
11240 - Maid or Houseman 11.51
11260 - Pruner 13.74
11270 - Tractor Operator 16.59
11330 - Trail Maintenance Worker 14.45
11360 - Window Cleaner 15.54
12000 - Health Occupations
12010 - Ambulance Driver 16.51
12011 - Breath Alcohol Technician 20.17
12012 - Certified Occupational Therapist Assistant 31.42
12015 - Certified Physical Therapist Assistant 32.87
12020 - Dental Assistant 20.59
12025 - Dental Hygienist 33.98
12030 - EKG Technician 30.76
12035 - Electroneurodiagnostic Technologist 30.76
12040 - Emergency Medical Technician 16.51
12071 - Licensed Practical Nurse I 18.88
12072 - Licensed Practical Nurse II 21.13
12073 - Licensed Practical Nurse III 23.56
12100 - Medical Assistant 16.46
12130 - Medical Laboratory Technician 23.74
12160 - Medical Record Clerk 18.34
12190 - Medical Record Technician 20.51
12195 - Medical Transcriptionist 21.17
12210 - Nuclear Medicine Technologist 35.80
12221 - Nursing Assistant I 11.92
12222 - Nursing Assistant II 13.41
12223 - Nursing Assistant III 14.63
12224 - Nursing Assistant IV 16.42
12235 - Optical Dispenser 21.02
12236 - Optical Technician 16.17
12250 - Pharmacy Technician 16.19
12280 - Phlebotomist 16.87
12305 - Radiologic Technologist 28.29
12311 - Registered Nurse I 23.52
12312 - Registered Nurse II 28.78
12313 - Registered Nurse II Specialist 28.78
12314 - Registered Nurse III 34.81
12315 - Registered Nurse III Anesthetist 34.81

12316 - Registered Nurse IV		41.74
12317 - Scheduler (Drug and Alcohol Testing)		24.98
12320 - Substance Abuse Treatment Counselor		24.19
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.17
13012 - Exhibits Specialist II		27.46
13013 - Exhibits Specialist III		33.58
13041 - Illustrator I		22.55
13042 - Illustrator II		27.93
13043 - Illustrator III		34.16
13047 - Librarian		28.44
13050 - Library Aide/Clerk		12.35
13054 - Library Information Technology Systems Administrator		25.68
13058 - Library Technician		17.46
13061 - Media Specialist I		18.53
13062 - Media Specialist II		20.73
13063 - Media Specialist III		23.11
13071 - Photographer I		15.95
13072 - Photographer II		17.84
13073 - Photographer III		22.11
13074 - Photographer IV		27.04
13075 - Photographer V		32.71
13090 - Technical Order Library Clerk		16.08
13110 - Video Teleconference Technician		20.88
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.56
14042 - Computer Operator II		21.88
14043 - Computer Operator III		24.38
14044 - Computer Operator IV		27.08
14045 - Computer Operator V		30.01
14071 - Computer Programmer I	(see 1)	25.51
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.56
14160 - Personal Computer Support Technician		27.08
14170 - System Support Specialist		30.92
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.08
15020 - Aircrew Training Devices Instructor (Rated)		36.39
15030 - Air Crew Training Devices Instructor (Pilot)		42.16
15050 - Computer Based Training Specialist / Instructor		30.08
15060 - Educational Technologist		35.49
15070 - Flight Instructor (Pilot)		42.16
15080 - Graphic Artist		23.71
15085 - Maintenance Test Pilot Fixed Jet/Prop		42.09

15086 - Maintenance Test Pilot Rotary Wing 42.09
15088 - Non-Maintenance Test/Co-Pilot 42.09
15090 - Technical Instructor 22.89
15095 - Technical Instructor/Course Developer 28.01
15110 - Test Proctor 18.49
15120 - Tutor 18.49
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.58
16030 - Counter Attendant 10.58
16040 - Dry Cleaner 13.17
16070 - Finisher Flatwork Machine 10.58
16090 - Presser Hand 10.58
16110 - Presser Machine Drycleaning 10.58
16130 - Presser Machine Shirts 10.58
16160 - Presser Machine Wearing Apparel Laundry 10.58
16190 - Sewing Machine Operator 14.09
16220 - Tailor 15.02
16250 - Washer Machine 11.28
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.98
19040 - Tool And Die Maker 25.30
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.85
21030 - Material Coordinator 22.53
21040 - Material Expediter 22.53
21050 - Material Handling Laborer 17.65
21071 - Order Filler 13.18
21080 - Production Line Worker (Food Processing) 18.85
21110 - Shipping Packer 16.78
21130 - Shipping/Receiving Clerk 16.78
21140 - Store Worker I 16.74
21150 - Stock Clerk 21.09
21210 - Tools And Parts Attendant 18.85
21410 - Warehouse Specialist 18.85
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.10
23019 - Aircraft Logs and Records Technician 25.49
23021 - Aircraft Mechanic I 29.07
23022 - Aircraft Mechanic II 30.10
23023 - Aircraft Mechanic III 31.21
23040 - Aircraft Mechanic Helper 22.59
23050 - Aircraft Painter 28.05
23060 - Aircraft Servicer 25.49
23070 - Aircraft Survival Flight Equipment Technician 28.05
23080 - Aircraft Worker 26.79
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 26.79
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 29.07
23110 - Appliance Mechanic 20.71

23120 - Bicycle Repairer	21.11
23125 - Cable Splicer	33.53
23130 - Carpenter Maintenance	24.55
23140 - Carpet Layer	23.54
23160 - Electrician Maintenance	25.95
23181 - Electronics Technician Maintenance I	28.99
23182 - Electronics Technician Maintenance II	30.34
23183 - Electronics Technician Maintenance III	31.45
23260 - Fabric Worker	22.40
23290 - Fire Alarm System Mechanic	24.15
23310 - Fire Extinguisher Repairer	21.11
23311 - Fuel Distribution System Mechanic	27.79
23312 - Fuel Distribution System Operator	22.97
23370 - General Maintenance Worker	19.79
23380 - Ground Support Equipment Mechanic	29.07
23381 - Ground Support Equipment Servicer	25.49
23382 - Ground Support Equipment Worker	26.79
23391 - Gunsmith I	21.11
23392 - Gunsmith II	23.54
23393 - Gunsmith III	25.54
23410 - Heating Ventilation And Air-Conditioning Mechanic	24.88
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	25.76
23430 - Heavy Equipment Mechanic	26.21
23440 - Heavy Equipment Operator	25.31
23460 - Instrument Mechanic	27.51
23465 - Laboratory/Shelter Mechanic	24.65
23470 - Laborer	15.39
23510 - Locksmith	24.65
23530 - Machinery Maintenance Mechanic	24.82
23550 - Machinist Maintenance	23.21
23580 - Maintenance Trades Helper	16.60
23591 - Metrology Technician I	27.51
23592 - Metrology Technician II	28.49
23593 - Metrology Technician III	29.53
23640 - Millwright	30.67
23710 - Office Appliance Repairer	20.23
23760 - Painter Maintenance	18.57
23790 - Pipefitter Maintenance	28.37
23810 - Plumber Maintenance	27.37
23820 - Pneudraulic Systems Mechanic	25.54
23850 - Rigger	26.42
23870 - Scale Mechanic	23.54
23890 - Sheet-Metal Worker Maintenance	30.05
23910 - Small Engine Mechanic	18.60
23931 - Telecommunications Mechanic I	30.28
23932 - Telecommunications Mechanic II	31.36
23950 - Telephone Lineman	25.54
23960 - Welder Combination Maintenance	20.89

23965 - Well Driller	27.81
23970 - Woodcraft Worker	25.54
23980 - Woodworker	21.11
24000 - Personal Needs Occupations	
24550 - Case Manager	14.97
24570 - Child Care Attendant	10.23
24580 - Child Care Center Clerk	14.92
24610 - Chore Aide	11.47
24620 - Family Readiness And Support Services Coordinator	14.97
24630 - Homemaker	15.80
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.00
25040 - Sewage Plant Operator	26.05
25070 - Stationary Engineer	29.00
25190 - Ventilation Equipment Tender	22.54
25210 - Water Treatment Plant Operator	26.05
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.95
27007 - Baggage Inspector	13.11
27008 - Corrections Officer	23.27
27010 - Court Security Officer	22.68
27030 - Detection Dog Handler	17.82
27040 - Detention Officer	23.27
27070 - Firefighter	24.51
27101 - Guard I	13.11
27102 - Guard II	17.82
27131 - Police Officer I	30.98
27132 - Police Officer II	34.43
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.98
28042 - Carnival Equipment Repairer	13.34
28043 - Carnival Worker	11.15
28210 - Gate Attendant/Gate Tender	14.72
28310 - Lifeguard	12.03
28350 - Park Attendant (Aide)	16.47
28510 - Recreation Aide/Health Facility Attendant	12.02
28515 - Recreation Specialist	20.40
28630 - Sports Official	13.12
28690 - Swimming Pool Operator	18.63
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	28.19
29020 - Hatch Tender	28.19
29030 - Line Handler	28.19
29041 - Stevedore I	26.84
29042 - Stevedore II	29.52
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	41.41
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	28.55
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	31.45

30021 - Archeological Technician I		18.59
30022 - Archeological Technician II		20.79
30023 - Archeological Technician III		25.75
30030 - Cartographic Technician		25.75
30040 - Civil Engineering Technician		27.00
30051 - Cryogenic Technician I		27.63
30052 - Cryogenic Technician II		30.53
30061 - Drafter/CAD Operator I		18.59
30062 - Drafter/CAD Operator II		20.79
30063 - Drafter/CAD Operator III		23.17
30064 - Drafter/CAD Operator IV		29.65
30081 - Engineering Technician I		15.77
30082 - Engineering Technician II		17.69
30083 - Engineering Technician III		20.55
30084 - Engineering Technician IV		24.52
30085 - Engineering Technician V		30.00
30086 - Engineering Technician VI		36.30
30090 - Environmental Technician		20.32
30095 - Evidence Control Specialist		24.95
30210 - Laboratory Technician		27.73
30221 - Latent Fingerprint Technician I		30.38
30222 - Latent Fingerprint Technician II		33.56
30240 - Mathematical Technician		30.84
30361 - Paralegal/Legal Assistant I		19.22
30362 - Paralegal/Legal Assistant II		23.81
30363 - Paralegal/Legal Assistant III		31.43
30364 - Paralegal/Legal Assistant IV		37.70
30375 - Petroleum Supply Specialist		30.53
30390 - Photo-Optics Technician		25.75
30395 - Radiation Control Technician		30.53
30461 - Technical Writer I		24.12
30462 - Technical Writer II		29.51
30463 - Technical Writer III		35.69
30491 - Unexploded Ordnance (UXO) Technician I		26.32
30492 - Unexploded Ordnance (UXO) Technician II		31.84
30493 - Unexploded Ordnance (UXO) Technician III		38.16
30494 - Unexploded (UXO) Safety Escort		26.32
30495 - Unexploded (UXO) Sweep Personnel		26.32
30501 - Weather Forecaster I		27.63
30502 - Weather Forecaster II		33.61
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.17
30621 - Weather Observer Senior	(see 2)	25.75
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		31.84
31020 - Bus Aide		15.57
31030 - Bus Driver		21.53
31043 - Driver Courier		17.02
31260 - Parking and Lot Attendant		12.55
31290 - Shuttle Bus Driver		18.11

31310 - Taxi Driver	12.33
31361 - Truckdriver Light	18.11
31362 - Truckdriver Medium	19.12
31363 - Truckdriver Heavy	21.50
31364 - Truckdriver Tractor-Trailer	21.50
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.52
99030 - Cashier	10.46
99050 - Desk Clerk	10.28
99095 - Embalmer	34.47
99130 - Flight Follower	26.32
99251 - Laboratory Animal Caretaker I	12.28
99252 - Laboratory Animal Caretaker II	13.06
99260 - Marketing Analyst	29.26
99310 - Mortician	34.47
99410 - Pest Controller	18.70
99510 - Photofinishing Worker	15.85
99710 - Recycling Laborer	19.76
99711 - Recycling Specialist	22.67
99730 - Refuse Collector	18.34
99810 - Sales Clerk	12.05
99820 - School Crossing Guard	19.01
99830 - Survey Party Chief	30.44
99831 - Surveying Aide	15.65
99832 - Surveying Technician	23.95
99840 - Vending Machine Attendant	17.88
99841 - Vending Machine Repairer	20.13
99842 - Vending Machine Repairer Helper	17.88

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 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))."